

# Your 2024 Benefits

CHOOSE YOUR OWN PATH



# Welcome to Vontier

At Vontier, we strive to provide high-quality benefits that support your physical, emotional, and financial well-being. Keeping you and your family healthy is a top priority for us.

- ▶ Our benefit solutions give you the opportunity to choose your own benefits path based on where you are on life's journey.
- ▶ We want to make it easy for you to make informed choices that support your life now and help you build for the future.
- ▶ This guide highlights our programs and benefits and offers tips and tools to help you make informed benefits decisions.
- ▶ Health Advocate has **Personalized Benefits Consultants** available to speak with you about Vontier benefits.
- ▶ Continue learning and enroll at [VontierBenefits.com](https://www.vontierbenefits.com).



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## Choose Your Own Path

Our benefits are designed to support you on your path today and help you pave the way for your future. Let's get started.

Take the first step and learn about your benefits.

### Benefits Eligibility

Full-time employees (scheduled to work 20 hours or more per week) are eligible for Vontier benefits.



### Your Enrollment Checklist

You have choices to make. Prepare before enrollment to help you make the choices that are right for you today.

**Contact your [Personal Benefits Consultant](#) at [Health Advocate](#) to ask questions and learn more about Vontier Benefits.**

**Consider your lifestyle.** Is there a major change coming up? Are you getting married or planning to expand your family? Is your nest getting a little emptier?

**Which health care plan should you choose?** The plan you chose last year might not be the right fit for you today. Have there been any recent medical changes for you or your family members? Check out medical plan details on [page 6](#).

**Is a Health Savings Account (HSA) right for you?** Learn more on [page 7](#) before you choose a medical plan.

**Save money with Flexible Spending Accounts (FSAs).** To participate in a flexible spending account (health or dependent care), **you must enroll every year.** These accounts allow for tax savings for qualified expenses on [page 12](#).

**Check out all of the voluntary benefits Vontier offers.** Don't miss out on options for Pet, Legal, and Auto and Home Insurance. We also offer Identity Theft Protection, Voluntary Life and Disability Insurance, and more starting on [page 18!](#)

**Learn about our amazing family benefits.** Our family benefits are built to support all of our employees—wherever you are on life's path on [page 15](#).

**Connect with Rally Rewards** to make healthy living a priority and get rewarded with HSA funds or gift cards on [page 16](#).

**Increase your 401(k) contribution.** This is a perfect time to review your contributions, investments, and beneficiaries on [page 20](#).



### Do the Math.

Consider your monthly cost for benefits, your estimated expenses, and what you can afford to pay out-of-pocket before you make your choices.

## How to Enroll

Once you've explored your benefits options, it will be time to enroll. Follow these easy steps.

- 1** Take time to read this guide.
- 2** Get answers to your questions from **Health Advocate** and **Ask Emma**.
- 3** Gather names, birth dates, and Social Security Numbers for the dependents you plan to enroll.
- 4** Visit [VontierBenefits.com](https://vontierbenefits.com) and click "Start Your Enrollment."
- 5** Review your medical plan options. Remember to gather your notes and side-by-side comparisons of each medical plan.
- 6** Select the medical plan for the path you're on today.
- 7** After selecting your medical plan follow the prompts for the other benefits available to you.
- 8** Review and confirm your selections. **Your elections stay in place for the entire calendar year. You can only make changes during next year's Open Enrollment or if you have a qualified life status change.\***
- 9** That's it—you're finished!
- 10** Save and print your information.

\*Certain changes in your life situation are known as qualified life status changes—like loss of health coverage, a change in your residence, getting married or divorced, adding a child, etc. Go to [VontierBenefits.com](https://vontierbenefits.com) for details.

### Working Spouse Surcharge

You'll pay a \$100 monthly surcharge to cover a spouse or domestic partner who has the option to elect health coverage from their employer and has declined that coverage. Plan provisions may vary by operating company and division. Please check with your local HR department for confirmation of benefits.



## Vontier Benefits Center

Our Vontier Benefits Center is available to answer your enrollment questions Monday – Friday, 8:00 a.m. – 8:00 p.m. ET. Call **833-983-1215** or visit [VontierBenefits.com](https://vontierbenefits.com).

## Health Advocate™

Vontier's **Health Advocate** program provides you with your own **Personal Benefits Counselor** to answer many of your complex benefits questions and provide guidance on Vontier's Benefits programs.

