

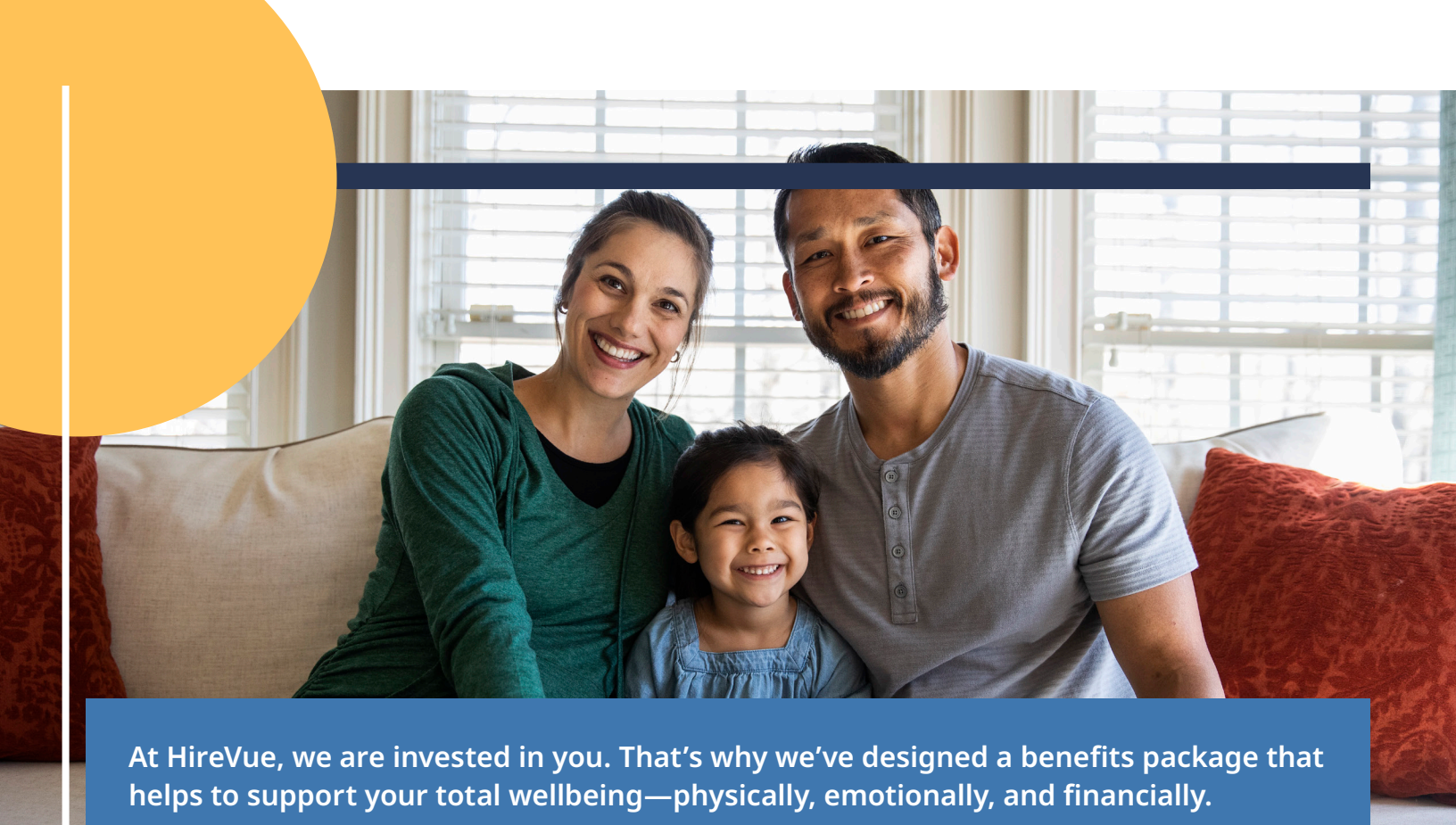
2024



BENEFITS GUIDE

BENEFIT PLANS EFFECTIVE
JANUARY 1-DECEMBER 31, 2024

Hire★Vue



At HireVue, we are invested in you. That’s why we’ve designed a benefits package that helps to support your total wellbeing—physically, emotionally, and financially.

Use this guide as a tool to help you make the best benefits decisions for you and your family for the 2024 plan year (January 1–December 31, 2024). The information inside this guide can help you review your health coverage options, check out tax savings opportunities, and learn about voluntary benefits options.

