

Your 2021 Benefits Guide

Schneider Electric Benefits Program for U.S. Employees



*Your one-stop shop for all
Rewards and Benefits info*

Life Is On





Benefits that help you be your best.

At Schneider Electric, we offer a variety of benefits, resources and well-being programs as our way of helping you be your best in all aspects of your life — at work, at home and everywhere in between.

Our goal is for our benefits to provide what you and your colleagues value, while keeping benefits affordable for you and the Company in the long term. Our benefits also offer you ways to balance your life and give you the flexibility you need.

Look what's inside...

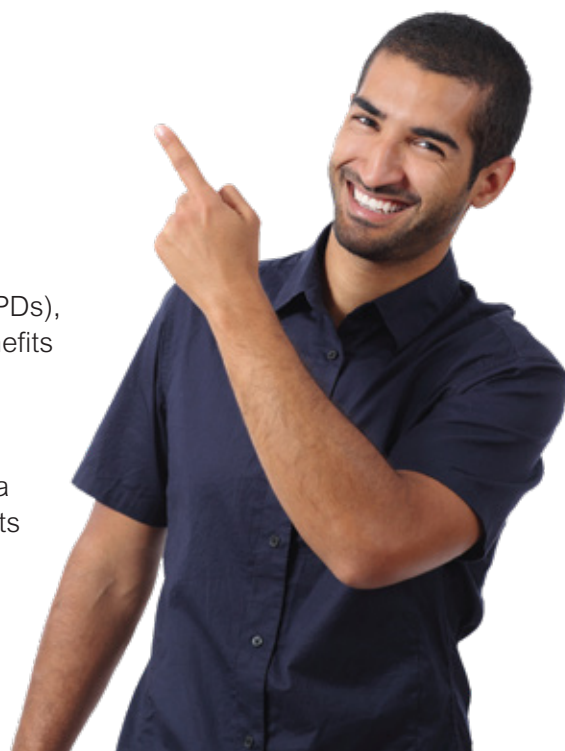
Your enrollment checklist	2
Important things to know about enrollment	4
Making changes during the year	5
Who's eligible?	6
Your health advocate: Health Advocacy Solutions	7
Medical	9
Health Savings Account (HSA)	12
Dental	13
Vision	14
Flexible spending accounts (FSAs)	15
Life and accidental death & dismemberment (AD&D)	17
Disability	18
Commuter benefits	19
PTO purchase program	20
Care@Work	21
Legal services plan	21
Sustainable YOU well-being program	22
Employee Assistance Program (EAP)	23
Tobacco cessation program: Quit For Life®	23
My Secure Advantage (MSA) money coaching	24
Rates and fees	25
Contact information	28



Plan information available online

Your current Schneider Electric Summary Plan Descriptions (SPDs), Summary of Materials Modification (SMMs), Summaries of Benefits and Coverage (SBCs) and legal notices are available on **Rewards@Schneider**.

An SPD summarizes the key features, terms and provisions of a benefit plan. You may request a paper copy of these documents at no charge by contacting PeopleLink at **877-248-2998** or **support@Schneider**.



Your enrollment checklist

✓ Get informed.

- **Review this benefits guide** for an overview of your benefit options for 2021, instructions to enroll and costs for coverage.
- **Review your 2021 benefit options with ALEX®**, our personalized benefits counselor. ALEX helps you pick benefits that provide the best value and gives easy-to-understand explanations to your questions. Access ALEX at myalex.com/se/2021.
- **Schedule an appointment with a My Secure Advantage (MSA) money coach** to review the pros and cons and ins and outs of your benefit options to give you confidence in your ultimate decisions. Visit Rewards@Schneider to learn more about MSA.
- **Visit Rewards@Schneider** — during enrollment or anytime during the year — to find details on your benefits and other helpful resources.
- **Ask PeopleLink.** Call **877-248-2998** or open a support@Schneider service ticket at <https://schneider.service-now.com/supportatschneider>.



PeopleLink hours ←

- Available Monday – Friday, 7 a.m. to 5 p.m. Central time. Extended hours during Annual Enrollment: 6 a.m. to 6 p.m. Central time.
- Assistance is available in English and Spanish.

✓ Enroll.

- **Access the enrollment site** at se-benefitslink.com if you are a new hire **or** if you want to make a change to your current coverage, add or remove a dependent, enroll in an HSA or FSA, change your responses to fee questions, or elect a new benefit for 2021.

✓ Review your dependents.

- **Double check your dependents** to make sure the right family members have the necessary coverage.

See page 6 for the documents you need to submit to verify your dependent's eligibility.

- ✓ **Add your mobile phone number and/or email address** to your profile at se-benefitslink.com to ensure you receive timely benefit notifications and information.

✓ Confirm your elections.

- **Print your final benefit summary.** A confirmation statement will also be sent to your BenefitsLink mailbox.

✓ Confirm your payroll deductions.

- **Compare your deductions on your first 2021 paycheck** to the deductions on your benefit summary. If the deductions do not match, contact PeopleLink immediately to report the difference.

➔ **New hires: Answer the pre-enrollment questions:**

Tobacco status questions for medical and life insurance.

Answer these questions for yourself and any dependents you intend to cover. If you do not complete these questions, or if you use tobacco and/or smoke products, you will pay:

- Tobacco-user fee of \$50 per month for medical coverage, and
- Tobacco-user rates for Employee Supplemental Life and Spouse/Domestic Partner Life Insurance, if elected.

You can avoid the fee/higher costs if you use tobacco and/or smoke products but enroll in the free, Company-provided, Quit For Life® Program.

Spouse/domestic partner medical coverage questions.

If you choose to cover your spouse/domestic partner who has coverage available through their own employer, or you don't indicate whether your spouse/domestic partner is eligible for medical coverage through their own employer, you will pay a \$75 monthly fee in addition to the cost for your medical coverage level.

Health Savings Account (HSA) eligibility questions.

Whether you are eligible to participate in an HSA determines your medical options.

Connecting to BenefitsLink: se-benefitslink.com ←

- If you are connected to the Schneider Electric network, click on the Single Sign On (SSO) link available on the Login page.
- If you are not connected to the network, enter your user ID and password.
- If you are new to the site click on First Time Users to create a user ID and password.
- If you need to reset your password, you'll be asked to answer the security questions. If you can't answer the security questions, a temporary password will be sent to your email address or mobile phone number in your BenefitsLink profile, if you have one. Otherwise it will be mailed to your home, which may take up to 10 days.

NOTE: Internet Explorer 11 does not support se-benefitslink.com. Be sure to use a supported browser (free, supported browsers: Google Chrome, Firefox, Microsoft Edge or Safari).



Important things to know about enrollment

Your elections

- **The elections you make will remain in place for the full year**, unless you have a qualifying life event and make a new election within 31 days. **The last changes you make online** to your elections as of the close of the enrollment period will be considered your 2021 elections — regardless if you click “Complete Enrollment.”

