

Choose Your Own Path

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 on your benefit options in your 2024 Benefits Guide and on our **NEW** benefits website VontierBenefits.com.

2024 Benefit Highlights

- ▶ Benefits enrollment is **November 1 - November 15, 2023**.
- ▶ UnitedHealthcare (UHC) continues as our medical plan provider. They offer comprehensive tools and customer service to connect you with a quality network of healthcare facilities, physicians, and specialists.
 - Due to IRS changes for 2024, the HSA 1500 Plan is changing to the HSA 1600 plan with a new deductible of \$1,600 for Employee coverage and \$3,200 for Family coverage.
- ▶ Medical plan contributions and voluntary life insurance rates are increasing, but there are no increases to dental or vision contributions.
- *NEW ▶ More ways to earn **Rally wellness dollars** with new incentives.
- *NEW ▶ **Hinge Health**—combines quality care and advanced technology to go beyond traditional physical therapy.

We are proud of our programs that support our diverse families. They include:

- ▶ **Maven** for family planning and new mothers
- ▶ **Telemedicine** and **Virtual Health Services**
- ▶ **Paid parental and family leaves**
- ▶ **Adoption** and **surrogacy** support
- ▶ **Adult and elder care support**

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, and arrange for second opinions, help you resolve claims and billing issues, and much more.

Turn over to back page for important Enrollment Information. ▶



It's Time to Enroll

November 1—November 15, 2023

How to Enroll

- 1** Visit our **NEW** Benefits site at **VontierBenefits.com** and click “Start Your Enrollment.”
- 2** Confirm your personal information, including your spouse, partner, or children.
- 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 15**.

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 2024.
- ▶ The \$100 monthly spousal surcharge will be added by default.
- ▶ Your Flexible Spending Account (FSA) and Health Savings Account (HSA) contributions will end.

Working Spousal Surcharge: Please note that you pay a \$100 monthly surcharge to cover a spouse who has the option to elect health coverage from their employer and has declined the coverage.

Plan provisions may vary by operating company and division. Please check with your local HR department for confirmation of benefits.