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Eligibility

If you are scheduled to work at least 30 hours per week, you are eligible for benefits on the first day of the month following your date of hire or coinciding with your date of hire.

As you become eligible for benefits, so do your eligible dependents. In general, eligible dependents include:

- **Your spouse or partner:** This includes your legal spouse or domestic partner.
- **Your child(ren):** This includes your children to age 26, regardless of student, marital, or tax-dependent status (including a stepchild, legally-adopted child, a child placed with you for adoption, or a child for whom you are the legal guardian) as well as children of any age who are physically or mentally unable to care for themselves (documentation may be required).

Domestic Partner Imputed Income

Under federal law, domestic partners do not share the same status and corresponding tax benefits as those of a legal spouse. The imputed income associated with your domestic partner's coverage will be added to your pay for tax purposes, and any additional taxes you owe as a result will be withheld from your paycheck. If your qualified domestic partner is an IRS tax code tax-dependent, coverage may be deducted pre-tax.

Enrollment

You can only sign up for benefits or change your benefits at the following times.

- Within 30 days of joining HireVue as a new Team Member.
- During the annual benefits enrollment period.
- Within 30 days of a qualifying life event.

The choices you make at this time will remain in place through **December 31, 2024**, unless you experience a qualifying life event as described on page 4. If you do not sign up for benefits during your initial eligibility period, you will not be able to elect coverage until the next open enrollment period.

How To Enroll



Contact the Lockton On Call Benefits Helpline.

Benefits Specialists are ready to assist you with one-on-one benefits service and education.

Call 844-443-7309 or email hirevuebenefits@lockton.com Monday–Friday 8 a.m. to 5 p.m. CST.



Self-enroll in your benefits in Namely.

Click Enroll in Benefits on the left hand column of the Namely homepage to launch the Enrollment Wizard.

Once you've submitted your elections, the People Success team will to review and approve your enrollment.

Changing Your Benefits

Due to IRS regulations, once you have made your elections for 2024, you cannot change your benefits until the next annual open enrollment period.

The only exception is if you experience a qualifying life event. Election changes must be consistent with your life event.

Qualifying life events include, but are not limited to:

- Birth or adoption of an eligible child.
- Marriage, divorce, or legal separation.
- Spouse's work status changed affecting their benefits.
- Death of your spouse or covered child.
- Child's eligibility for benefits changed.
- Qualified Medical Child Support Order.

To request a benefits change, notify People Success within 30 days of the qualifying life event. Change requests submitted after 30 days cannot be accepted. You may need to provide proof of the event, such as a marriage license or birth certificate.

Key Terms To Know

Take the first step to understanding your benefits by learning these four common terms.



Copay

A fixed dollar amount you may pay for certain covered services. Typically, your copay is due at the time of service.



Deductible

The amount you must pay each year for certain covered health services before your insurance plan will begin to pay.



Coinsurance

After you meet your deductible, you may pay coinsurance, which is your share of the costs of a covered service.



Out-of-Pocket Maximum

This includes copays, deductibles, and coinsurance. Once you meet this amount, the plan pays 100% of covered services the rest of the year.

Medical Benefits

Cigna | cigna.com | 888-806-5094

NEW! HireVue offers two medical plan options through Cigna.

Before you enroll in medical coverage, take some time to fully understand how each plan works. See page 6 for an overview of the plan benefits.

Ask Yourself These Questions:



Can you set aside money from your paycheck to save for out-of-pocket health care costs?
Consider the Cigna HDHP. You will have the option to fund a health savings account (HSA) that can save you money on your health care costs.



Do you prefer to pay less when you visit the doctor's office?
Consider the Cigna Buy-Up Plan. While you will pay more from your paycheck each month for coverage, you will only be responsible for a small copay or cost share when you need care.



Do you or your covered family members take prescription medications on a regular basis?
Consider choosing the Cigna Buy-Up Plan. With this plan, you'll consistently pay a smaller copay or cost share when you pick up your medication(s) than you would with the HDHP.

Medical Costs

Listed below are the per pay period costs for medical insurance. The amount you pay for coverage is deducted from your paycheck on a pre-tax basis, which means you don't pay taxes on the amount you pay for coverage.

