

Tools for Your Enrollment

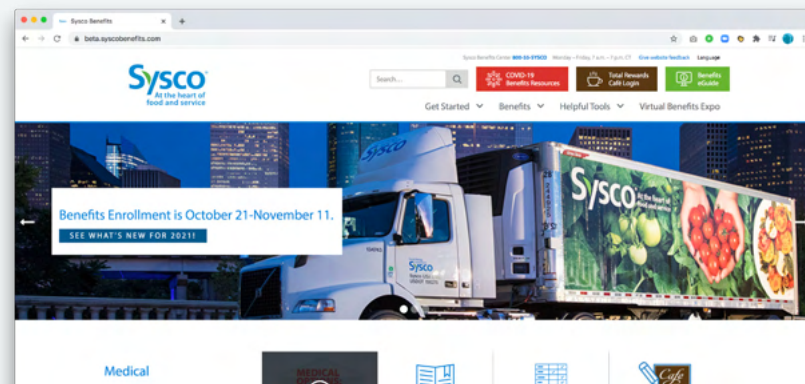
We've got a few special tools that are sure to simplify your enrollment experience:

- **SyscoBenefits.com:** Your one-stop shop for all things benefits. You can explore the new virtual Benefits Expo and find your Benefits Guide, videos and FAQs. Plus, the search feature can help you find exactly what you're looking for—fast.
- **Expert Advice:** Have benefits and enrollment questions? Talk to your Health Pro. If you haven't talked to a Health Pro yet, connect with one today or call the Sysco Benefits Center.

Visite **SyscoBenefits.com** y haga clic en Language < Español en la esquina superior derecha para conectarse a la página donde encontrará un enlace a la guía de beneficios y otros recursos útiles.



Learn more about all of your benefits on
SyscoBenefits.com



Mark Your Calendar!

2021 Benefits Enrollment is October 21–November 11

IMPORTANT

Most of your current benefits elections will carry forward to 2021. You do not need to actively enroll unless you want to:

- Make changes to your current benefits
- Elect a Flexible Spending Account (FSA) contribution amount for 2021



Sysco
At the heart of food and service

Powering You with **Choice**

Sysco is proud to offer our associates more than great benefits—we offer you and your family a variety of programs and resources that help support you in every aspect of your life. During these challenging times, it's more important than ever that you consider all of the benefit options Sysco offers you, so you can choose the coverage you need to take care of your health.



What's New for 2021

For 2021, you'll have the same great benefit options and an improved online enrollment experience. Plus, we're enhancing your mental health and security benefits in the coming year.



Enhanced Enrollment Process – The online enrollment system is now even easier to navigate. You'll follow a simple guided process that highlights key plans and helps you estimate your costs and choose which medical plan may be right for you and your family.



Mental Health Program Improvements – We're streamlining our mental health benefit programs and Employee Assistance Program (EAP), so you'll have one provider—Spring Health—to help you access all mental health programs available to you. Spring Health is our current partner for virtual mental health counseling services and offers an extensive network of doctors and therapists. We are also moving ongoing clinical services under BlueCross BlueShield, rather than having them separately managed by Optum. Those currently receiving care from an Optum in-network provider can continue seeing their provider in 2021 with in-network benefits under BCBS for a six-month transition period.



ID Theft Protection Plan Enhancements – The ID Watchdog Identity Theft Protection Plan now offers you increased coverage, including greater protection and control, more protection for your loved ones and fully-managed identity restoration.



New ID Cards – If you enroll in a BCBS medical plan for 2021, you will receive a new ID card.

2021 Medical Rate Increase

The cost of healthcare continues to rise in the U.S., impacting Sysco at a company level and as individual participants. We provide tools, resources, education and Health Pros to help you make the most of your benefits and manage your healthcare costs each year. In 2021, Sysco's medical premiums are increasing by an average of 5.5% across all medical plans. Rates for each plan will be available in the enrollment system beginning October 21.