Submitting documents for dependent coverage

- **If you newly enroll a dependent** in your medical, dental or vision coverage, you must submit the required documentation to verify they are eligible by the Annual Enrollment deadline found in BenefitsLink. For new hires, you have 60 days from the initial date you add your dependent(s).
- **Upload to BenefitsLink (preferred):** Log in to se-benefitslink.com > click on Verify My Dependents. Upload your documents.
- **Fax:** Fax to PeopleLink at **859-372-2176**. Include a cover sheet with the subject line “Dependent Documentation” along with your legal first and last names, SESA ID and phone number.
- **Allow up to 2 weeks for your dependent documents to be reviewed.** If you don't submit acceptable documents, your dependent(s) won't be covered.

Your 2021 coverage if you are a new hire and you don't enroll

- **Medical:** Core CDHP + HSA; employee only; tobacco-user fee applies
- **Dental, Vision and Legal Services Plan:** No coverage
- **Basic Life and AD&D:** One times your base pay; Company paid
- **Supplemental Life, Spouse Life, Supplemental AD&D and Child Life:** No coverage
- **Short-term Disability:** 100% of base pay for first 4 weeks; 60% thereafter; Company paid
- **Long-term Disability:** Buy-up option (60% of base pay)
- **Health Care FSA and Dependent Care FSA:** No participation
- **Health Savings Account (if eligible for HSA):** Company contribution only



Health Care FSA in 2020 and CDHP + HSA in 2021?

If you elected a Health Care FSA in 2020 and enroll in a CDHP + HSA option for 2021, the balance in your FSA must be zero by December 31, 2020 for HSA contributions to begin in January. Otherwise, neither you nor the Company can contribute to your HSA until April 2021.

If you and your spouse or domestic partner both work at Schneider Electric...

- **Avoid the working spouse/domestic partner fee:** If your spouse or domestic partner is also a Schneider Electric employee eligible under the Schneider Electric Benefits Program for U.S. Employees, you may each want to enroll in single coverage (or one enrolls in single coverage and the other in employee plus children coverage if you have children who need medical coverage) to avoid the \$75 per month working spouse/domestic partner fee.

If you choose to cover your spouse/domestic partner as your dependent on your benefit coverage, he/she must decline his/her own coverage as an employee, and you will incur the \$75 per month working spouse/domestic partner fee.

- **Enrolling children:** If you both choose to enroll in medical, dental or vision coverage as employees, only one of you may cover your dependent child(ren).
- **Life insurance coverage:** You may not purchase life insurance for your spouse or domestic partner if he/she also works at Schneider Electric. Only one of you may purchase life insurance for your child(ren).

If you and your child both work at Schneider Electric...

- If your child is under the age of 26, you may cover him or her under your medical, dental and vision coverage or they may enroll in coverage for themselves, but **the child cannot be enrolled as both an employee and child under the plans.**
- For life insurance, **your child cannot be enrolled in both Basic Life as an employee and Child Life as a child;** therefore, in this case you may not enroll your child in Child Life.

Making changes during the year

The benefit coverage you elect remains in effect for the entire calendar year. You can only change your benefits during the year if you have a qualifying change in status (e.g., you get married, have a baby) or another qualifying event in which benefit changes are allowed (see General Information in the Summary Plan Description [SPD] available on Rewards@Schneider).*

To make a change, go to se-benefitslink.com within 31 days of the event (the date the change in status occurs is considered the first day of the 31-day period) and:

- **Update your personal information** on BenefitsLink (e.g., add your new dependent, remove an ineligible dependent),
- **Make the applicable benefit plan changes,** and
- **Upload proof of your dependent's eligibility** by uploading to BenefitsLink (preferred) or fax to PeopleLink within the required time frame. If you do not submit the required documents, your dependent will not have coverage.

For more information on making midyear benefit changes, please visit Rewards@Schneider.

* NOTE: If you plan to enroll a newborn or newly adopted dependent to your Schneider Electric Medical Plan you must do so within 31 calendar days of your child's date of birth or adoption to ensure medical coverage.



Who's eligible?

Employee eligibility¹

You are eligible for Schneider Electric benefits if you are a:

- Salaried or hourly full-time employee;
- Regular part-time employee, scheduled to work at least 17.5 hours per week; or
- Union employee covered by a collective bargaining agreement providing coverage by this program.

Eligible dependents

At Schneider Electric, we recognize the importance of benefits coverage for your family. If you are eligible for benefits, you may cover your spouse or domestic partner and your children, as defined below. Also see below for the information you need to submit to ensure they can be covered.

Dependent	Definition	Required documents ²
Spouse	A person to whom you are legally married, including common law spouses and same-sex spouses legally married in states where such marriages are recognized.	<ul style="list-style-type: none"> • Copy of the front page of the employee's most recent federal tax return that includes the employee's spouse OR • Photocopy of marriage certificate AND • Proof of joint debt/ownership dated within the past 90 days (must have employee and spouse name) such as: <ul style="list-style-type: none"> – Monthly statement from a joint checking or savings account – Mortgage payment or lease agreement
Domestic partner	Same- or opposite-sex partner (no age limit) with whom you are registered with an authorized government agency or, if not registered, with whom you are involved in an ongoing and committed relationship and who has been residing with you for the last six consecutive months.	<ul style="list-style-type: none"> • Domestic Partner Registration as legally recognized OR • Two of the following that show both the employee's and domestic partner's name and address: <ul style="list-style-type: none"> – Mortgage payment or lease agreement – Joint ownership of a motor vehicle – A current joint bank account or a joint credit account (dated within the last 90 days) AND • Certification of Tax Dependency and Declaration of Domestic Partnership (refer to the General Information section of the SPD²)
Child(ren)	A dependent child ³ (younger than age 26 regardless of student or marital status) who is/are: <ul style="list-style-type: none"> • Your natural child(ren) • Stepchild(ren), foster child(ren), and child(ren) for whom you are the court appointed legal guardian • Adopted child(ren) once they are placed with you for adoption • Child(ren) entitled to coverage under a qualified medical child support order • Disabled child(ren) over age 26 • Child(ren) of domestic partners • Unmarried child(ren) up to age 19 — but less than age 25 — who are full-time students (life insurance only) 	<ul style="list-style-type: none"> • For natural child(ren): Photocopy of birth certificate showing employee's name OR a copy of the employee's most recent federal tax return showing the dependent listed • For stepchild(ren): Photocopy of birth certificate showing employee's spouse's name and a copy of the marriage certificate showing the employee's and parent's name OR a copy of the employee's most recent federal tax return showing the dependent listed • For domestic partner's child(ren): Photocopy of birth certificate showing domestic partner's name OR a copy of the employee's or domestic partner's most recent federal tax return showing the dependent listed • For legal guardian, adoption or foster child(ren): Photocopy of final court order with presiding judge's signature, final adoption decree or qualified medical child support order, OR a copy of the employee's most recent federal tax return showing the dependent listed

1. Temporary workers and contracted or leased employees are excluded from Schneider Electric benefits.

2. You can find a complete list of acceptable documents as well as the Certification of Tax Dependency and Declaration of Domestic Partnership at se-benefitslink.com (Tools & Resources > Forms) or by contacting PeopleLink at 877-248-2998.