Level of Coverage	Cigna HDHP	Cigna Buy-Up
Team Member Only	\$38.81	\$82.23
Team Member + Spouse	\$85.78	\$222.05
Team Member + Child(ren)	\$78.12	\$193.53
Team Member + Family	\$116.27	\$384.28

Medical Benefits

NEW! HireVue offers medical coverage through Cigna with two plan choices.

- **With the high-deductible health plan (HDHP), you will pay less out of your paycheck but more when you need care.** When you need care, you pay for all services out of your pocket until you reach your deductible. Once you reach your deductible, you pay a portion of the cost for all other services.
- **With the Buy-Up plan, you will pay more for medical insurance out of your paycheck, but less when you need care.** When you need care, you will pay a set copay for certain services such as a primary care, specialist, or urgent care visit. For other services, like an inpatient hospital stay or outpatient surgery, you must meet your deductible and then you will be responsible for a percent of costs (coinsurance) until you meet the out-of-pocket maximum.

In-network preventive care is covered 100% on both plans.

The table below summarizes the benefits of each medical plan. The coinsurance amounts listed reflect the amount you pay. Please refer to the official plan documents for additional information on coverage and exclusions.

Summary of Covered Benefits	Cigna HDHP		Cigna Buy-Up	
	In Network	Out of Network	In Network	Out of Network
Calendar Year Deductible Individual/Family	\$1,600/\$3,200	\$3,200/\$6,000	\$500/\$1,500	\$2,000/\$6,000
The amount that HireVue contributes to help you pay for out-of-pocket expenses	Team Member Only: \$1,000 Team Member + Spouse or Child(ren): \$1,750 Family: \$2,500			
Out-of-Pocket Maximum Individual/Family	Includes deductible, copays, and coinsurance			
	\$3,000/\$6,000	\$6,000/\$12,000	\$3,500/\$8,750	\$11,000/\$24,000
Preventive Care	Plan pays 100%	30% after ded.	Plan pays 100%	30% after ded.
Physician Services				
Primary Care Physician	10% after ded.	30% after ded.	\$25 copay	30% after ded.
Specialist	10% after ded.	30% after ded.	\$45 copay	30% after ded.
MDLIVE Telehealth	10% after ded.	Not covered	Plan pays 100%	Not covered
Urgent Care	10% after ded.	30% after ded.	\$45 copay	30% after ded.
Mental Health Services				
Office Visit	10% after ded.	30% after ded.	\$45 copay	30% after ded.
Inpatient	10% after ded.	30% after ded.	10% after ded.	30% after ded.
Lab/X-Ray				
Diagnostic Lab/X-Ray	10% after ded.	30% after ded.	Plan pays 100%	30% after ded.
High-Tech Services (MRI, CT, PET)	10% after ded.	30% after ded.	10% after ded.	30% after ded.
Hospital Services				
Inpatient	10% after ded.	30% after ded.	10% after ded.	30% after ded.
Outpatient	10% after ded.	30% after ded.	10% after ded.	30% after ded.
Emergency Room	10% after ded.		\$250 copay	
Prescription Drugs				
Generic	10% after ded.	Not covered	\$10 copay	Not covered
Preferred Brand	10% after ded.		\$35 copay	
Non-Preferred Brand	10% after ded.		\$60 copay	
Specialty	10% after ded.		10% after ded.	
Mail Order (Up to a 90-day supply)	3x retail		3x retail	

Medical Benefits

Find a Cigna provider

To locate the right provider in your selected network, follow the steps below:

- Log into mycigna.com or visit cigna.com and click on “Find a Doctor” at the top of the screen.
- Then, under “How are you Covered?” select “Employer or School.”
- Enter your city, state, or zip code. You can narrow your search further by selecting a specialty or service.
- Log in or select “Continue as guest.”
- Define where you live to show available nearby networks. If you are inside of Utah, search for the PPO network. If you are outside of Utah, search for the Open Access Plus (OAP) network.
- Then, choose your displayed medical plan.

Preventive Care

In-network preventive care is 100% free for medical plan members.

You won't have to pay anything out of your pocket when you receive in-network preventive care. Practice preventive care and reap the rewards of a healthier future.



Preventive care helps keep you healthier long-term.

An annual preventive exam can help **IDENTIFY FUTURE HEALTH RISKS** and treat issues early when care is more manageable and potentially more effective.



Preventive care helps keep your costs low.

