

## 2021 U.S. Benefits

Making your health a priority helps you get the most out of life. Newell Brands is here to support you in that effort.

### New Hires

Newell Brands is pleased to offer a comprehensive 2021 benefits program to help you through all stages of life — from growing your family to saving for retirement. This brochure provides an overview of the benefits, programs, and resources that will be available to you beginning January 1, 2021. You can learn more about the benefits program at [NWLbenefits.com](https://www.newellbrands.com/NWLbenefits.com). Log-on using your Newell Employee ID and password. **If you elect to participate, your benefits will be effective on your hire date, provided you enroll within 30 days of your hire date.**

Giving coverage, tools and resources to our employees and their families to manage their health is at the core of our benefits program.

### Healthcare

- We offer a high-quality, broad network of providers and facilities for our employees. That's why we partner with Anthem/Ameriben to administer your medical benefits. We offer three medical plan options: two with HSAs that both you and the company contribute to, plus a traditional plan. All plans include pharmacy benefits.
- Our dental coverage is offered through CIGNA. We offer the choice of two dental plans. Both plan provides free preventive coverage and basic care.
- Vision coverage is provided through VSP. The vision Plan covers exams and prescription eyeglasses at a discounted rate.

**Important Notes:** *If you plan to cover any dependents in the health plans, you will need to provide their Social Security Number(s) when you enroll, as we are required by law to obtain this information prior to putting coverage into place. If you cover any dependents in the Medical plan, you will need to provide verification of their dependency within 30 days of your enrollment (for example, a marriage certificate or birth certificate). You will receive additional information about this when you enroll.*

### Healthy Living

Our Healthy Living benefits help you make your health a priority. Highlighted below are some of the benefits we offer to help you get and stay healthy:

- **Annual Physical Reward** for getting a physical exam. To qualify, you must have completed an annual physical within the last plan year or will get one within 60 days of your new hire effective date.
- **Tobacco Cessation Support**, including tobacco cessation aids at no cost to you.
- **Wellness Program** providing tools to get active and build healthy habits.

When you are ready to grow your family, Newell Brands benefits will be there to support you along the way.

## Foundational Support

- Adoption assistance
- Fertility solutions

## Pregnancy Support

- Healthy Pregnancy program, including a Newell Brands baby product reward

## Leave Support

- Paid maternity leave
- Paternity/adoptive parent leave

## Ongoing Support

- Employee Assistance Program
- Back-up Child Care Program
- Dependent Care Spending Account

Family Support benefits help you and your family during some of life's most precious moments.

Our Financial benefits offer you a variety of ways to save money and protect your income and your family when you need it most.

## The Employee Savings Plan

Newell Brands offers employees the 401(k) Employee Savings Plan, which includes a 6% company match, 100% vesting on all contributions, and an investment fund lineup that offers you everything from Target Date Funds that model your investments for you based on your estimated retirement date to a self-directed brokerage account that lets you manage your investments on your own.

## Income Protection

To help protect you and your family financially, we offer:

- Disability Coverage
- Life Insurance
- AD&D Insurance
- Hospital Indemnity
- Critical Illness Protection
- Supplemental Accident Coverage

We also offer a variety of discount programs to help you save, such as commuter benefits, pet insurance, identity theft protection, home and auto insurance discounts, a legal plan, and more.

# Monthly Payroll Deductions

You and the company share the cost of your benefits, with Newell Brands paying the majority of the cost for medical benefits. The amount you pay is through payroll deductions. Here's what you'll pay for medical, dental and vision benefits in 2021. For other payroll deductions, see the interactive guide at [NWLBenefits.com](https://www.newellbrands.com/benefits).

Medical rates assume covered employees and spouses have earned the Annual Physical Reward, and all family members are tobacco-free.

	You	You + Spouse	You + Child(ren)	You + Family
<b>Medical</b>				
Salary range: Under \$30,000 per year				
<b>Consumer Plan</b>	\$57.35	\$119.13	\$113.61	\$155.53
<b>Consumer Plus Plan</b>	\$103.68	\$216.22	\$206.28	\$283.50
<b>Traditional Plan</b>	\$130.16	\$272.48	\$259.24	\$356.32
Salary range: \$30,000 to \$99,999 per year				
<b>Consumer Plan</b>	\$94.86	\$198.56	\$188.64	\$259.24
<b>Consumer Plus Plan</b>	\$172.08	\$360.73	\$343.09	\$472.16
<b>Traditional Plan</b>	\$216.22	\$454.51	\$431.34	\$593.52
Salary range: \$100,000+ per year				
<b>Consumer Plan</b>	\$132.37	\$276.89	\$263.65	\$361.84
<b>Consumer Plus Plan</b>	\$240.48	\$504.15	\$479.89	\$659.71
<b>Traditional Plan</b>	\$259.24	\$542.77	\$517.39	\$711.57
<b>Dental</b>				
<b>Dental Basic Plan</b>	\$16.55	\$35.59	\$33.09	\$40.56
<b>Dental Plus Plan</b>	\$27.25	\$58.59	\$54.48	\$66.77
<b>Vision</b>				
<b>Vision Plan</b>	\$6.95	\$11.24	\$11.24	\$18.50

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## Benefits Resources

We've partnered with best-in-class providers to deliver our benefits. You have access to personalized information and online tools 24/7/365. If you have questions you can contact the **Newell Brands Benefits Center**.

### WellAtNewell.com



Visit [WellAtNewell.com](https://www.wellatnewell.com) for all of your Health & Welfare benefits information. You'll enroll on this site. The site will be available to you year-round with access to your selected benefit providers and plan details. Visit the site as often as you like to learn about and take advantage of the many benefits available to you.

### Newell Brands Benefits Center



Representatives are available to assist you by phone Monday through Friday, 9:00 a.m. to 6:00 p.m. ET, except on holidays, at **1-833-4NEWELL (463-9355)**. The team is available year-round to assist with your benefits questions and will be ready for your call.

### Fidelity



Fidelity offers expert tools and resources to help you invest in and manage your Newell Brands Employee Savings Plan. You can contact Fidelity at 1-833-252-2244 from 8:30 a.m. to 8:30 p.m. ET, Monday–Friday. You can also go to [netbenefits.com/newellbrands](https://netbenefits.com/newellbrands) to take action on your account, access interactive online resources, and more.

### Have questions?

Newell Brands Benefits Center

**1-833-4NEWELL**

1-833-463-9355

