

# Benefits at a glance.

Our philosophy at Vontier is to help you succeed, in and out of work, and it starts with investing in our people. When it comes to benefits, Vontier is proud to offer employees and their families comprehensive options that fit all stages of life.

Benefits packages depend on position, location, and years with the company. Here's a look at what you might be eligible for.

## Health and Wellness

View all our benefits at [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. Learn more at [HealthAdvocate.com/vontier](https://HealthAdvocate.com/vontier) or download the Health Advocate app on your mobile device.



### UnitedHealthcare Medical and CVS Caremark® Rx

- ▶ We offer four medical plans—two High-Deductible and two Preferred Provider Organization (PPO) from UnitedHealthcare
- ▶ Our High-Deductible Health Plans come with a Health Savings Account (HSA)—a personal savings account to help you pay for healthcare expenses through retirement
- ▶ In- and out-of-network benefits, and the same network of providers for all four plans
- ▶ Behavioral healthcare and pharmacy benefits
- ▶ CVS Caremark® exclusively collaborates with:
  - PrudentRx to save you money on your specialty medications
  - GoodRx to help you save on commonly dispensed generic medications
  - Accordant Care to provide proactive, holistic patient care and support for rare condition management



### Cigna Dental

- ▶ Two dental plans available—Premium and Basic (DPPO)
  - **Basic:** coverage on basic and major services, excluding orthodontics with a \$1500 annual maximum
  - **Premium:** coverage on basic and premium services, including orthodontics with a \$2500 annual maximum



### VSP Vision

- ▶ Two Vision Service Plans (VSP) available—Premium and Basic
  - **Basic:** \$10 copay for exam, \$130 allowance for frames with \$50 copay, \$130 for contact lenses annually
  - **Premium:** 100% covered exam, \$200 for frames with \$15 copay, \$200 for contact lenses annually



### HealthEquity (HSA & FSA)

- ▶ Pre-tax paycheck contributions can be used for medical, dental, and vision expenses
- ▶ Employer HSA contributions available, depending on plan
- ▶ Dependent care FSA available for eligible childcare and daycare expenses
- ▶ Limited FSA roll-over option and HSA contributions can be carried over from year to year



### Life Insurance

- ▶ Basic Life Insurance provided to you at no cost
- ▶ Coverage equal to 1.5 times your annual salary
- ▶ Additional life insurance coverage can be purchased

**VONTIER™**



## Disability Insurance

- ▶ Short- and long-term disability insurance at no cost to employee
- ▶ Additional long-term coverage can be purchased



## Fidelity 401(k)—Retirement Savings

- ▶ 100% company match on the first 3% you contribute, plus 50% on the next 2%
  - Company match is always 100% vested
  - Participation begins on day 1 of employment—no waiting period to participate in the 401(k) plan
- ▶ Pre- and post-tax (Roth) opportunities
- ▶ After one year of service, Vontier provides an additional retirement contribution of 2%



## Student Loan Repayment Assistance

- ▶ Access to a student debt repayment program
- ▶ Provides extra payments toward your eligible student loans



## SmartPath Financial Coaching

- ▶ SmartPath offers confidential financial coaching, including information, and tools you can use to make smart choices and manage your finances.



## Employee Assistance Program (EAP)

- ▶ Emotional Wellbeing Solutions provides WorkLife assistance to employees
- ▶ Access to support and resources for legal and financial issues, parental challenges, the college application process, career counseling, chronic conditions, and stress



## Family Benefits

- ▶ Support for growing families including comprehensive family planning and women's health benefits provided through Maven Clinic
- ▶ Paid Parental Leave of Absence
- ▶ Paid Family Leave of Absence
- ▶ Adoption Assistance up to \$20,000



## Adult & Elder Care

- ▶ Advisors are available to walk you through the support services associated with a family member experiencing aging, disability, or illness



## Paid Time Off

- ▶ Vacation
- ▶ Sick Time
- ▶ Holidays
- ▶ Floating Holidays



## Employee Resource Groups (ERGs)

- ▶ We celebrate the uniqueness of all people as it is the core of who we are and the fuel that drives our success
- ▶ We offer eight active and vibrant employee resource groups (ERGs)



## Environmental Protection & Sustainability

- ▶ We recognize our operating companies have a direct impact on global issues like transportation safety, alternative fuels, and sustainable cities and infrastructure. We are committed to producing products that facilitate sustainable infrastructure, while minimizing our impact on the environment



## Flexible Workspace

- ▶ We're committed to providing a contemporary work environment that maximizes functionality, collaboration, and work/life satisfaction with flexibility where available



## Additional Benefits

- ▶ Pet Insurance
- ▶ Hinge Health
- ▶ Legal Assistance
- ▶ Wellbeing Incentives
- ▶ Diabetes and Hypertension Support Programs
- ▶ Auto & Home Protection
- ▶ Identity & Theft Protection
- ▶ Commuter Benefits
- ▶ Legal & Financial Resources
- ▶ Voluntary Insurance Benefits
- ▶ Business Travel Accident Insurance
- ▶ Additional Leaves (such as bereavement, jury duty, military, and voting)



## Employee Discount Program

- ▶ Membership and purchase discounts on health clubs, movie theaters, restaurants, electronics, appliance and more

Log into our website below to view our benefits and model your costs to help you understand the impact to your paycheck based on the plans you select.

**Visit:** [VontierBenefits.com](https://VontierBenefits.com)

**Username:** VontierCandidate

**Password:** Innovation1

Important notices and disclosures: The information described in this guide is intended to be an easy-to-understand summary of your benefits. It does not describe or include all benefit provisions, limitations, exclusions or qualifications for coverage. Please review your Summary Plan Description (SPD)/Certificate/Policy for a complete summary of your benefits.