### Health Advocate can:

- ▶ Help you understand your benefits
- ▶ Explain your share of the costs
- ▶ Resolve claims and billing issues
- ▶ Find doctors and arrange second opinions
- ▶ Clarify health conditions
- ▶ Support your whole family
- ▶ Arrange doctor and specialist appointments for you

### Get in touch:

- ▶ Call **866-799-2731**
- ▶ Email [answers@healthadvocate.com](mailto:answers@healthadvocate.com)
- ▶ Visit [HealthAdvocate.com/vontier](https://HealthAdvocate.com/vontier)
- ▶ Download the **Health Advocate** app on your mobile device

## Need Help? Ask Emma!



**Ask Emma** is a confidential, personalized, virtual assistant available when you start enrollment at [VontierBenefits.com](https://vontierbenefits.com).

**Ask Emma** will run the numbers, make a recommendation, and explain how each plan will cover you. **Ask Emma** has interviews, calculators, videos, and FAQs available for a number of benefits.

# Moments that Matter

Vontier's Benefits are centered around you! We provide them to help you realize your full potential in your work and personal life. We take a great deal of pride in our diverse work population, and we're proud that our families come in all shapes and sizes. Vontier provides options for every family and benefits that suit every stage in your life. We leave it up to you to choose your own benefit path depending on where you are in your life today.

Here's a snapshot of how our benefits can assist you with various Moments that Matter.



**Camron – just joined Vontier. As a new hire, he has many choices to make.**

- ▶ Single and in good health, he's thinking about choosing the HSA 1600 Medical Plan
- ▶ He likes the idea of building up his Health Savings Account for future medical expenses
- ▶ He enrolls in MetLife's Voluntary Pet Insurance to cover his dog, Bailey
- ▶ Allstate's Identity Theft Protection will help him secure his data



**Ashley – has been trying to start a family for a while.**

- ▶ She's getting fertility assistance through **Maven Clinic**, **UnitedHealthcare (UHC)**, and **CVS Caremark**
- ▶ Once the baby arrives, she'll have access to nutritionists, lactation specialists, and sleep coaches through **Maven Clinic**
- ▶ Up to 12 weeks of paid time off with Short-Term Disability and Parental Leave benefits gives her quality bonding time with her new baby
- ▶ Sticking with the PPO 1000 Medical Plan to be certain of her out-of-pocket expenses
- ▶ Buying optional life insurance to protect their family from the unexpected, and updating her beneficiaries once the baby arrives
- ▶ Working with MetLife Legal on a new will



**Kevin – was newly promoted to a new position and new work location.**

- ▶ He'll remain enrolled in the HSA 1600 Medical Plan and will continue to contribute the max to his Health Savings Account (HSA)
- ▶ He and his wife earn up to \$600 in wellness dollars with Rally Health each year by getting routine physicals, cancer screenings, flu shots, and more
- ▶ Moving across the country, he's working with the EAP on finding elder care support for his aging parents
- ▶ Working with Fidelity to increase his 401(k) to maximize his retirement savings



**Lucas – has had a difficult year, losing his wife after a short illness.**

- ▶ He's decided to increase his voluntary life insurance to protect his family
- ▶ Purchasing **MetLife Legal** coverage to update his will for a reasonable cost
- ▶ Remaining with the PPO 500 Medical Plan, but updating Dental and Vision to Premium
- ▶ Working with **Securian Financial** on financial resources for those who've lost a partner through [lifebenefits.com/vontier](https://lifebenefits.com/vontier)
- ▶ Saving taxes by re-enrolling in the Health Care FSA



**Lisa – has three years to retirement and is starting to prepare for this big life change**

- ▶ Reaches out to **SmartPath** to confirm she's making the right choices to reach her retirement goals
- ▶ Raising her 401(k) contribution to the maximum and adding an additional \$1,000 since she's over 50
- ▶ Enrolling in the Legal Plan to sort through some personal legal matters prior to retirement
- ▶ Planning to work with **Hinge Health** to help her overcome hip pain without drugs or surgery

**Feel free to contact the Vontier Benefits Center with questions about your benefits.**

Call **833-983-1215**  
Monday – Friday  
8:00 a.m. to 8:00 p.m. ET

## Medical Benefits

Medical coverage is provided through **UnitedHealthcare (UHC)**. You have two types of health plans to choose from — each with two levels of cost, pharmacy benefits, and coverage options to support different individual needs. Below is a high-level overview and comparison.

### You can choose from 4 UHC Medical plans:

- ▶ PPO 500
- ▶ PPO 1000
- ▶ HSA 1600
- ▶ HSA 3000

### PPO 500 & PPO 1000

- ▶ Both PPO plans have higher per-paycheck contributions than the HSA plans, but with lower deductibles that can minimize unexpected out-of-pocket costs.
- ▶ Both offer in- and out-of-network benefits and the same network of providers as the HSA plans.
- ▶ Both provide the same comprehensive coverage as the HSA plans, including behavioral healthcare and pharmacy benefits. Make sure to compare carefully since some coverage levels differ.