With a preventive care exam each year, you can **TARGET HEALTH ISSUES EARLY** when they are less expensive to treat. You can also effectively manage chronic conditions for better long-term health.



Preventive care keeps your health up to date.

Yearly check-ins with your doctor keeps your health on track with **AGE- AND GENDER-SPECIFIC EXAMS, VACCINATIONS, AND SCREENINGS** that could save your life.



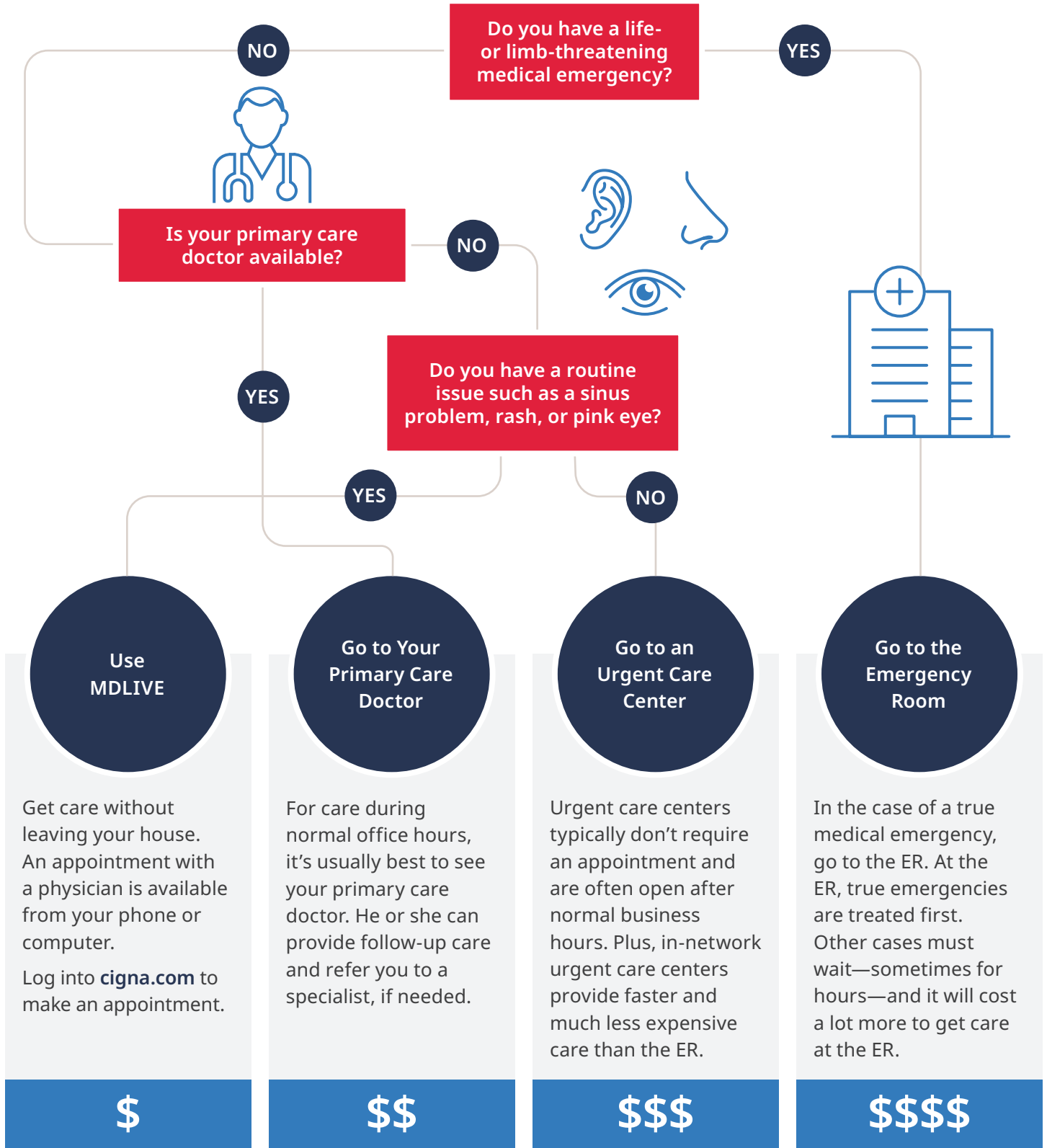
Some services are generally not considered preventive if you get them as part of a visit to diagnose, monitor, or treat an illness or injury. Please be aware that you will be responsible for the cost of any non-preventive care services you receive at your preventive care exam based on your plan design.