3. This also includes your adult child(ren) to the end of the month in which they turn age 26 even if they are eligible for medical, dental or vision coverage through their own employer plans.

Your health advocate: Health Advocacy Solutions

Your Schneider Electric medical coverage includes Health Advocacy Solutions, a Blue Cross and Blue Shield of Illinois (BCBSIL) concierge service, to help you navigate health care decisions while saving you time and money.

Connect with a health advocate

It's easy to connect with skilled health advocates dedicated to our Schneider Electric medical plans. Call **877-557-3417** (as shown on your medical ID card) whether you are searching for a doctor, have a medical question in the middle of the night or have claims questions.



Health advocates will:

- **Facilitate prior authorizations** for services under the medical plan. If you require an authorization for certain services (MRIs, CT scans, surgeries, etc.), a health advocate can facilitate the authorization for you. **IMPORTANT:** Typically your provider will take care of this for you, but it is your responsibility to connect with a health advocate before receiving care. If this step is not completed, your procedure may not be covered.
- **Help you compare costs and find high-quality, low-cost providers** for medical tests and procedures, giving you the potential to earn a cash reward (called member rewards).
- **Help coordinate your behavioral health care and benefits** for outpatient care to treat issues like anxiety, depression or addiction.

Other programs and features

MDLIVE

If you enroll in medical coverage, consider using **MDLIVE** for virtual office visits. These can save you money when you're in need of care for non-emergency medical conditions and pediatric care, especially if you have CDHP coverage. Connect with a board-certified doctor 24/7 including nights, weekends and holidays by secure video, phone or email.

Go to mdlive.com/bcbsil or the MDLIVE mobile app or call **877-557-3417**.

GET PAID FOR SMART SHOPPING: MEMBER REWARDS

You may be able to save on out-of-pocket health care costs and earn a cash reward — called **Member Rewards** — when you shop around for health care services and procedures and choose a more cost-effective provider and/or location for your care. The potential cash reward depends on the procedure and which provider you use. After your doctor recommends a procedure or test, you can search Provider Finder on bcbsil.com to find out if those services are eligible for Member Rewards. You can also call your health advocate to **help you compare costs and find high-quality, low-cost facilities** for medical tests and procedures. You must *have the procedure or test verified by a health advocate to receive your cash reward*.



ConsumerMedical

Whether you need help finding a specialist, getting a second opinion or understanding your diagnosis and treatment options, **ConsumerMedical** can help make sure you get the best care — all at no extra cost to you. Go to myconsumermedical.com company code: Schneider or the ConsumerMedical app: **MyMedicalAlly**, or call **877-557-3417**.

Digital exercise therapy

If you suffer from chronic neck, shoulder, back, hip or knee pain, you have free access to a **digital exercise therapy** program with a live coach from Hinge Health. Apply at hingehealth.com/schneider20.

Oncology Navigator

Through **Oncology Navigator**, if you or a family member is facing cancer, trained navigators will help guide you to the right care and support.

High-risk maternity management

Get support for high-risk pregnancies through **high-risk maternity management**.



Learn more: Get details on all of these programs and more on Rewards@Schneider.





Medical

Medical coverage helps you and your family with the costs of maintaining good health and treating illness or injury. Schneider Electric offers you three options to choose from, or you can decline medical coverage:

- Core Consumer-Directed Health Plan (CDHP) + HSA
- Buy-up Consumer-Directed Health Plan (CDHP) + HSA*
- Core Preferred Provider Organization (PPO)

Learn about your plan options.

All options cover the **same** features, including:

- Free, in-network preventive care such as annual physicals, wellness exams, cancer screenings and immunizations;
- The same BCBSIL network of providers; and
- Prescription drug coverage through Express Scripts.**

Below are some **key differences** for you to consider.

CDHP + HSA Options: best value at any age

Young and healthy? Nearing retirement? Or somewhere in between? No matter where you are in your health journey, the CDHP + HSA options can save you money on health care. Though they have higher deductibles, you get:

- **Health Savings Account (HSA)**, which lets you pay for eligible health care expenses with tax-free money. Schneider Electric contributes to your HSA to help offset the deductible — **that's free money for you.**
- **Lower costs from your paycheck.** Consider contributing to your HSA the difference in your cost for medical coverage between the Core PPO and a CDHP option to use toward the higher deductible or to save and invest in your HSA.
- **Choice.** The HSA empowers you to decide when to use your money: now or save it for later.

PPO Option

The Core PPO option has *higher employee contributions* per pay period but a *lower annual deductible* than the CDHP + HSA options. And since this option doesn't include an HSA, *you will not receive* a Company HSA contribution.

* If you are not eligible for an HSA (see page 12), you can enroll in the Buy-up CDHP option with NO HSA.

** If you live in Puerto Rico, your medical and prescription drug coverage is administered by Triple S (Blue Cross and Blue Shield of Puerto Rico). You will receive a separate insert regarding coverage details and cost.

Meeting the deductible

In the Core CDHP + HSA and Core PPO...

- Once one person's claims reach the **single deductible** amount, that person can then begin receiving benefits and just pay the coinsurance amount.
- Once one person reaches the **single out-of-pocket maximum**, the plan will pay 100% for that person for the remainder of that calendar year.



In the Buy-up CDHP + HSA...

- All of the family's eligible expenses added together must reach the **family deductible** amount before paying coinsurance for any family member.
- The family deductible can be met by one family member or a combination of family members.
- All of the family's eligible expenses added together must reach the **family out-of-pocket maximum** before the plan will pay 100% for any family member for that calendar year.

Is your provider/pharmacy in the network?

BCBSIL provider network

To see if your provider is in the network, or to find a new provider, go to bcbsil.com and click on the Find a Doctor or Hospital link. Search as a guest > enter the location where you would like to search for care and then:

- Select the Participating Provider Organization (PPO) network.
- For Florida, Georgia, Kansas City area, New Hampshire, New Jersey, St. Louis area, Tennessee and the Washington D.C./Maryland/Virginia area, select the appropriate network.

For help finding a network provider, call BCBSIL. Your health advocate will help you find skilled providers who are proven to be high performers. *If you use a provider outside of your network*, your claim will be processed as out-of-network and subject to a separate out-of-network deductible and out-of-pocket maximum.

Pharmacy network

To find an in-network pharmacy near you, sign in at Express-Scripts.com > Locate a Pharmacy. If you are a first-time visitor to Express-Scripts.com, first register, using your member ID number.

Brand-name drug cost when generic is available

If you or your doctor requests a brand-name medication and indicates "dispense as written" when a generic equivalent is available, you will pay the generic copay plus the cost difference between the brand and the generic. You or your doctor may request a coverage review to waive the cost difference between the brand and generic medication by contacting Express Scripts.

