

Your 2022 Benefits at a Glance

Health & Well-Being












Financial


















Work-Life



| Benefit | Description | Eligibility | Cost Paid By | |
|---|--|--|---|-----------------|
| Employees who are scheduled to work 30 or more hours per week are eligible. Most benefits are effective after 30 days of continuous employment and noted with a checkmark under the eligibility column. Any plan eligibility that differs is noted. | | | | |
| | 24/7 Employee Assistance Program (EAP) | Upon date of hire, a full service EAP is available to the employee and all household members for confidential counseling, resources and referrals. In addition, five face-to-face counseling sessions per issue per year with a licensed network professional are available. Limited legal and financial services are also provided. | Day 1, all US employees and their household members | Medline |
| | Ginger: 24/7 Mental Health & Emotional Support | Ginger is an app that offers confidential, on-demand emotional and mental health support through coaching via text-based chats, self-care activities and video-based therapy and psychiatry. Coaches are available to chat 24/7, 365. Benefit eligible employees and their dependents 18+ have unlimited access to coach support and up to eight video visits/year. | ✓ | Medline |
| | UHC Medical Plans <i>(all states except HI)</i> | There are three medical plans provided through UnitedHealthcare (UHC): Gold Choice Plus PPO, Saver HSA and White HRA Plan. The Gold Choice Plus PPO is the richest of the plans, providing extensive protection, but at a higher price. The Saver HSA Plan is compatible with a Health Savings Account, providing greater flexibility and control over how you pay for and save for healthcare. The White HRA Plan is a high deductible, in-network only plan with a Health Reimbursement Account. | ✓ | You and Medline |
| | KP HMO Medical Plans <i>(CA and HI* only)</i> | Available to employees working in California or Hawaii only, this managed care program through Kaiser Permanente utilizes an existing network of providers and requires the approval of a primary care physician for services. *Available to employees scheduled to work in Hawaii at least 20 hours per week. | ✓ | You and Medline |
| | Cigna Medical Plan <i>(Neptune & Freehold only)</i> | The Cigna Medical Plan is available to employees who work at the Neptune and Freehold New Jersey locations. This is an in-network only PPO plan. | ✓ | You and Medline |

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|  | Well-Being Discount Program Employees who participate in the annual well-being activity receive a \$40 per month discount applied to their pre-tax medical plan contribution.** **Hawaii and Puerto Rico excluded. | ✓ | Medline |
|  | Prescription Drugs UHC Plans Only If enrolled in one of the UHC medical plans, the prescription drug coverage is provided through OptumRx. No cost and low cost options are available for certain drugs on designated lists. | ✓ | You and Medline |
|  | Health Savings Account (HSA) An HSA is a personal healthcare bank account that you can use to pay out-of-pocket healthcare expenses with pre-tax dollars. You own and administer your HSA. You determine how much to contribute, up to certain limits, and Medline will also fund \$750 for single coverage and \$1,500 for family coverage annually throughout the year. | ✓ | You and Medline |
|  | Health Reimbursement Account (HRA) The White HRA Plan combines a high deductible medical benefit plan with an employer-funded reimbursement account. Medline contributes to the HRA on an annual basis to pay for covered medical expenses. | ✓ | Medline |
|  | Flexible Spending Accounts (FSA) A Flexible Spending Account allows you to direct a part of your pay, on a pre-tax basis, into a special account that can be used for eligible plan expenses. You have two plan options: Healthcare FSA and Dependent Care FSA. You can contribute up to \$2,750 for Healthcare and up to \$5,000 for Dependent Care. | ✓ | You |
|  | Dental Benefits Dental benefits are provided through the Delta Dental PPO Network. You have the choice between a Basic or Enhanced Plan. Preventive care is covered at 100% in-network in both plans. Orthodontia coverage is only available on the Enhanced Plan to dependent children up to age 26, with a lifetime maximum of \$1,000 per child. | ✓ | You |
|  | Vision Benefits Vision benefits are provided through Vision Service Plan (VSP). The plan helps with routine exams and eyewear and pays a higher benefit when a VSP network provider is used. | ✓ | You |
|  | Group Critical Illness Insurance Critical illness insurance offers financial support if you are diagnosed with a covered illness such as a heart attack, stroke, major organ transplant, end stage renal failure, cancer and others. It provides a lump sum payment for you to use as you see fit. | ✓ | You |
|  | Group Accident Insurance Accident coverage provides cash benefits due to accidental injury. This coverage can help pick up where other insurance leaves off and provide cash to help cover expenses. The coverage pays you benefits that correspond with hospital and intensive care confinement, such as emergency room, x-ray and prescription drug costs, physical therapy, etc. | ✓ | You |
|  | Group Hospital Indemnity Hospital Indemnity plans work to complement your medical coverage by paying in addition to what your medical plan may or may not cover if you or a covered dependent are admitted to a hospital for over 24 hours. | ✓ | You |