Learn more about preventive care at cigna.com.

Medical Benefits

Know Where to Go for Care

Where you go for medical services can make a big difference in how much you pay and how long you wait to see a health care provider. Use the chart below to help you choose where to go for care.



Dental Benefits

Cigna | cigna.com | 888-806-5094

HireVue offers two dental insurance plan options through Cigna.

Both plans provide in- and out-of-network benefits. This means you have the freedom to choose any dental provider. However, you will maximize the plan benefits when you choose an in-network provider. To locate a Total DPPO network provider, visit cigna.com. Refer to page 7 for instructions on how to find a Cigna provider.

The table below summarizes key features of the dental plans. The coinsurance amounts listed reflect the amount you pay. Please refer to the official plan documents for additional information on coverage and exclusions.

Summary of Covered Benefits	Cigna Low Plan		Cigna High Plan	
	In Network	Out of Network ¹	In Network	Out of Network
Calendar Year Deductible Individual/Family	\$100/\$300	\$100/\$300	\$50/\$150	\$50/\$150
Calendar Year Benefit Maximum	\$1,000 per individual		\$2,000 per individual	
Preventive Care (Oral exams, cleanings, x-rays)	Plan pays 100%	Plan pays 100%	Plan pays 100%	Plan pays 100%
Basic Services (Periodontal services, endodontic services, oral surgery, fillings)	20% after deductible	20% after deductible	20% after deductible	20% after deductible
Major Services (Bridges, crowns [inlays/onlays], dentures [full/partial])	50% after deductible	50% after deductible	50% after deductible	50% after deductible
Orthodontia Services	Not covered		50%	
Orthodontia Lifetime Maximum	N/A		\$3,000 per individual	

(1) Expenses from non-network providers are reimbursed based on reasonable and customary charges (R&C) charges at the 90th percentile (90% of dentists in your area charge that fee or less). Any charges over the R&C amount will be your responsibility.

Dental Costs

Listed below are the per pay period costs for dental insurance. The amount you pay for coverage is deducted from your paycheck on a pre-tax basis, which means you don't pay taxes on the amount you pay for coverage.

Level of Coverage	Cigna Low Plan	Cigna High Plan
Team Member Only	\$3.37	\$4.07
Team Member + Spouse	\$7.02	\$8.47
Team Member + Child(ren)	\$7.62	\$10.36
Team Member + Family	\$12.05	\$16.21

Vision Benefits

VSP | vsp.com | 800-877-7195

Cigna | cigna.com | 888-806-5094

NEW! HireVue offers two vision insurance plans: one through VSP and one through Cigna Vision, utilizing the EyeMed network.

You have the freedom to choose any vision provider. However, you will maximize the plan benefits when you choose a network provider.

The table below summarizes key features of the vision plans. Please refer to the official plan documents for additional information on coverage and exclusions.

Summary of Covered Benefits	VSP Vision Plan		Cigna Vision Plan EyeMed Network	
	In Network	Out of Network	In Network	Out of Network
Eye Exam (Every 12 months)	\$10 copay	\$45 allowance	\$10 copay	\$45 allowance
Standard Plastic Lenses (Every 12 months) Single/Bifocal/Trifocal	\$25 copay	\$30/\$50/\$65 allowance	\$25 copay	\$32/\$55/\$65 allowance
Frames (Every 12 months)	\$150 allowance	\$70 allowance	\$150 allowance	\$120 allowance
Contact Lenses (Every 12 months in lieu of standard plastic lenses)				
Elective	\$150 allowance	\$105 allowance	\$150 allowance	\$120 allowance
Medically Necessary	Plan pays 100%	\$210 allowance	Plan pays 100%	\$210 allowance

Vision Costs

Listed below are the per pay period costs for vision insurance. The amount you pay for coverage is deducted from your paycheck on a pre-tax basis, which means you don't pay taxes on the amount you pay for coverage.

Level of Coverage	VSP Vision Plan	Cigna Vision Plan
Team Member Only	\$0.89	\$0.89
Team Member + Spouse	\$1.79	\$1.79
Team Member + Child(ren)	\$1.52	\$1.52
Team Member + Family	\$2.50	\$2.50

Budgeting For Your Care

HireVue offers two types of pre-tax accounts: a health savings account (HSA) and flexible spending accounts (FSAs).