Get more information ←

Find more plan details in the **Summary of Benefits and Coverage (SBC)** for each medical option, along with a Glossary of Health Coverage and Medical terms, at Rewards@Schneider. You may also request a paper copy of any SBC by calling PeopleLink at 877-248-2998.

Comparing medical plan options

Plan provision	Core CDHP + HSA		Buy-up CDHP + HSA		Core PPO	
	You pay in-network	You pay out-of-network	You pay in-network	You pay out-of-network	You pay in-network	You pay out-of-network
Deductible						
Single	\$2,800	\$5,600	\$1,450	\$2,900	\$600	\$1,200
Family	\$5,600	\$11,200	\$2,900	\$5,800	\$1,200	\$2,400
Health Savings Account						
Single	Company contributes \$700				NA	
Family	Company contributes \$1,400				NA	
Out-of-pocket maximum ¹						
Single	\$5,600	\$11,200	\$4,450	\$8,900	\$3,700	\$7,400
Family	\$11,200	\$22,400	\$7,150	\$17,800	\$7,400	\$14,800
Coinsurance ²						
	20%	40%	20%	40%	20%	40%
Office visit						
Preventive care	Free	Not covered	Free	Not covered	Free	Not covered
Primary care physician	Subject to deductible and coinsurance				\$30 copayment	Subject to deductible and coinsurance
Specialist	Subject to deductible and coinsurance				\$50 copayment	Subject to deductible and coinsurance
Telehealth through MDLIVE	\$44; subject to deductible and coinsurance	No coverage	\$44; subject to deductible and coinsurance	No coverage	\$30 copayment	No coverage
Urgent care	Subject to deductible and coinsurance				\$50 copayment	
Emergency room	Subject to deductible and coinsurance					
Hospital admission	Subject to deductible and coinsurance					
Prescription drugs ³						
Retail (up to 30-day supply)						
Generic	20% (after you meet the annual deductible)	40% (after you meet the annual deductible)	20% (after you meet the annual deductible)	40% (after you meet the annual deductible)	\$10 copayment	
Preferred brand					20% coinsurance (\$30 min / \$60 max)	
Brand					40% coinsurance (\$60 min / \$120 max)	
Mail order (90-day supply)						
Generic	20% (after you meet the annual deductible)	No coverage	20% (after you meet the annual deductible)	No coverage	\$25 copayment	
Preferred brand					20% coinsurance (\$75 min / \$150 max)	
Brand					40% coinsurance (\$150 min / \$300 max)	

1. The out-of-pocket maximum includes expenses paid toward your deductible, as well as medical and prescription drug copayments and coinsurance amounts.

2. The coinsurance is calculated based on the allowed amount under the medical plan. For out-of-network care, you may be responsible for any amount billed in excess of the allowed amount. The coinsurance for bariatric surgery and certain organ transplants, as well as cardiac, knee, hip, maternity and spine services is 10% if treatment received at a BCBSIL Blue Distinction Centers+ facility.

3. For prescription drug coverage:

- **For preventive drugs in the CDHP + HSA options**, the deductible does not apply. You pay 20% coinsurance for preferred brand and brand name drugs, nothing for generics. Go to express-scripts.com/schneiderelectric to check how medications are classified.
- **Specialty drugs under the Core PPO**: Certain specialty drugs may be at no cost to you through SaveonSP, which helps coordinate manufacturer-sponsored copay assistance.

Health Savings Account (HSA)

Schneider Electric opens an HSA for you and contributes to your account in late January each year you participate in a Schneider Electric CDHP medical option. You can also make contributions to the HSA, up to IRS limits, as shown below.

2021 HSA contribution limits

Who is covered	Schneider Electric contribution*	+	Your maximum contribution**	=	2021 IRS limit
Employee only	\$700	+	\$2,900	=	\$3,600
Family	\$1,400	+	\$5,800	=	\$7,200

* Contributions for new hires will be prorated and deposited based on your effective date for medical coverage.

** If you turn age 55 by December 31, 2021, you can contribute an additional \$1,000.

Getting started

If you enroll in a CDHP option, you will be prompted to review and accept the terms and conditions associated with the HSA. PayFlex, the HSA administrator, will reach out to you if they need additional information to set up your account.

Key features of an HSA

- **Get triple tax savings:**
 1. Contributions are tax-free: both Schneider Electric's and yours.
 2. Money grows tax-free with interest.
 3. Withdrawals are tax-free for eligible expenses.
- **Decide if you want to contribute:** You can start, change or stop your contributions anytime during the year at se-benefitslink.com.
- **Use now or save:** When you incur eligible expenses, you decide...
 - If you want to use HSA dollars to pay the expense (funds are available when they're posted to your account), or
 - Pay out of your own pocket and save your HSA dollars for future expenses.
- **Money is always yours:** Because any unused money in your HSA rolls over from year to year, you can save the money in your HSA to use in the future, even if you leave the Company or retire.
- **Invest your money:** If you have at least \$1,000 in your account, you can invest the additional money in a variety of mutual fund options. To access your account and for more information, visit payflex.com.

Are you eligible? ←

To be eligible for an HSA:

- You must be enrolled in a CDHP medical option; and
- You must be a U.S. citizen, Green Card holder, or H1-B visa holder with a U.S. residential address.

You cannot be:

- Covered by any medical plan that is not a consumer-directed health plan, including your spouse's or domestic partner's plan;
- Covered under a general FSA through your spouse's or domestic partner's plan (however, you may participate in a Limited-use Health Care FSA specifically for dental and vision expenses);
- Claimed as a dependent on someone else's taxes;
- Enrolled in Medicare (including retroactive Medicare coverage);
- Covered by TriCare, TriCare for Life, or Medicaid;
- or
- The recipient of VA benefits within the last 3 months unless you have a disability rating from the VA.

TIP

Use your HSA dollars for larger expenses and pay for smaller expenses out of your own pocket to help build up your account.

Dental

Dental coverage provides benefits for preventive care like exams and cleanings. It also covers basic and major restorative care.

The Company offers you two dental options administered by Delta Dental of Illinois*, or you can decline coverage:

- Core
- Buy-up

Is your dentist in the network? ←

Visit deltadental.com to see if your dentist is in the Delta Dental network, or ask the dentist's office when you make your appointment.

Both options cover the same services, but the Buy-up option has a higher calendar year maximum — that is, the amount the plan will pay in one year — and covers orthodontia services. The following chart provides a summary of your dental coverage.