### HSA 1600 & HSA 3000

- ▶ The HSA plans are Consumer-Directed Health Plans (or High-Deductible Health Plans).
- ▶ They come with a Health Savings Account (HSA), a personal savings account that helps you pay for your healthcare expenses through retirement.
- ▶ They offer lower per-paycheck deductions than the PPO Plans, but potentially higher out-of-pocket costs for services.
- ▶ Both offer in- and out-of-network benefits and provide the same comprehensive coverage as the PPO plans. Make sure to compare carefully since some coverage levels differ.



### Don't Skip Preventive Care

Your medical plan covers most preventive services in full. Stay up to date on your routine screenings to detect health problems before they become serious and expensive to treat.





# Health Savings Accounts (HSAs)

The High Deductible medical plans, both the 1600 and the 3000, include the option for employees to open a personal savings account, also known as a Health Savings Account (HSA), that helps employees pay for their healthcare expenses through retirement. The HSA is portable. The money in your HSA is always yours, even if you change jobs or retire.

## HOW IT WORKS

With an HSA, every time you incur a health care expense, you decide whether to:



### USE IT NOW or SAVE FOR THE FUTURE

Make a tax-free withdrawal from your account now to cover the cost of medical, dental, or vision expenses or to pay for deductibles, copays, or coinsurance. The money in the account is yours to use in the future, even to help pay for future health care expenses into retirement.



### PAY FOR IT NOW

Or pay those expenses out of your own pocket and save the money in your HSA for future health care expenses.

## SOURCES OF HSA CONTRIBUTIONS



### YOU CONTRIBUTE

You contribute to the HSA through pre-tax payroll deductions, up to the annual limit set by the IRS.\* The annual IRS HSA limits are offset by Vontier's HSA contribution to the 1600 medical plan and any employee earned Rally Wellness credits/rewards.

- ▶ \$4,150/individual
- ▶ \$8,300/family



### VONTIER CONTRIBUTES

Vontier only makes a contribution to the employee Health Savings Account when an employee elects the HSA 1600 medical plan.\*\*

- ▶ \$500/individual coverage
- ▶ \$1,000/dependent or family coverage



### CATCH-UP CONTRIBUTIONS

Are you age 55 or older? If so, you can contribute an additional \$1,000 in catch-up contributions.

\* IRS contributions are subject to change.

\*\* Vontier's contributions count towards the annual IRS maximum.

## Get Triple Tax Savings on Health Savings Account (HSA) Plans

The HSA 1600 and HSA 3000 plans offer a triple tax-advantaged Health Savings Account (HSA).

Taxes generally do not apply to:

- ▶ The money you contribute to the account
- ▶ The money you withdraw to pay for eligible health care expenses
- ▶ Any interest you earn on your account

**Questions?** Need help deciding if an HSA medical plan is right for you? Reach out to [Your Personal Benefits Counselor](#) at **Health Advocate** at **866-799-2731** or contact our benefits team at **833-983-1215**.

## Medical Plan Comparison

Medical	PPO 500	PPO 1000	HSA 1600	HSA 3000
<b>Deductible</b> (Individual/Family)	\$500/\$1,000*	\$1,000/\$2,000*	\$1,600/\$3,200**	\$3,000/\$6,000**
<b>Employer HSA Contribution</b>	N/A	N/A	\$500/\$1,000	None
<b>Out-of-Pocket Maximum</b> (Individual/Family)	\$3,000/\$6,000	\$6,000/\$10,000	\$3,000/\$6,000	\$5,000/\$10,000
<b>Preventive Care</b>	In-Network providers covered at 100%	In-Network providers covered at 100%	In-Network providers covered at 100%	In-Network providers covered at 100%
<b>Coinsurance</b> (The amount you pay for covered services once the deductible is met)	15%	20%	20%	30%
<b>Office Visit</b> (Primary Care/Specialists)	\$20/\$40 <i>deductible waived</i>	\$30/\$60 <i>deductible waived</i>	20%	30%
<b>Telemedicine</b>	\$0 <i>deductible waived</i>	\$0 <i>deductible waived</i>	\$49	\$49
<b>Urgent Care</b>	\$50 <i>deductible waived</i>	\$75 <i>deductible waived</i>	20%	30%
<b>Emergency Room</b>	\$100	\$150	20%	30%
<b>Alternative Care</b> (Chiropractic/Acupuncture)	\$25 <i>deductible waived;</i> (30 visits/year)	\$30 <i>deductible waived;</i> (30 visits/year)	20% (30 visits/year)	30% (30 visits/year)

\* With the PPO plans, once one family member meets the individual deductible, the plan starts to pay benefits for that individual.