When you put money into a pre-tax account, you can save up to 20%* on your care and increase your take home pay. This is because you don't pay tax on your contributions.

Enrolled in the Cigna HDHP?

Health Savings Account

Consider funding a health savings account (HSA).

- See page 12 for HireVue annual contributions to your HSA
- Roll over all funds each year
- Invest funds for long-term savings
- Spend funds penalty-free after age 65



Enrolled in the Cigna HDHP?

Limited Purpose Flexible Spending Account

Consider funding a limited purpose flexible spending account. **You can choose to fund both a limited purpose FSA and an HSA.**

- No HireVue contribution
- You may roll over up to \$610, or the IRS limit, each year
- Dental and vision expenses only
- Post-deductible medical expenses



Enrolled in the Cigna Buy-Up Plan?

Health Care Flexible Spending Account

Consider funding a health care flexible spending account. **If you fund an HSA, you cannot fund a health care FSA.**

- No HireVue contribution
- You may roll over up to \$610, or the IRS limit, each year



Paying for child or elder care expenses?

Dependent Care Flexible Spending Account

You may fund a dependent care flexible spending account.

- No HireVue contribution
- No roll over allowed
- Dependent care expenses only



*Percentage varies based on your tax bracket.

Health Savings Account

HealthEquity | myhealthequity.com | 866-346-5800

If you enroll in the Cigna HDHP, you will be automatically enrolled in a health savings account (HSA) through HealthEquity.

An HSA is a savings account that you can use to pay out-of-pocket health care expenses with pre-tax dollars.

HireVue Contribution

If you enroll in the Cigna HDHP, HireVue will help you save by contributing to your account.

- **Team Member-only:** \$1,000
- **Team Member + spouse or child(ren):** \$1,750
- **Team Member + family:** \$2,500

2024 IRS HSA Contribution Maximums

Contributions to an HSA (including the HireVue contribution) cannot exceed the IRS allowed annual maximums.

- **Individuals:** \$4,150
- **All other coverage levels:** \$8,300

If you are age 55+ by December 31, 2024, you may contribute an additional \$1,000.

HSA Eligibility

You are eligible to fund an HSA if:

- You are enrolled in the Cigna HDHP.

You are NOT eligible to fund an HSA if:

- You are covered by a non-HSA eligible medical plan, health care FSA, or health reimbursement arrangement.
- You are eligible to be claimed as a dependent on someone else's tax return.
- You are enrolled in Medicare, TRICARE, or TRICARE for Life.

Refer to **IRS Publication 969** for additional eligibility details. If you are over age 65, please contact People Success.

Maximize Your Tax Savings with an HSA



Spend

Pay for eligible expenses such as deductibles, dental and vision exams, menstrual care products, and prescriptions.



Save

Roll over funds every year to boost your long-term savings. Even if you switch health plans or jobs, the money is yours to keep.



Invest

Invest and grow HSA funds tax free—including interest and investment earnings. After age 65, spend HSA dollars on any expense penalty free.

Flexible Spending Accounts

HealthEquity | myhealthequity.com | 866-346-5800

HireVue offers three flexible spending account (FSA) options through HealthEquity.

Limited Purpose Health Care FSA (if you fund an HSA)

If you fund an HSA, you can also fund a limited purpose health care FSA. The limited purpose health care FSA can only be used for dental and vision expenses.

The limited purpose health care FSA maximum contribution is \$3,050 for the 2023 calendar year or up to IRS maximum for the calendar year.

Health Care FSA (not allowed if you fund an HSA)

Pay for eligible out-of-pocket medical, dental, and vision expenses with pre-tax dollars.

The health care FSA maximum contribution is \$3,050 for the 2023 calendar year or up to IRS maximum for the calendar year.

Dependent Care FSA

The dependent care FSA allows you to pay for eligible dependent day care expenses with pre-tax dollars. Eligible dependents are children under 13 years of age, or a spouse, a child over 13, or elderly parent residing in your home who is physically or mentally unable to care for him or herself.

You may contribute up to \$5,000 to the dependent care FSA for the 2023 calendar year if you are married and file a joint return or if you file a single or head of household return. If you are married and file separate returns, you can each elect \$2,500 for the 2023 calendar year.