Plan provision	Core	Buy-up
Calendar year maximum (excludes orthodontia)	\$1,500 per person	\$2,000 per person
Orthodontia lifetime maximum	No benefit	\$2,000 per person
Annual deductible you pay		
Individual	\$50 per person	\$50 per person
Family	\$150 per family	\$150 per family
Coinurance you pay		
Preventive and diagnostic care (exams, cleanings, x-rays, etc.)	\$0 (100% covered)	\$0 (100% covered)
Basic restorative care (fillings, endodontics, periodontics, oral surgery, etc.)	20%	20%
Major restorative care (crown, bridge, denture, implant, etc.)	50%	50%
Orthodontia care — for adults and children	No benefit	50% (PPO provider) 50% of Maximum Plan Allowance (Premier provider or out-of-network)

Delta Dental Networks

While you can visit any general or specialty dentist, **you pay less for care when you use a provider in one of the Delta Dental networks** — Delta Dental PPO and Delta Dental Premier — with deeper discounts when you use a Delta Dental PPO network dentist. Average discounts range from 15% to 35% for the Delta Dental PPO network and 5% to 10% for the Delta Dental Premier network.

* If you live in Puerto Rico, your dental coverage is administered by Triple S (Blue Cross and Blue Shield of Puerto Rico). You will receive a separate insert regarding coverage details and cost.





Vision

Schneider Electric offers you a vision plan, administered by EyeMed, that provides coverage for a vision exam, corrective lenses and frames each year. If you choose to enroll in the vision plan, you pay 100% of the cost of coverage. The vision plan features a network of nationwide participating providers. You can go out-of-network and then get reimbursed for up to the allowance amount. Visit eyemed.com or download the EyeMed mobile app. See the chart below for a summary of the vision plan coverage.

Plan provision*	In-network	Out-of-network
Frequency of coverage	Exam, lenses and frames once every calendar year (resetting in January of every year)	
You pay copayments/Plan pays up to the allowance below, you pay the rest		
Exams	\$10 copayment	Up to \$60 allowance
Lenses (standard plastic)	\$15 copayment unless progressive lenses, then \$70 to \$190 copayment	\$50 to \$90 allowance depending on lens type
Frames	20% off balance over \$200 frame allowance	Up to \$140 allowance
Contacts (materials only; in lieu of lenses)	Conventional: 15% off balance over \$200 allowance	Up to \$200 allowance
	Disposable: up to \$200 allowance	
	Medically necessary: \$0 (paid in full)	Up to \$210 allowance
Contact lens fitting	Up to \$40 copayment	Not covered

* Coverage allows for one pair of eyeglasses or contacts each year, but not both.

Vision care discounts

EyeMed: Additional benefits include:

- 40% off second pair of glasses through an in-network provider
- For Lasik surgery, special everyday pricing or 5% off promotional prices through network providers
- \$50 off \$200 or \$20 off any non-prescription sunglasses from Sunglass Hut
- Temporary eyewear and support outside of the U.S. through International Travel Solutions

BCBSIL: If you enroll in the medical plan, you have access to vision care discounts through BCBSIL. To review the vision discounts provided under Blue365 — including LasikPlus, log in to bcbsil.com > Member Discounts Program.

Flexible spending accounts (FSAs)

A flexible spending account (FSA) is an account you set up with money you contribute from your paycheck before taxes are taken out. Then, when you have an eligible expense, you can pay for it out of your account. So you pay less for your expenses because you pay with before-tax dollars.

You can choose from two types of FSAs, or decide not to contribute to an FSA:

- **Health Care FSA:** Contribute up to \$2,750.
- **Dependent (Day) Care FSA:** Contribute up to \$5,000 (or \$4,000 if you are considered a highly compensated employee).

Estimate your expenses carefully because you lose any money in your account you haven't spent on eligible expenses by March 15, 2022, and you haven't requested reimbursement for by March 31, 2022.

Health Care FSA

Use your before-tax health care FSA for eligible expenses — such as health-related expenses not covered by your medical, dental or vision plan — for you and your eligible dependents. You cannot use funds in your Health Care FSA to reimburse yourself for dependent day care expenses, or vice versa.

While you contribute to the health care FSA each pay period, your full annual health care FSA contribution is available to you at the start of the year.

Limited Use FSA and the HSA

If you have a Health Savings Account (HSA), your health care FSA is considered a “Limited Use” Health Care FSA, and you can only use it on certain expenses, such as dental and vision care. You can only use it on eligible medical expenses after you meet your annual medical deductible.

Getting reimbursed

There are two ways to access the money in your Health Care FSA:

- You may use a debit card issued by PayFlex to pay for your eligible health care expenses from your account at the time you have the expense.
- You can also pay for the expense out of your pocket and then file a claim for reimbursement from your account through payflex.com or the PayFlex mobile app.

What expenses are eligible? ←

Visit payflex.com or view the following documents on irs.gov for more details about eligible expenses and whose expenses are eligible:

- Publication 502 for eligible health care expenses
- Publication 503 for eligible dependent day care expenses



Dependent (Day) Care FSA

You can use your Dependent (Day) Care FSA to pay using before-tax dollars for the cost of child care or elder care that allow you and/or your spouse, if applicable, to work full time. You can also use this FSA if your spouse is a full-time student or incapable of self-care. You cannot use the account to pay for dependent health care expenses or expenses incurred solely for your personal enjoyment, convenience or ease.



IMPORTANT: When you file your federal income tax return, you will be required to provide the name, address and Social Security or tax identification number of the individual or organization providing dependent care. If you cannot supply this information, you should not use the Dependent (Day) Care FSA to pay for these services.

Getting reimbursed

You pay your expenses as needed throughout the year, and then file claims for reimbursement through PayFlex. Your contributions to the Dependent (Day) Care FSA are available for use as they are deposited from your paycheck throughout the year.

Comparing the HSA and FSAs

	Health Savings Account	Health Care FSA ²	Limited Use Health Care FSA	Dependent (Day) Care FSA
Eligible expenses	Health care expenses, including copayments, prescriptions, dental and vision expenses	Health care expenses, including copayments, prescriptions, dental and vision expenses	"Limited" health care expenses, such as dental and vision expenses; medical expenses only after you meet the deductible	Day care services for your children and adult dependents
Company contribution	• \$700 employee only • \$1,400 family coverage tiers	No	No	No
Deadline for using the money	None, balance carries over each year	• You must incur expenses by March 15, 2022. • You must submit claims by March 31, 2022.		
Maximum employee contribution amount	• \$2,900 employee only ¹ • \$5,800 family coverage tiers ¹	\$2,750	\$2,750	\$5,000 ³
Applicable medical plans	• Core CDHP + HSA • Buy-up CDHP + HSA	• Core PPO • No Coverage	• Core CDHP + HSA • Buy-up CDHP + HSA	NA

1. If you turn age 55 by December 31, 2021, you can contribute an additional \$1,000.

2. You do not need to be enrolled in a Schneider Electric medical, dental or vision plan to be enrolled in the Health Care FSA.

3. If you are married and file a separate income tax return, you may only contribute up to \$2,500 a year. If you are married and file jointly, and your spouse's employer offers a Dependent (Day) Care FSA, you can contribute a combined total of \$5,000.