\*\* With the HSA plans, the entire family deductible needs to be met before coinsurance begins.

## 2024 Monthly Employee Medical Plan Premiums

Medical	PPO 500	PPO 1000	HSA 1600	HSA 3000
<b>You Only</b>	\$240.00	\$177.00	\$138.00	\$22.00
<b>You + Spouse</b>	\$589.00	\$457.00	\$350.00	\$68.00
<b>You + Child(ren)</b>	\$438.00	\$320.00	\$248.00	\$40.00
<b>You + Family</b>	\$787.00	\$603.00	\$479.00	\$117.00



### What Happens if You Don't Enroll

If you are currently enrolled and no action is taken:

You will be enrolled in the same elections you made for 2023 in 2024 (i.e., if you did not elect coverage for 2023, you will not have coverage in 2024). The \$100 monthly spousal surcharge will be added by default, and your Health Savings Account (HSA) and Flexible Spending Account (FSA) contributions will end.

# Pharmacy

Pharmacy	PPO 500	PPO 1000	HSA 1600*	HSA 3000*
Retail Generic Rx	\$10	\$10	20%	\$30%
Retail Brand Preferred Rx	15% (\$25 min., \$50 max.)	20% (\$25 min., \$50 max.)	20%	30%
Retail Brand Non-Preferred Rx	35% (\$40 min., \$100 max.)	35% (\$80 min., \$200 max.)	20%	30%
Specialty Rx	Same as other drugs	Same as other drugs	20%	30%

\*After deductible is met.



Vontier and CVS Caremark are partnering with several companies to bring you prescription discounts and support for rare condition management. For questions reach out to **CVS Caremark** at 888-964-0034 or visit [caremark.com](https://www.caremark.com).



Caremark Cost Saver, a new solution for 2024 powered by **GoodRx**, may help you lower your out-of-pocket drug costs. The program provides access to GoodRX prescription pricing to receive lower prices on select medications.



CVS Caremark® exclusively collaborates with PrudentRx® to save you money on your specialty prescriptions. This program includes all specialty medications on your plan's specialty drug list, as well as select high-cost specialty limited distribution drugs.



**Accordant Care** provides proactive, holistic patient care and support for rare condition management. The program's clinical guidelines help empower individuals with rare conditions to better manage their whole condition and not just adhere to medications.

## Save Taking Maintenance Medications

Are you currently filling your maintenance medications every 30-days? Transition to a 90-day supply and receive a reduced copay/cost share at a CVS Pharmacy or CVS Caremark Mail Service Pharmacy.

## Dental Plan Comparison

Dental coverage is provided by **Cigna Dental**. You have two plan options from which to choose. Visit [VontierBenefits.com](https://VontierBenefits.com) to compare plans.

Dental Plan	Premium	Basic
<b>Deductible</b> (Individual/Family)	\$25/\$75	\$50/\$100
<b>Annual Maximum</b> (Excludes orthodontia)	\$2,500 (4 cleanings per year)	\$1,500 (2 cleanings per year)
<b>Basic Services</b>	90%	80%
<b>Major Services</b>	60%	50%
<b>Orthodontia</b>	50% (up to \$2,500 max)	Not covered
Dental Rates	Premium	Basic
<b>You Only</b>	\$20.75	\$5.75
<b>You + Spouse</b>	\$44.50	\$14.25
<b>You + Child(ren)</b>	\$49.25	\$16.00
<b>You + Family</b>	\$72.75	\$24.50

## Vision Plan Comparison

Vision coverage is provided by **VSP**. You have two plan options from which to choose. Visit [VontierBenefits.com](https://VontierBenefits.com) to compare plans.

Vision Plan	Premium	Basic
<b>Exam</b>	Covered at 100% (every 12 months)	\$10 copay (every 12 months)
<b>Lenses</b>	\$15 materials copay (every 12 months)	\$50 materials copay (every 12 months)
<b>Frames</b>	\$15 copay; \$200 allowance (Lenses: every 12 months) (Frames: every 12 months)	\$50 copay; \$130 allowance (Lenses: every 12 months) (Frames: every 24 months)
<b>Contacts</b> (instead of glasses)	\$200 allowance (every 12 months)	\$130 allowance (every 12 months)
<b>Upgrade options available at point-of-service</b>	Member can elect one of the following: <ul style="list-style-type: none"> <li>Upgrade to \$250—frame or contact lenses</li> <li>Upgrade to covered in full—progressive lenses, photochromic lenses, or antireflective lenses</li> </ul>	N/A
Vision Rates	Premium	Basic
<b>You Only</b>	\$15.50	\$6.54
<b>You + Spouse</b>	\$29.42	\$12.42
<b>You + Child(ren)</b>	\$29.79	\$12.58
<b>You + Family</b>	\$46.97	\$19.83

# Be a Smart Health Care Consumer

## 1 Understand your health insurance

Learn about basic health care plan terminology. Be sure you understand these key concepts.