Note: 2024 FSA IRS limits not released by time of publication. FSA IRS limits are subject to change.

How To Use An FSA

1

Contribute

Decide how much to contribute to your FSA on a plan year basis up to the maximum allowable amounts. This amount will be evenly divided by the number of pay periods and deducted on a pre-tax basis from your paycheck.

2

Pay

Use your FSA debit card to pay for eligible expenses at time of service or submit a claim for reimbursement at **healthequity.com**. Keep all receipts in case HealthEquity requires you to verify the eligibility of a purchase.

3

Use it or lose it

Use your FSA funds before the end of the year—any funds in excess of \$610 will be forfeited.

Life and AD&D Benefits

Lincoln Financial | lincolffinancial.com | 800-423-2765

HireVue's comprehensive benefits package includes financial protection for you and your family in the event of an accident or death.

Basic Life and AD&D Insurance

HireVue automatically provides basic life and AD&D insurance through Lincoln Financial to all benefits-eligible Team Members **AT NO COST**. If you die as a result of an accident, your beneficiary would receive both the life benefit and the AD&D benefit. **Please be sure to keep your beneficiary designations up to date.**

- **Team Member life benefit:** 3x annual earnings up to a maximum of \$500,000
- **Team Member AD&D benefit:** 3x annual earnings up to a maximum of \$500,000

Depending on your personal situation, basic life and AD&D insurance might not be enough coverage for your needs. To protect those who depend on you for financial security, you may want to purchase supplemental coverage.

Use the calculator provided by Lincoln Financial [HERE](#) to find the right amount for you.



Supplemental Life and AD&D Insurance

HireVue provides you the option to purchase supplemental life and AD&D insurance for yourself, your spouse, and your dependent children through Lincoln Financial .

You must purchase supplemental coverage for yourself in order to purchase coverage for your spouse and/or dependents. Supplemental life rates are age-banded based on the employee's age. Benefits will reduce to 65% at age 65 and to 50% at age 70.

- **Team Member:** \$10,000 increments up to \$500,000 or 5x annual salary, whichever is less—guarantee issue: \$250,000
- **Spouse:** \$5,000 increments up to 50% of the Team Member's election—guarantee issue: \$30,000
- **Dependent children:** 14 days to 6 months: \$1,000; 6 months to age 26 (if full-time student): \$1,000 up to \$10,000—guarantee issue: \$10,000



If you elect supplemental coverage when you're first eligible to enroll, you may purchase up to the guarantee issue amount(s) without completing a statement of health (evidence of insurability). If you do not enroll when first eligible, and choose to enroll during a subsequent annual open enrollment period, you will be required to submit evidence of insurability for any amount of coverage. Coverage will not take effect until approved by Lincoln Financial .

Disability Benefits

Lincoln Financial | lincolnfinancial.com | 800-423-2765

Disability insurance keeps you and your family financially protected if you become unable to work due to an illness or injury.

Short-Term Disability Insurance

HireVue automatically provides short-term disability (STD) insurance through Lincoln Financial to all benefits-eligible Team Members **AT NO COST**. STD insurance is designed to help you meet your financial needs if you become unable to work due to an illness or injury. Benefits will be reduced by other income, including state-mandated STD plans.

- **Benefit:** 60% of weekly earnings up to \$2,500
- **Elimination period:** 7 days
- **Benefit duration:** Up to 13 weeks

STD Maternity Benefits

STD insurance can cover a portion of your income while on paid maternity leave. Please view the official plan documents for varying coverage based on birth circumstances. Benefits will be reduced by other income, including state-mandated STD plans.

Long-Term Disability Insurance

HireVue automatically provides long-term disability (LTD) insurance through Lincoln Financial to all benefits-eligible Team Members **AT NO COST**. LTD insurance is designed to help you meet your financial needs if your disability extends beyond the STD period.

- **Benefit:** 60% of monthly earnings up to \$12,000
- **Elimination period:** 90 days
- **Benefit duration:** Social security normal retirement age

Disability insurance is an important part of your benefits coverage. You may use disability benefits to pay for your necessary expenses while you are unable to work, such as mortgage payments, medical expenses, childcare, and more. If you are enrolled and become unable to work due to an accident, illness, injury, or pregnancy, you must apply for benefits as soon as you are able after your event. Please notify Lincoln Financial as soon as possible to ensure you qualify for coverage and receive timely payouts.