Life and accidental death & dismemberment (AD&D) insurance

Life and AD&D insurance provides you with financial protection in the event of a death or accident. The Company provides Basic coverage, and you can purchase additional coverage for yourself, for a combined maximum of \$3 million (Basic plus Supplemental). You can also purchase coverage for your spouse/domestic partner and children. Here's an overview of your coverage options:

Coverage options	Coverage level
Basic Life and AD&D (Company-paid)	1 times your base pay (rounded up to the next \$1,000)
Supplemental Life Insurance*	Up to 8 times your base pay**
Supplemental AD&D Insurance	Up to 8 times your base pay**
Spouse Life Insurance*	\$5,000 to \$500,000 coverage (in \$5,000 increments), up to the combined amount of your Basic Life plus your Supplemental Life coverage
Child Life Insurance Your child must be under the age of 19, or up to age 25 if a full-time student.	\$5,000 or \$10,000 for each covered dependent child

* Evidence of Insurability (EOI) may be required. If you are a new hire, you may elect Supplemental Life Insurance up to 3 times your base pay or Spouse Life Insurance up to \$50,000 without being required to complete EOI.

** If your base pay changes during the year, your Supplemental Life and/or AD&D cost and coverage amount will change accordingly.

Cost of coverage

Your cost of coverage is based on the following:

- Age as of January 1, 2021
- Your base pay (for Supplemental Life and AD&D coverages)
- Your coverage amount
- Your or your spouse/domestic partner's tobacco use

Find rates for coverage on page 26, and your costs on se-benefitslink.com.

Evidence of insurability (EOI)

You (and/or your spouse) may be required to show evidence of insurability — or proof of good health — if you enroll in or increase your Supplemental Life Insurance for yourself and/or your spouse.

Providing evidence of insurability (EOI)

Unum, the insurance carrier, will send an email to your Schneider email address with a link for you to complete your EOI form online. If you do not have a Schneider Electric email address, Unum will mail an EOI form to your home address in late December. Your new or increased coverage level will not become effective until after Unum approves your increased coverage. Your new payroll deductions will begin shortly after your EOI is approved.



Enter your life insurance beneficiary online ←

Enter your life insurance beneficiary information at se-benefitslink.com. Keeping your life insurance beneficiary information up to date ensures that your life insurance benefit will be distributed as you intended in the event of your death.



Disability

Your Schneider Electric disability benefits protect you financially if you are unable to work because of a covered illness or injury.

Short-term disability (STD)

STD provides income protection if you become disabled and are unable to work due to a non-work-related illness or injury for up to 26 weeks.

- You automatically receive Company-paid STD coverage of:
 - 100% of your base pay for 4 weeks
 - 60% of your base pay thereafter
- You may buy additional coverage* of 10%, for total STD coverage of 70% of your base pay, following the first 4 weeks. Your cost for STD coverage (per \$100 of monthly base pay) is listed on page 27. For the Buy-up option's actual before-tax costs, go to se-benefitslink.com.

There is no maximum weekly STD benefit.

State disability plans

If you work in California, Hawaii, New Jersey, New York, Puerto Rico or Rhode Island, which provide state disability plans, the Schneider Electric disability benefit will be reduced by the amount you receive from the state disability plan. Consider whether the state disability plan meets your needs or if the cost of electing the Buy-up option is worth the additional benefit you may receive.

What is base pay? ←

Base pay is your current annual salary before it is reduced for your 401(k) or nonqualified deferred compensation plan contributions or before-tax dollars you use to buy benefits. Base pay does not include overtime pay, gain sharing, production bonuses, short-term or long-term incentives, or executive or stock based awards.

Base pay determines coverage for Basic Life and AD&D, Supplemental Life, Supplemental AD&D, short-term disability and long-term disability benefits. If your base pay changes during the year, the cost for these benefits and coverage amounts will change accordingly.

* Due to state law, employees who work in New Jersey will automatically receive the STD Buy-up coverage level Company paid. If you work in New Jersey, your option will be reflected on se-benefitslink.com.



Evidence of insurability

If you are currently enrolled in Company-paid STD and you elect the Buy-up STD during Annual Enrollment, you will be required to provide evidence of insurability (EOI) — or proof of good health. Your increased coverage level will not become effective until after Unum approves your increased coverage.

If you were recently hired, you will not have to provide EOI if you elect the Buy-up STD and/or LTD coverage within 31 days of becoming eligible for coverage.

If EOI is required, MetLife will mail a form to your home address after you complete your enrollment.

Long-term disability (LTD)

LTD coverage ensures a source of continuing income for disability claims lasting longer than 26 weeks. Schneider Electric pays for LTD coverage replacing 50% of your base pay.

As a new employee, you'll be enrolled automatically in the Buy-up option for LTD

(60% of your base pay). You can elect the Company-paid option (50% of your base pay) instead of Buy-up, but you will be required to provide proof of good health if you later decide to elect the Buy-up option.

Payment of LTD benefits is subject to approval by MetLife. Your cost for LTD coverage — per \$100 of monthly base pay — is listed in the chart on page 27. Your before-tax cost per pay period is available on se-benefitslink.com.

Commuter benefits

Commuter benefits make it easy to help pay for certain work-related transportation and parking expenses on a before-tax basis. Basically, it's a simple solution designed to get you to work while saving you money.

You can start or stop participating at any time during the year on payflex.com. The commuter benefit is only for employees' eligible transit and parking expenses for getting to and from work for things like passes, fare cards for travel by bus, train, subway or ferry; vanpool costs; and parking expenses.



IMPORTANT: Expenses for your spouse or dependents are not eligible. Search Commuter at Rewards@Schneider.



PTO purchase program*

Schneider Electric supports you at every stage of your life. Sometimes you need additional time off to focus on an important life event or take a long awaited, extended vacation. Whatever the reason, the PTO purchase program provides you with the added flexibility to take a few extra days off.



Each year during Annual Enrollment, you can **elect to purchase additional paid time off (PTO)** to use over the next calendar year:

- If you're normally eligible for 5 or 6 weeks of PTO, you can purchase 3 or 5 days.**
- If you're normally eligible for 3 or 4 weeks of PTO, you can purchase 3, 5 or 10 days.**

How it works:

- You pay for purchased PTO through before-tax payroll deduction over the next calendar year at your current rate of pay.
- All regular, accrued PTO (Company-paid PTO), including any carryover, must be used **before** using purchased PTO.
- Purchased PTO cannot be carried over to the next year.
- If you do not use your purchased PTO by the end of the year, you will be refunded for your purchased PTO by your final paycheck in December.
- If your employment ends, any unused, purchased PTO will be paid out on your final paycheck.

NOTE: Purchased PTO cannot be elected when a life event occurs or as a new hire. You must be hired as of October 1 to be eligible to purchase PTO during Annual Enrollment for use in the next calendar year.

Visit Rewards@Schneider for more details.



IMPORTANT: Because of the order in which PTO days must be taken, the PTO purchase program may not be a good option for employees who regularly carry-over PTO balances into the next calendar year.

* Does not apply to Oxford union.

** These will be noted as hours when purchasing in BenefitsLink. One day of purchased PTO equals 8 hours, regardless of the number of hours you are normally scheduled to work in a day.

