

Choose Your Path to Wellness

At Vontier, our comprehensive benefit options are designed to fit all stages of your life. Our plans and programs enhance your health and well-being and help you protect your income and meet your financial goals. You can find details about your benefit options in your 2026 Benefits Guide and on our benefits website VontierBenefits.com.

What's New

2026 Benefit Highlights

Benefits enrollment is **October 29 - November 12, 2025**.

- ▶ The Employee Assistance Program (EAP) provider will change from Optum to SupportLinc.
- ▶ There will be a \$50 per month (\$600 annual) tobacco surcharge for employees enrolled in a UHC medical plan who attest to using tobacco. Employees can complete the Quit For Life program and be refunded the surcharge.
- ▶ Teladoc (formerly known as Livongo) will expand its offerings to include diabetes, pre-diabetes and hypertension.
- ▶ The wellness incentive program provider will change from Rally Health to UHC Rewards, offering enhanced benefits to support your well-being.

Health Advocate provides you and your family (including your parents and parents-in-law) with a **Personal Health Care Counselor** to help you navigate through the healthcare system. Counselors are available 24/7 at no cost to you. Health Advocate can help you understand your benefits and choose a benefit plan, find doctors, arrange for second opinions, help you resolve claims and billing issues, and much more. For assistance, call **866-799-2731** or email answers@healthadvocate.com. You can also visit the Health Advocate app on your mobile device.



Learn More

Review all of the 2026 changes and learn more about our benefits here.

VontierBenefits.com

What's Changing

- ▶ UnitedHealthcare (UHC) will continue as our medical plan provider. Beginning January 1, 2026, we are updating our High Deductible Health Plans (HDHPs) to better align with market trends and IRS guidelines:
 - **The HSA 1650 Plan** will transition to the **HSA 2000 Plan**
 - **The HSA 3000 Plan** will transition to the **HSA 3500 Plan**
- ▶ These updates include increases to both deductible and out-of-pocket maximums for the in and out-of-network services for the HSA 1650 Plan; for the HSA 3000 plan only the deductible is increasing. The changes are designed to maintain plan sustainability while continuing to offer competitive coverage.
 - **There are no changes** to the **PPO 1000 Plan**.
- ▶ See the chart below for a detailed comparison of current and updated plan features:

Plan	Effective 1/1/2025		Effective 1/1/2026	
HSA 1650 -> HSA 2000	In-network	Out-of-network	In-network	Out-of-network
Deductible (individual / family)	\$1,650 / \$3,300	\$3,000 / \$6,000	\$2,000 / \$4,000	\$3,500 / \$7,000
Out-of-pocket maximum (individual / family)	\$3,000 / \$6,000	\$7,200 / \$14,400	\$4,000 / \$8,000	\$8,000 / \$16,000
HSA 3000 -> HSA 3500	In-network	Out-of-network	In-network	Out-of-network
Deductible (individual / family)	\$3,000 / \$6,000	\$6,000 / \$12,000	\$3,500 / \$7,000	\$6,500 / \$13,000
Out-of-pocket maximum (individual / family)	\$6,000 / \$10,000	\$12,000 / \$24,000	\$6,000 / \$10,000	\$12,000 / \$24,000

- ▶ Medical and dental plan premiums are increasing, but there are no increases to vision contributions.
- ▶ The Dependent Care FSA (DCFSA) maximum limit will increase to \$7,500 from \$5,000.
- ▶ The lifetime pharmacy benefit maximum for fertility medications is increasing to \$25,000.
- ▶ The HSA contribution maximum limit will increase to \$4,400 individual/ \$8,750 family.
- ▶ The Flexible Spending Account (FSA) maximum limit will increase from \$3,300 to \$3,400. The 2026 maximum carryover amount will increase to \$680
- ▶ The commuter transit / vanpool limit will increase to \$340 per month.

Turn over to back page for important Enrollment Information. ▶

It's Time to Enroll

October 29 - November 12, 2025

How to Enroll

- 1 Visit the benefits website at vontierbenefits.bswift.com and click "Start Your Enrollment."
- 2 Confirm your personal information, including your spouse, partner, or children.
 - When adding a dependent, please have the necessary proof of eligibility documents (like a marriage or birth certificate) ready and submit them in a timely manner.
- 3 Refer to your Benefits Guide and Enrollment Checklist.
- 4 Select which benefits to enroll in or to waive, such as medical, dental, vision, life, disability, additional voluntary benefits, and more!
- 5 View your medical plan options:
 - Be sure to check the estimated Annual Costs for each plan by using "Ask Emma."
 - Look for the "Is This My Best Choice?" button to personalize your estimate.
 - View plans side-by-side to see how they compare to one another.
- 6 Select your medical plan and follow the prompts for the other benefits available to you.
- 7 Review and confirm your elections.

That's it! You're finished! Save or print your information for a record of your elections and total costs.

You can go back and make changes until the close of enrollment on **November 12**.

What Happens if You Don't Enroll

If you are currently enrolled and no action is taken:

- ▶ You will be enrolled in the same plans for 2026.
- ▶ If you currently incur the \$100 monthly spousal surcharge, it will continue for 2026.
- ▶ Your Flexible Spending Account (FSA) and Health Savings Account (HSA) contributions will end.

Working Spousal Surcharge:

Please note that a \$100 monthly surcharge will apply if your spouse has the option to elect medical coverage from their employer, but you choose to cover them under a Vontier medical plan.

Tobacco Surcharge:

Beginning January 1, 2026, there will be a tobacco surcharge of \$50 per month for employees enrolled in a UnitedHealthcare medical plan who attest to using tobacco within the past six months.

Vontier provides an optional tobacco cessation program to help you quit. To learn more and enroll, call **1-866-QUIT-4-LIFE (1-866-784-8454)** or visit **www.quitnow.net**. Completion of the Quit For Life program allows you to receive a refund of any tobacco surcharge amounts incurred within the same plan year that the program is completed.