**Copay:** A fixed amount you pay for a covered health care service after you've paid your deductible.

**Deductible:** The amount you pay for covered health care services before your insurance plan starts to pay.

**Maximum out-of-pocket:** The limit on what you have to pay for covered services in a plan year.

**Premium:** The amount you pay for your health insurance every month.

## 2 Where you receive care matters

Making the right choice between the ER and Urgent Care can make a big difference in the cost of your care.

**Emergency Room (ER):** Always go to the ER if your condition is life-threatening (such as chest pain, difficulty breathing, poisoning, head trauma, severe burns, or stroke symptoms). If you do not have a life-threatening condition, you can save time and a good deal of money by going to the nearest Urgent Care facility.

**Urgent Care Locations:** Offer extended hours and walk-in services (many open 7 days a week). For illness or injury when you can't see your personal doctor. The cost is moderate and depends on your medical plan.

## 3 Telemedicine

**Virtual medical visits:** Offers an affordable, convenient way to access medical care. Done over the phone or computer, you don't have to leave home and these visits are often offered 24 hours a day. Virtual visits are very cost-effective with cost from \$0 to \$49 depending on your medical plan.

## 4 Take advantage of Preventive Care

**Take advantage of free preventive care:** At no cost to you, you have the opportunity to discover potential health problems before you experience symptoms. Your best chance for a long, healthy life is to "catch and treat" any disease before it becomes serious.

## 5 Incorporate Wellness into your daily life

**Take advantage of Vontier's wellness program:** We offer wellness opportunities to support you wherever you are on life's path. Improve your health and save money!

## 6 Speak frankly with your doctor about prescription cost

Your doctor often has several drug options to choose from. Bring up cost with your doctor. Sometimes one drug is clearly best for you. Other times, there may be a less expensive alternative that works equally well.



## Be a Smart Health Care Consumer

Become more involved in your health, take responsibility for making informed health care decisions, and start leading a healthier lifestyle.

### Learn More

Your **Personal Benefits Counselor** is ready to answer your benefits questions.

**Contact:** [Health Advocate](#)

**Call:** [866-799-2731](tel:866-799-2731)

**Visit:** [healthadvocate.com/vontier](https://healthadvocate.com/vontier)

**Email:** [answers@healthadvocate.com](mailto:answers@healthadvocate.com)



## Vontier's 401(k)

Vontier's Retirement Savings Plan offered through **Fidelity** is designed to help you to reach your retirement savings goals. The Vontier Retirement Savings Plan will match 100% of each dollar you contribute (pre-tax, Roth after-tax, or a combination of pre-tax and Roth after-tax contributions) on the first 3%, plus 50% of the next 2% of eligible pay that you contribute each pay date. This means that if you contribute at least 5% of pay, Vontier will match 4% of your eligible pay. After one year of service, you may be eligible to receive an additional Company Retirement Contribution equal to 2% of eligible pay each pay date. Remember: You are 100% vested in your own contributions to the plan.

Here are some great reasons to consider increasing your per pay contribution to your Retirement Savings Plan in order to maximize your future retirement income:

- ▶ Contributions are conveniently deducted from your pay
- ▶ Contributing can help lower your current income tax
- ▶ You get “free money” when Vontier matches a portion of your personal 401(k) contribution and that match is always 100% vested
- ▶ You can choose from a variety of investment options that help grow your account even more
- ▶ You can take your savings with you if you leave Vontier

### SmartPath

It's hard to focus on work if you're stressed about finances. **SmartPath** offers confidential financial coaching, information, and tools you can use to make smart choices and manage your finances. To start on your path to financial success, visit [onsmartpath.com/Vontier](https://onsmartpath.com/Vontier).

## Flexible Spending Accounts (FSAs)

Be a wise health care consumer by contributing to the Flexible Spending Accounts (FSAs) available to Vontier employees. Choose an FSA to help you pay for health care and dependent care costs using tax-free dollars.