Care@Work

Through Care@Work, Schneider Electric offers 5 days per year of **Company-subsidized emergency back-up child care, adult/elder care or pet care** for when full-time care is not available and provides all benefit-eligible employees with a free [care.com](#) premium membership.



When you need **back-up care**, you pay only \$5 per hour copayment for in-home care (up to 4 children) or \$10 per day copayment per child for care in a Care@Work center. Pet care is a \$10 per day copayment.

- Access centers or in-home providers that are [care.com](#) employees or from fully vetted partner agencies.
- Use your own personal network (such as a neighbor, family member, friend).

A [care.com](#) membership allows you to:

- Browse the large network of local caregivers or providers.
- Post a job describing your needs for housekeeping, pet sitting or child care.
- Set up interviews, access background check options and pay through care.com.
- Access tools, articles, blogs, calculators to help make more informed hiring decisions.

Visit [Rewards@Schneider](#) for more details.

Legal services plan

Schneider Electric offers you the opportunity to enroll in a legal services plan during Annual Enrollment each year. Offered by MetLife Legal Plans, you get access to a nationwide network of more than 15,000 attorneys who will provide fully covered legal services and consultations for most personal legal matters* for you, your spouse/domestic partner and dependent children. Some covered legal matters include:

- General telephone advice
- Office consultations
- Estate planning
- Zoning applications
- Real estate matters
- Living wills
- Living trust
- Boundary and title dispute
- Document review and preparation
- Power of attorney
- Traffic defense
- Immigration assistance
- Protection from domestic violence

If you use a non-network attorney, you submit a claim for reimbursement and pay the difference, if any, between the plan's payment and the non-network attorney's charges.

Find more information on [Rewards@Schneider](#).

*Employment and business-related matters are excluded from coverage.

Sustainable YOU well-being program

Sustainable YOU: Living your best life

Sustainable YOU empowers you to live your best life by prioritizing your well-being every day. Sustainable YOU is powered by the Virgin Pulse well-being platform. Through Virgin Pulse, you can:

- Get daily well-being tips.
- Track healthy habits and physical activity.
- Create and join challenges for friendly competition.
- Complete your annual health evaluation.
- Access coaching, programs and resources to support your well-being goals.
- Complete training, mindfulness practices and more!

Earn rewards for healthy activities through Virgin Pulse:

- Employees can earn up to \$100 in rewards per quarter.
- Spouses and domestic partners covered by a Schneider Electric medical plan can earn up to \$50 in rewards per quarter.

Register at join.virginpulse.com/SE. Find more details at Rewards@Schneider.

Health evaluation non-participation fee

- If you and your covered spouse/domestic partner complete the online health assessment within Virgin Pulse by the communicated deadline, you will avoid paying the health evaluation non-participation fee of \$50 per month per person (up to \$1,200 annually) for 2021.
- If you were hired on or after July 1, 2020, you and your covered spouse/domestic partner will not be subject to the health evaluation non-participation fee in 2021. You and your covered spouse/domestic partner will need to complete the health evaluation (online health assessment **and** the biometric screening) in 2021 or the health evaluation non-participation fee will apply in 2022.

Find additional information on the health evaluation and other well-being initiatives on Rewards@Schneider.



Employee Assistance Program (EAP)

The EAP offers confidential assistance in managing the daily stresses of work, home and family through a wide range of professional guidance and referrals for all kinds of work/life issues — offered by Magellan. The EAP is here to give you peace of mind through compassionate and caring support. No situation is too big or too small.

Services available to you, your dependents and any household members include:

- **Eight free therapy counseling sessions per person per issue per year**, including in-person visits or via BetterHelp virtual therapy, with phone, video, chat and text messaging options
- Qualified child and elder care referrals
- Adoption information and resources
- Legal consultation referrals
- Financial services consultation referrals
- Identity theft protection assistance
- Free monthly webinars

Help is just a click or call away. ←

- Visit Magellan's website at magellanascent.com, or
- Call **800-327-6936**.

EAP clinicians are available 24/7 to help assess your individual situation and connect you with the right resources, tools and services. Find more information on Rewards@Schneider.

Tobacco cessation program: Quit For Life®

The Quit For Life Program is a **free, voluntary tobacco cessation program** available to all employees and their dependents (age 18 and older) through the American Cancer Society and Optum. This program creates a plan based on the participant's lifestyle, preferences and tobacco use history to help you stop using tobacco products (including vapor and e-cigarettes). Services offered under the Quit For Life Program include:

- Eight weeks of nicotine replacement therapy
- Counseling and support
- Five telephone counseling sessions
- Relapse counseling
- A six-month follow-up session

Enroll now! ←

Visit quitnow.net or call 866-QUIT-4-LIFE (**866-784-8454**) to enroll or for more details.

You may also receive an outreach call from Optum, based on your answers to the tobacco use status questions.





My Secure Advantage (MSA): money coaching and more!

This valuable resource can help you be money smart at every stage of life. It's confidential, personalized and no cost to you.

- **Unlimited money coaching:** Let a professional MSA coach give you unbiased advice so you can make better decisions about spending, saving and investing. You pay nothing to use this service.
- **Financial assessment:** Use this online tool to figure out where you stand financially.
- **Identity monitoring:** Enroll in this free service to help protect your personal information.
- **Credit score and report:** Learn how to improve your credit score, so you'll have more options and better deals on everything from cell phone plans to mortgages.
- **Personalized, secure website:** Get online tools, support, videos, articles and more.

Find more information on Rewards@Schneider.

Rates and fees

Monthly medical, dental and vision costs

	Employee only	Employee + child(ren)/ domestic partner child(ren)	Employee + spouse/ domestic partner	Employee + family
Medical				
Core CDHP + HSA	\$11.03	\$55.89	\$61.75	\$92.51
Buy-up CDHP + HSA	\$51.08	\$131.96	\$145.83	\$218.62
Core PPO	\$123.09	\$268.74	\$297.03	\$445.53
Dental				
Core	\$7.24	\$17.88	\$19.76	\$29.64
Buy-up	\$13.57	\$29.34	\$33.18	\$49.03
Vision				
	\$6.97	\$13.94	\$13.24	\$20.49

Fees

Schneider Electric self-insures its medical plan options. This means after you pay your share of the cost for coverage and services, the Company pays the remaining cost of medical claims for you and your family. As a participant in our plans, you have a direct impact on the overall cost of medical expenses. In an effort to help contain these costs, the following fees may apply depending on your responses (or lack of response) during your benefit enrollment:*

- **Health evaluation non-participation monthly fee:** \$50 per person (see page 22)
- **Tobacco-user monthly fee:** \$50 (see page 3)
- **Working spouse/domestic partner monthly fee:** \$75 (see page 3)

*If you're a current employee and you don't change your response during Annual Enrollment, your responses will automatically carry forward to the next calendar year.



