

# 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 three medical plans—two High-Deductible and one 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 three 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 \$1,500 annual maximum
  - **Premium:** coverage on basic and premium services, including orthodontics with a \$2,500 annual maximum

### VSP Vision

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

## Eligibility

All active regular full-time or part-time employees who are scheduled to work 20 or more hours per week are eligible to participate in Vontier's benefits program.

You may also cover your eligible dependents under Vontier's medical, prescription, dental, vision, and life benefits. Your eligible dependents include:

- ▶ Spouse/partner (same or opposite gender)
- ▶ Domestic Partner (same or opposite gender)
- ▶ Your child(ren) and the child(ren) of your covered spouse/partner (up to age 26)
- ▶ Children with disabilities who became disabled on or before age 26

## Required Documentation

If you're enrolling dependents in coverage, be prepared to provide documentation to verify their eligibility. Acceptable proof may include a birth certificate, adoption certificate, marriage license, federal tax return, etc.

## Life Insurance

- ▶ Basic Life Insurance provided to you at no cost
- ▶ Coverage equal to \$50,000 or 1.5 times your annual salary
- ▶ Additional life insurance coverage can be purchased

## 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

## Employee Assistance Program (EAP)

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

## 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

## 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 several 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
- ▶ Joint & Musculoskeletal Pain Support Program
- ▶ Legal Assistance
- ▶ Wellbeing Incentives
- ▶ Pre-diabetes, Diabetes and Hypertension 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

To model your costs and to help you understand the impact to your paycheck based on the plans you select, log into our benefits website, [vontierbenefits.bswift.com](https://vontierbenefits.bswift.com), using the login credentials below:

- **Username:** VontierCandidate
- **Password:** Innovation1

- ▶ To learn more about Vontier's comprehensive benefit programs, visit [vontierbenefits.com](https://vontierbenefits.com).



## Your Enrollment Checklist

Your benefits are here to support you today and help you build a brighter tomorrow. Ready to begin? Start with this checklist to explore your options and make the most of your benefits.

- Contact your Personal Benefits Consultant at Health Advocate** to ask questions and learn more about Vontier Benefits.
- Consider your lifestyle.** Do you have any major changes coming up—like getting married, expanding your family, or an emptier nest?
- Think about which health care plan makes the most sense for you.** Consider how you used your medical plan in the past year and what might be different for the year ahead.
- Decide whether a Health Savings Account (HSA) is right for you.** Learn about how they work and their advantages. Know what expenses qualify for HSA reimbursement.
- Save money with Flexible Spending Account(s).** To participate in an FSA (health care and/or dependent care), you must enroll every year. Know what expenses qualify for FSA reimbursement.
- Save for your future by** enrolling in the Vontier Retirement Savings Plan (401k) at [401k.com](https://www.vontier.com/401k) to prepare for your financial needs in retirement.
- Learn about our amazing family benefits.** These benefits are here to support all employees.
- Connect with UHC Rewards** to make healthy living a priority and get rewarded with HSA funds or gift cards.
- Check out all the voluntary benefits we offer.** Don't miss out on options for Pet, Legal, and Auto and Home insurance.

### Designate a beneficiary!

- ▶ Add a beneficiary during enrollment for your Life and AD&D insurance.
- ▶ If you enroll in an HSA, designate a beneficiary with Health Equity.
- ▶ Be sure to choose a beneficiary(ies) when you enroll in the 401(k) Retirement Savings Plan.

Enroll in your health & welfare benefits within 30 days of your hire date.

## Questions?

### Contact your Personal Benefits Counselor

Health Advocate™

866-799-2731

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

[HealthAdvocate.com/vontier](https://HealthAdvocate.com/vontier)

## Ready to enroll?

### Vontier Benefits Center

[Vontierbenefits.bswift.com](https://Vontierbenefits.bswift.com)

833-983-1215

Monday–Friday

8 a.m. to 8 p.m. ET



## Contacts



Scan this QR code to find contact information for all of Vontier's benefits.

[vontierbenefits.com/Contacts](https://vontierbenefits.com/Contacts)

Or you can look up the contact information below:

### VONTIER BENEFITS

833-983-1215

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

### PERSONAL BENEFITS CONSULTANT

Health Advocate

866-799-2731

[healthadvocate.com/members](https://healthadvocate.com/members)

### MEDICAL

UnitedHealthcare (UHC)

833-805-7672

[myuhc.com](https://myuhc.com)

### PHARMACY

CVS Caremark

888-964-0034

[caremark.com](https://caremark.com)

### DENTAL

Cigna Dental

800-244-6224

[mycigna.com](https://mycigna.com)

### VISION

VSP

800-877-7195

[vsp.com](https://vsp.com)

### FSA/HSA

HealthEquity

877-924-3967

[healthequity.com](https://healthequity.com)

### RETIREMENT: 401(k)

Fidelity

800-835-5095

[401k.com](https://401k.com)

### WELLNESS: HEALTH

UHC Health

866-230-2505

[myuhc.com](https://myuhc.com)

### EMPLOYEE ASSISTANCE PROGRAM (EAP)

888-881-5462

[supportlinc.com](https://supportlinc.com)

(username: **vontier**)

### LIFE INSURANCE

Securian

877-849-6034

[lifebenefits.com/lfg](https://lifebenefits.com/lfg)

### LEAVE OF ABSENCE AND DISABILITY

Unum

866-779-1054

[unum.com](https://unum.com)



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.