### Vontier offers three Flexible Spending Accounts to choose from:

- ▶ Health Care FSA
- ▶ Limited Purpose FSA
- ▶ Dependent Care FSA

### How It Works

- ▶ You decide how much money you want to contribute each year.
- ▶ Your contribution is deducted from your paycheck before taxes are withdrawn.
- ▶ Your FSA elections are effective January 1 through December 31.
- ▶ At the end of the year, you can roll over up to \$610 in your Health Care FSA to the next year. Amounts over \$610\* will be forfeited. This is the “use it or lose it” rule.
- ▶ You can access the funds in your account to pay for eligible health care and dependent care expenses.

Type of Account	Eligible Expenses	Annual Contribution Limits*	Medical Plan Associated with the Account**	Benefit
<b>Health Care FSA</b>	Most medical, dental, and vision expenses not covered by your medical, dental, and vision plans (e.g., copays, coinsurance, deductibles, and more)	Maximum contribution is \$3,050* per year	PPO 500 PPO 1000	Saves you tax dollars on your out-of-pocket medical, dental, and vision expenses
<b>Limited Purpose FSA</b>	Dental and vision care expenses only (not covered by your plan), such as copays, coinsurance, deductibles, and more	Maximum contribution is \$3,050*	HSA 1600 HSA 3000	Saves you tax dollars on your out-of-pocket dental and vision expenses
<b>Dependent Care FSA</b>	Dependent care expenses (such as day care, after-school and elder care programs) so you and your spouse can work or attend school full-time	Maximum contribution is \$5,000 per year (\$2,500 if married and filing separate tax returns)	All plans are eligible	Reduces your taxable income

\* IRS limits are subject to change.

\*\* You do not have to enroll in a Vontier medical plan to participate.

## Family Benefits for Whatever Path You're On

Vontier recognizes that every family is unique. To support you, we offer comprehensive family planning and women's health benefits. Whether you're planning for or raising a family, our partner **Mavin Clinic** is there for you. **Maven** offers:

- ▶ **Fertility treatment assistance.** Vontier's fertility benefits offer you access to exceptional, customized care.
- ▶ **Pregnancy, baby, and postpartum providers.** Our care team includes nutritionists, lactation specialists, sleep coaches, and therapists.
- ▶ **Return-to-work support.** Offering you community forums, parenting advice, and Maven's breast milk shipping services to assist nursing moms who travel with an easy, reliable, and safe way to get their milk home to baby (domestically and abroad).

**Maven Clinic** connects you to a dedicated care concierge to help you navigate all of the benefits available. Your concierge helps you find support from our network of more than 1,200 family health practitioners across 18 specialties. Learn more at [mavenclinic.com/join/vontier](https://mavenclinic.com/join/vontier).

### Adoption and Surrogacy Assistance

Vontier provides assistance to employees who are building families through adoption or surrogacy.

- ▶ **Adoption assistance.** Receive up to \$20,000 in financial reimbursement for covered expenses related to domestic or international adoptions.
- ▶ **Fertility benefits are provided by UnitedHealthcare (UHC) and CVS,** in addition to **Maven.**





# Parental and Family Leaves of Absence\*

This valuable time lets you adjust, grow, and bond with your new addition before returning to work.

## Paid Leave for All Parents

Getting ready to add to your family? Vontier wants you to take care of yourself and your family during this special time.

Spend time bonding with the newest member(s) of your family! At Vontier, we offer six weeks of flexible, 100% paid parental leave for mothers (in addition to the short-term disability benefit), fathers, and those who adopt a child.

You get to decide how to use it. You can take your leave all at once or select your days off over a period of time.

## Family Care Leave

When your spouse/partner, child, or parent becomes ill, that's when they need you most. Take the time you need to care for a family member with two weeks of 100% paid family care leave. (Note: This benefit is subject to approval under the Family Medical Leave Act provisions.)

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



## Quick Tip

Be sure to add your new addition(s) to your benefits within 45 days of their arrival. Update your beneficiaries with Fidelity 401(k), Life Insurance at [vontierbenefits.com](https://vontierbenefits.com) and Health Advocate (if applicable).



## Take the Path to Wellness

Nothing is more important than your good health! At Vontier, we partner with **Rally Health** to help you navigate and understand your benefits, get guidance on healthy living, and get rewarded for making healthy choices. Here's how to get started:

- ▶ If you enroll in a Vontier medical plan, you and your covered spouse/domestic partner can earn up to \$300 in Health & Wellness dollars (that's up to \$600 combined)
- ▶ You have easy access online or on the Rally app
- ▶ Register for Rally and **complete the Health Survey** to start earning. Go to **myuhc.com** and click on **Rally Health & Wellness**
- ▶ Now you can start earning rewards for:
  - Routine physicals
  - Mammograms, prostate, or skin cancer screenings
  - Flu shots
  - Virtual telemedicine visits
  - And more

### Real Appeal Weight Management Coaching

**Real Appeal** is a lifestyle program to help you lose weight, feel better, and improve your health. You'll have 24/7 access to a coach who will work with you to create your own program. You'll also participate in weekly 30-minute online group sessions where you'll receive nutrition information, exercise tips, and motivational strategies. This one-year program is available at no cost to you if you're enrolled in a Vontier medical plan. Go to **vontier.realappeal.com** to sign up today.