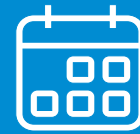
Go to **SyscoBenefits.com**
to enroll
October 21–November 11



The Value of Your Sysco Benefits

Our customers value all the options we provide to them—and we do the same for our associates. Every associate automatically gets certain coverages, and each year during Benefits Enrollment, you choose what additional benefits you may need for the upcoming year. Plus, if you enroll in a Sysco national medical plan through BCBS, you have access to a full menu of specialty resources and programs.

Browse all these benefits in the virtual Benefits Expo on SyscoBenefits.com!



Benefits You Can Elect or Change During Benefits Enrollment

During benefits enrollment, you have the opportunity to elect or change certain benefits. You can enroll in one of Sysco's **four national medical plans through BCBS** with **prescription drug coverage**, including **home delivery**. You can also enroll in a **dental plan with two options** and a **vision plan**.

You can pay for eligible expenses with pre-tax dollars you set aside in the **Health Savings Account (HSA)** or **Flexible Spending Accounts (FSA)**.

Plus, you can elect extra protection with other benefits like **Supplemental Life and Voluntary AD&D, Critical Illness** and **Hospital indemnity**, along with **Legal Insurance, Identity Theft Protection** and discounted **home and auto insurance**.



Additional Benefits If You Enroll in a Sysco-Sponsored BCBS Medical Plan

If you enroll in the Basic Plan, HSA Plan, PPO Plan or National HMO Plan, you automatically get—at no cost to you—specialty resources like **diabetes care, mental health services** including telehealth options and substance abuse treatment, **cancer support**, remote physical therapy, **resources for parents** and **second opinion and treatment decision support**. Not to mention, you can work with a **Health Pro**, your personal healthcare advocate.



Benefits Provided at No Cost to All Sysco Associates

Sysco automatically provides all eligible associates with an **Employee Assistance Program, Life and AD&D Insurance, Short- and Long-Term Disability** coverage, **Leave of Absence benefits** and **discounts** through Perks at Work. You do not need to enroll in these benefits. Check out the Benefits Guide on SyscoBenefits.com to learn more about these programs.



And You Have Great Retirement Benefits, too!

In addition, you are automatically enrolled in the **Sysco 401(k)**, which allows you to change your contributions and investment options anytime during the year. And you can enroll in the **Employee Stock Purchase Plan (ESPP)** anytime.

Welcome to the Virtual Benefits Expo

Before you make your benefits selections for 2021, make sure you know about all of the benefits Sysco offers you. Take a walk down the aisles of the new virtual Benefits Expo and look at the stacks and stacks of benefits and programs Sysco offers you and your family. At a time when many companies are eliminating benefits due to rising costs, Sysco continues to provide you with choice, so you can load your benefits pallet with plans that meet your needs and power your health.



Since we are unable to hold in-person benefits fairs or enrollment meetings this year, we've created the virtual Benefits Expo to ensure you have all the information you need to enroll in your 2021 benefits, wherever you are. The Expo is an interactive experience that allows you to learn about all of your benefits. As you browse the aisles, you'll find videos, descriptions of the benefits and links to resources. In the Benefits Break Room, you can build a custom online benefits presentation by selecting which videos you want to watch to prepare for 2021 Benefits Enrollment. Plus, there's an Info Desk that will help you get any questions answered.

Connect with Health Pros

Healthcare is complicated, and having access to so many Sysco benefits can make choosing a little overwhelming. That's why you have access to the Health Pros—your team who is prepared to give you expert advice and help you navigate your options.

Already connected? Great! If you've already connected with your Health Pro in 2020, your Health Pro can help you choose your benefits for 2021.

Getting started? If you haven't connected with a Health Pro yet, get started today in time for the benefits enrollment period. Your Health Pro can help you:

- understand Sysco's health plans
- enroll in your 2021 benefits
- find highly rated, cost-effective providers for medical, dental and vision
- coordinate your care
- find lower-cost prescriptions
- understand your medical bills, and more

You can access a Health Pro two ways:

- Email: Log on to the Total Rewards Café through SyscoBenefits.com and click on the image that says "Connect with Your Health Pro."
- Call: Contact the Sysco Benefits Center at **1-800-55-SYSCO**.

To continue working with your Health Pro next year, enroll in a Sysco-sponsored national medical plan, administered by BCBS, for 2021.