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|  | Short-Term Disability | After one week of absence due to a non-work-related illness or injury, STD provides 60% (100% for pregnancy-related for first eight weeks, 80% thereafter), capped at \$2,500/week of eligible pay for a maximum of 25 weeks. | After 1 year of employment | Medline |
|  | Long-Term Disability | For disabilities lasting more than 26 consecutive weeks, benefits are paid at 60% of eligible pay, to a maximum of \$10,000 per month. | After 1 year of employment | Medline |
|  | 401(k) Plan | You can contribute from 2% to 75% of eligible pay on a pre-tax and/or Roth 401(k) after-tax basis, up to the IRS limits, in this retirement plan. Additional catch-up contributions are available if you are age 50 or older. If you do not enroll yourself or opt out, you will be automatically enrolled in the plan within 30 days of hire at a contribution rate of 3%, on a pre-tax basis. For every \$1 you contribute to the plan after one year of service, Medline will contribute \$0.50 on the first 8% of your eligible pay, (up to 4%), for a maximum annual company contribution of the lesser of 4% of pay or \$7,000. All active employees are 100% vested in both their contributions and the company match. | Day 1: You are eligible to contribute Company match: After 1 year of employment | You and Medline |
|  | Employee Life Insurance | Medline automatically provides basic group term life insurance at no cost to you. The basic plan for non-commissioned hourly and salary employees pays your beneficiary 1½ times your eligible pay. Commissioned sales representatives receive a flat benefit amount of \$150,000. | ✓ | Medline |
|  | Supplemental Life and AD&D Insurance | You may purchase additional life insurance and/or accidental death and dismemberment in \$10,000 increments, up to a maximum of \$500,000. The cost for supplemental life is determined by your age and the amount of coverage you elect. Proof of good health may apply to supplemental life insurance. | ✓ | You |
|  | Dependent Life Insurance | You may also purchase coverage for your spouse in \$10,000 increments, not to exceed 50% of the employee (company paid basic + supplemental life) amount, and/or your dependent children in the amounts of \$2,500, \$5,000, \$7,500, or \$10,000. Dependent Children are covered from 15 days up to age 26. | ✓ | You |
|  | Employee Death Benefit*** | If an employee dies, Medline provides one month of base pay continuation plus one month of COBRA (where applicable) to enable the employee's family to take care of day-to-day expenses while life insurance proceeds are being processed. | ✓ | Medline |
|  | Legal Plan | Pre-paid legal services are available thru the MetLife Legal Plan. | ✓ | You |

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|  | Paid Time Off Vacation*** (excluding Commissioned Sales Reps) | Regular full time employees are eligible to receive: Up to 10 days in your first year of employment, based on hire date. After two years of employment an additional day is added in the following year and each year thereafter, up to a maximum of 19 days of paid vacation at 10 years of employment. | ✓ | Medline |
|  | Flex Time*** (excluding Commissioned Sales Reps) | Flex Time is typically earned at the rate of ½ day per month up to a maximum of six days per calendar year. Flex Time starts accruing after 30 days of continuous employment. | ✓ | Medline |
|  | Holidays*** | Nine paid holidays per calendar year. | ✓ | Medline |
|  | Other Paid Time Off | Medline also offers a variety of other paid leaves such as Jury, Bereavement, Parental, etc. | Varies by leave type | Medline |
|  | Education Assistance: Tuition Reimbursement*** | Eligibility for undergraduate and high school diploma/GED course reimbursement begins after 30 continuous days of employment. Eligibility for graduate school reimbursement begins after one year of employment. Tuition is reimbursed at 80%, course fees at 60%, and books at 50%, capped at \$5,250 per year for job-related higher education to preapproved employees. | 40+ hours/week Graduate courses: After 1 year of employment | Medline |
|  | Employee Resource Groups (ERGs) | Medline's Employee Resource Groups (ERGs) are made up of employees who come together in solidarity to make a positive impact on Medline's culture and in the communities we serve. All employees are welcome and encouraged to join and actively participate. When you join an ERG as a member, you will become a part of the community and be added to the group's email distribution list to get all communications and invitation to events. | Day 1, all employees | Medline |
|  | Medline Service Corps | Medline's Service Corps is a group of employees who have committed to furthering the company's social and environmental impact efforts across Global Health, Community Impact and Sustainability. Service Corps members receive updates on opportunities for impact through volunteerism. | Day 1, all employees | Medline |

This document is intended as a general summary of basic benefit plan provisions and is not a substitute for the official plan documents. If there are any inconsistencies between this summary and the official plan documents, the plan or policy documents always prevail. This summary is not a promise or guarantee of employment. The Company reserves the right to alter, modify, amend or terminate in whole or in part any benefit plan or any provisions of the plan at any time without prior notification.

***Employees who are classified as part-time with benefits may not be eligible for this benefit or may be eligible for the benefit at a reduced schedule. Check the Employee Handbook for clarification.