### Rewards for Healthy Living

If you're enrolled in a Vontier medical plan with a Health Savings Account (HSA), you'll receive a deposit to your account following the completion of your qualifying wellness activities.

If you're enrolled in a Vontier PPO plan, you'll be prompted to select a gift card\* of equal value from retailers such as Walmart and Best Buy.

\*The value of your gift card is taxable.



## NEW! Hinge Health

Overcome muscle and joint pain without drugs or surgery! **Hinge Health** gives you all the tools to get moving again from the comfort of your home. You'll get exercise therapy tailored to your needs, live feedback in their app, and access to a personal coach and physical therapists.

Best of all, this benefit is at no cost to you - 100% covered by Vontier for you and eligible family members over age 18. Get help for back, knees, hip, feet, neck, shoulder and more.

- ▶ Conquer pain or limited movement
- ▶ Recovery from an injury
- ▶ Reduce stiffness in achy joints
- ▶ On average, Hinge Health participants cut their pain by 68%!



### Benefits of Meditation

Use meditation to relax and help you cope with stress by refocusing on something calming. That sense of calm, peace, and balance can benefit your emotional well-being and your overall health. Give it a try!

# Insurance and Disability Benefits

Vontier provides the following life and disability benefits. Reach out to **Health Advocate at 866-799-2731** or the Vontier Benefits Center at **833-983-1215** for answers to your questions involving these plans.



## Life Insurance

Life Insurance is provided to protect you and your family if something unexpected happens. Vontier provides basic life insurance in the amount of 1.5 times your annual pay to a maximum of \$2,000,000. There is no cost to you for this coverage. We offer an optional life insurance plan that you can purchase. Learn more at [lifebenefits.com/Vontier](https://lifebenefits.com/Vontier).



## Disability Protection

Vontier provides you with income replacement should you become disabled and unable to work due to an illness or injury.

**Short-Term Disability** is offered to all Vontier employees at no cost. Plan provisions may vary by operating company. Check with your local HR department for details.

**Basic Long-Term Disability** is provided at no cost to all Vontier employees. You are automatically enrolled in this plan. You may also enroll in the Buy-Up plan (which provides 60% of salary, up to a maximum benefit of \$25,000/month). Visit [unum.com](https://unum.com) for additional information.



## Business Travel Accident Insurance

If you have an accident while traveling on company business, you'll receive a benefit under the Vontier Business Travel Accident Policy. This policy covers all Vontier employees worldwide and is 100% paid for by Vontier.



## Voluntary Insurance Benefits

You have the opportunity to purchase additional insurance coverage to help offset medical expenses. These policies include Group Accident Insurance, Group Specified Disease Insurance and Group Hospital Indemnity Insurance. For details, visit [vontierbenefits.com](https://vontierbenefits.com).



## Legal and Financial Resources

Vontier provides legal, financial, and grief resources to all U.S. employees. Comprehensive web and mobile resources are available, as well as consultations and free will preparation. Learn more at [lifebenefits.com/vontier](https://lifebenefits.com/vontier).

# Take Advantage of Even More Benefits

These additional benefits are available to all Vontier employees.



## Additional Leave Programs

Vontier also offers leave programs such as bereavement, jury duty, military, and voting.



## Auto & Home Protection

Vontier partners with **Farmers Insurance** to offer auto and home coverage at group rates. Learn more about how to protect your home and vehicles by calling **800-438-6381** or visit **myautohome.farmers.com**.



## Commuter Benefits

Vontier offers a qualified transportation commuter benefit that saves you taxes. You're eligible if you pay for mass transit and/or parking expenses as part of your daily commute to work. You may elect to contribute up to:

- ▶ \$300/month to the Parking Account
- ▶ \$300/month to the Mass Transportation Account.

For questions regarding Commuter Benefits contact **Health Equity** at **877-924-3967**.



## Employee Discount Program

Vontier's employee discount program offered through **Benefit Hub** provides you discounts, rewards and perks on many brands. Visit **Vontierdiscounts.benefitub.com** to start saving today. Access code **VFQDB7**.