Life and AD&D monthly costs

Basic Life Insurance — imputed income

If your Basic Life Insurance coverage is more than \$50,000, you will owe taxes on the value of your coverage over \$50,000. This value is called imputed income. IRS regulations require the Company to report employee federal wages and deduct Social Security taxes (FICA) on imputed income from your paycheck and report it on your W-2 each year.

Under IRS regulations, imputed income is based on your age and the monthly cost per \$1,000 of life insurance over \$50,000. To determine your monthly amount of imputed income, multiply the rate in the following IRS table by the amount of your insurance coverage over \$50,000 divided by \$1,000.

IRS Table — Monthly cost of \$1,000 of insurance

Employee's age	IRS rate
Under 25	\$0.05
25 – 29	\$0.06
30 – 34	\$0.08
35 – 39	\$0.09
40 – 44	\$0.10
45 – 49	\$0.15
50 – 54	\$0.23
55 – 59	\$0.43
60 – 64	\$0.66
65 – 69	\$1.27
70 and over	\$2.06

Imputed income example

EXAMPLE: Assume you are age 40 and earn \$75,000 per year, here's how you would determine imputed income:

\$75,000	–	\$50,000	=	\$25,000	÷	\$1,000	=	25	×	\$0.10	=	\$2.50
Your Basic Life Insurance amount (1 times base pay)				Amount of your insurance coverage over \$50,000		Monthly cost in IRS table (above) is per \$1,000				Rate in the table based on your age (40)		Your imputed income

Supplemental AD&D Insurance

The monthly rate for Supplemental AD&D Insurance is \$0.019 for every \$1,000 of coverage you elect.

Supplemental Life and Spouse Life Insurance

Monthly rate per \$1,000 of coverage:

Employee/spouse age	Employee rates		Spouse rates	
	Non tobacco-user rate	Tobacco-user rate	Non tobacco-user rate	Tobacco-user rate
Under 25	\$0.026	\$0.039	\$0.027	\$0.040
25 – 29	\$0.031	\$0.047	\$0.036	\$0.053
30 – 34	\$0.042	\$0.062	\$0.045	\$0.067
35 – 39	\$0.046	\$0.074	\$0.052	\$0.084
40 – 44	\$0.049	\$0.087	\$0.067	\$0.118
45 – 49	\$0.081	\$0.132	\$0.109	\$0.191
50 – 54	\$0.123	\$0.203	\$0.162	\$0.312
55 – 59	\$0.217	\$0.360	\$0.258	\$0.429
60 – 64	\$0.360	\$0.561	\$0.440	\$0.685
65 – 69	\$0.662	\$0.985	\$0.757	\$1.122
70 and over	\$1.206	\$1.815	\$1.800	\$2.600



Child Life Insurance

Coverage level	Weekly cost	Semi-monthly cost
\$5,000	\$0.10	\$0.23
\$10,000	\$0.21	\$0.45

Disability monthly costs

Short-term disability

Your options	STD coverage levels	Cost per \$100 of monthly base pay
Company-paid	100% of your base pay for 4 weeks, 60% of your base pay thereafter	\$0.00
Buy-up*	100% of your base pay for 4 weeks, 70% of your base pay thereafter	\$0.034

* Due to state law, employees who work in New Jersey will automatically receive the STD Buy-up coverage level Company-paid. If you work in New Jersey, your option will be reflected on se-benefitslink.com.

Long-term disability

Your options	LTD coverage levels	Cost per \$100 of monthly base pay
Company-paid	50% of your base pay	\$0.00
Buy-up	60% of your base pay	\$0.105

Legal services plan

The cost for coverage is \$16.50 per month.

Contact information

Benefit	Third party administrator or insurance carrier	Web address	Phone
Medical	Blue Cross and Blue Shield of Illinois (BCBSIL)/Health Advocacy Solutions: single point of contact	bcbsil.com	877-557-3417
	Triple S (medical, dental and prescription drug for Puerto Rico employees)	ssspr.com	800-981-3241
Prescription drug	Express Scripts	express-scripts.com	888-772-5181
	Accredo (Specialty pharmacy)	To check how medications are classified and the applicable estimated cost: express-scripts.com/schneiderelectric	866-848-9870
Dental	Delta Dental of Illinois	deltadentalil.com	800-323-1743
Vision	EyeMed	eyemed.com	844-409-3401
Short-term and long-term disability	MetLife	NA	800-638-6420; prompt 1 (for evidence of insurability inquiries) Disability Claims: 888-651-9137
Life insurance	Unum	NA	866-809-5248 (for evidence of insurability inquiries)
Flexible spending accounts (FSAs)	PayFlex	payflex.com	800-284-4885
Health Savings Account (HSA)	PayFlex	payflex.com	800-284-4885
Commuter	PayFlex	payflex.com	800-284-4885
Tobacco Cessation Program	Quit For Life	quitnow.net	866-QUIT-4-LIFE (866-784-8454)
Legal services plan	MetLife Legal Plans	info.legalplans.com (To find a plan attorney enter access code 6090816)	800-821-6400
Employee Assistance Program (EAP)	Magellan®	magellanascend.com	800-327-6936
Sustainable YOU well-being program	Virgin Pulse	join.virginpulse.com/SE	888-671-9395 support@virginpulse.com
Back-up child/elder/pet care <i>Effective January 1, 2021</i>	Care@Work	schneiderelectric.care.com	855-781-1303 careteam@care.com
Money Coaching and more	My Secure Advantage (MSA)	se.mysecureadvantage.com	888-724-2326

NOTE: This guide has been prepared to help you understand what benefits you may be entitled to under benefit plans sponsored by the Company. Please keep this brochure with your other Plan materials to be sure you have all of your benefit information at hand. The official Plan documents will control in the case of any differences between them and the information provided here. While the Company expects to continue its benefit programs, it reserves the right to terminate, suspend, withdraw, amend, or modify all or any part of these Plans at any time without notice. Any such change or termination of the Plans will be based solely on the decision of the Plan Sponsor and/or the Plan Administrator and may apply to any or all groups of employees, including active or disabled employees and current or future retirees and their dependent(s) as determined under the Plans. No supervisor, manager, or any other representative of the Company has any authority to enter into any written or oral agreement contrary to the foregoing or contrary to the terms of any Summary Plan Description (SPD) or applicable Plan document.



Your year-round resources

Rewards@Schneider

Discover your one-stop shop for personalized information on benefits, compensation, recognition, performance & development, and much more. Visit rewards-nam.se.com.

BenefitsLink

Enroll in or make changes to your benefits through BenefitsLink at se-benefitslink.com.

PeopleLink

Get answers to your general HR and enrollment questions. Call PeopleLink at **877-248-2998** OR visit support@Schneider.

Schneider Electric

200 N. Martingale Road, Suite 1000
Schaumburg, IL 60173
www.schneider-electric.us

October 2020

© 2020 Schneider Electric. All Rights Reserved. Schneider Electric and Life Is On Schneider Electric are trademarks owned by Schneider Electric Industries SAS or its affiliated companies. All other trademarks are the property of their respective owners.