## Identity Theft Protection

**Allstate** provides affordable group rates to guard against identity theft protection. Providing you peace of mind if your credit and/or credentials are ever stolen. Learn more by contacting **Allstate** at **800-789-2720**.



## Legal Assistance

Quality legal assistance can be pricey. It can be hard to know how to find an attorney you can trust. With **MetLife Legal**, you can have a team of attorney's ready to help you take care of life's planned and unplanned legal events. To speak with a **MetLife** specialist, contact **800-821-6400**.



## Pet Insurance

When our furry family members get sick or injured, veterinary costs can add up quickly. Vontier partners with **MetLife** to offer **Veterinary Pet Insurance** to provide your pet with medical care at affordable group rates. To enroll, visit **metlife.com/getpetquote** or call **800-438-6388**.



## Vontier's EAP – Emotional Wellbeing Solutions We're Here for You!

Finding the inner resources to cope with the stress of everyday life and finding the time to fit it all in can be challenging. At Vontier, Emotional Wellbeing Solutions, our Employee Assistance Program is available to help you make it work.

Our EAP offers confidential support and resources to help you manage life events and challenges such as:

- ▶ Stress
- ▶ Grief and loss
- ▶ Depression and anxiety
- ▶ Relationship issues
- ▶ Parenting and child development
- ▶ Change and transition and more
- ▶ Estate planning
- ▶ Resolving legal issues and more

### **Adult and Elder Care Support**

Caring for family members experiencing aging, sudden chronic illness, or disability can be confusing and stressful. Our EAP provides in-home assessments where advisors help manage the immediate crisis and work with family members to address long-term needs with appropriate, verified resources. Custom care and support includes:

- ▶ Respite care
- ▶ Financial planning
- ▶ Facility selection and more

Learn more by reaching out to our EAP at [liveandworkwell.com](https://liveandworkwell.com) (enter code: **Vontier**).

# Contacts

## Learn

**Personal Benefits Consultant**  
**Health Advocate™**  
**866-799-2731**  
**answers@healthadvocate.com**  
**HealthAdvocate.com/vontier**

## Enroll

**Vontier Benefits Center**  
**833-983-1215**  
Monday–Friday  
8 a.m. to 8 p.m. ET

### **VONTIER BENEFITS**

833-983-1215  
**VontierBenefits.com**

### **PERSONAL BENEFITS CONSULTANT**

Health Advocate  
866-799-2731  
**healthadvocate.com/members**

### **MEDICAL**

**UnitedHealthcare (UHC)**  
833-805-7672  
**myuhc.com**

### **PHARMACY**

**CVS Caremark**  
888-964-0034  
**caremark.com**

### **DENTAL**

**Cigna Dental**  
800-244-6224  
**mycigna.com**

### **VISION**

**VSP**  
800-877-7195  
**vsp.com**

### **FSA/HSA**

**HealthEquity**  
877-924-3967  
**healthequity.com**

### **RETIREMENT: 401(k)**

**Fidelity**  
800-835-5095  
**401k.com**

### **WELLNESS: HEALTH**

**Rally Health**  
877-818-5826  
**werally.com/vontier**

### **WELLNESS: FINANCIAL**

**SmartPath**  
888-686-5808  
**onsmartpath.com/Vontier**

### **EMOTIONAL WELLBEING SOLUTIONS (EAP)**

866-248-4096  
**liveandworkwell.com**

### **LIFE INSURANCE**

**Securian**  
877-282-1752  
**lifebenefits.com/vontier**

### **LEAVE OF ABSENCE AND DISABILITY**

**Unum**  
866-779-1054  
**unum.com**

# Questions?

Your **Personal Benefits Counselor** is ready to answer your benefits questions.

**Contact: Health Advocate**

**Call: 866-799-2731**



**Visit: [healthadvocate.com/vontier](https://healthadvocate.com/vontier)**

**Email: [answers@healthadvocate.com](mailto:answers@healthadvocate.com)**

## We're here to help.

If you have questions about your enrollment, contact the Vontier Benefits Center at **833-983-1215** Monday – Friday, 8 a.m. – 8 p.m. ET or visit **[VontierBenefits.com](https://VontierBenefits.com)** for more information.

This guide contains highlights of the provisions of the Vontier Health and Welfare Program available to employees of Vontier and its participating subsidiary companies. Nothing contained in this guide is intended to create or imply a contract of employment. The guide is not a Plan document or part of a Plan document. The Plans described here are governed by the actual provisions of the applicable Plan documents, which in all cases are the final authority. Copies of the Plan documents, with all amendments, are available for your inspection during regular business hours. Although the Company intends to continue these Plans, the Company has the right to amend or terminate the Plans described here at any time for any reason.