Voluntary Benefits

Lincoln Financial | lincolffinancial.com | 800-423-2765

HireVue offers the following voluntary benefits to support your financial wellbeing.

Accident Insurance

HireVue provides you the option to purchase accident insurance through Lincoln Financial. Accident insurance helps protect against the financial burden that accident-related costs can create. This means that you will have added financial resources to help with expenses incurred due to an injury, to help with ongoing living expenses, or to help with any purpose you choose. Claims payments are made in flat amounts based on services incurred during an accident.

Accident Insurance Costs

Listed below are the monthly costs for accident insurance.

Level of Coverage	Accident Plan
Team Member Only	\$10.40
Team Member + Spouse	\$17.27
Team Member + Child(ren)	\$19.07
Team Member + Family	\$25.78

Critical Illness Insurance

HireVue provides you the option to purchase critical illness insurance through Lincoln Financial. Critical illness insurance provides a financial, lump-sum benefit upon diagnosis of a covered illness. These covered illnesses are typically very severe and likely to render the affected person incapable of working. Because of the financial strain these illnesses can place on individuals and families, critical illness insurance is designed to help you pay your mortgage, seek experimental treatment, or handle unexpected medical expenses.

Critical Illness Insurance Costs

Listed below are the monthly costs for critical illness insurance.

Age	Team Member Only*			Team Member* + Spouse		
	Per \$15,000 of Coverage	Per \$30,000 of Coverage	Per \$40,000 of Coverage	Per \$15,000 of Coverage	Per \$30,000 of Coverage	Per \$40,000 of Coverage
< 25	\$6.09	\$12.18	\$16.24	\$10.47	\$20.94	\$27.92
25-29	\$7.83	\$15.66	\$20.88	\$13.94	\$27.87	\$37.16
30-34	\$9.35	\$18.69	\$24.92	\$17.00	\$33.99	\$45.32
35-39	\$11.12	\$22.23	\$29.64	\$20.52	\$41.04	\$54.72
40-44	\$14.57	\$29.13	\$38.84	\$27.42	\$54.84	\$73.12
45-49	\$18.38	\$36.75	\$49.00	\$35.06	\$70.11	\$93.48
50-54	\$24.60	\$49.20	\$65.60	\$47.49	\$94.98	\$126.64
55-59	\$32.33	\$64.65	\$86.20	\$62.96	\$125.91	\$167.88
60-64	\$44.25	\$88.50	\$118.00	\$86.81	\$173.61	\$231.48
65-69	\$60.33	\$120.66	\$160.88	\$118.95	\$237.90	\$317.20
70 +	\$111.81	\$223.62	\$298.16	\$221.91	\$443.82	\$591.76

*Child coverage is automatically included in team member rates.



Voluntary Benefits

Lincoln Financial | lincolffinancial.com | 800-423-2765

Hospital Indemnity Insurance

This option will pay benefits that help you with costs associated with a hospital visit such as a covered accident, illness, or childbirth. This benefit pays you a lump-sum upon admittance so that you can choose how best to cover your expenses.

Hospital Indemnity Insurance Costs

Listed below are the monthly costs for hospital indemnity insurance.

Level of Coverage	Hospital Indemnity Plan
Team Member Only	\$20.04
Team Member + Spouse	\$43.10
Team Member + Child(ren)	\$31.23
Team Member + Family	\$56.67

Retirement

Fidelity | fidelity.com | 800-343-3548

HireVue offers a 401(k) retirement savings plan, which is administered by Fidelity.

Your financial security and ability to plan for your future are important to us. The company encourages you to save for your retirement. You can contribute to a regular 401(k), Roth plan, or both. Your contributions to your 401(k) vest immediately.

Company Match

HireVue matches 100% up to 4% of the eligible compensation that you contribute to your 401(k) account. The company match is calculated on a per pay period basis and vested after each pay period.

Annual Maximums

The IRS maximum contribution for 2023 is \$22,500*. If you are over 50, you can contribute an additional \$7,500* as a catch-up contribution.

*Amounts subject to change. 2024 annual maximums not yet released at time of publication.



Employee Assistance Program

Modern Health | my.joinmodernhealth.com | Member support e-mail: help@modernhealth.com

Assistance is always available for you. The employee assistance program (EAP) services are provided AT NO COST to you and your dependents through Modern Health.

Your EAP is a free, strictly confidential service that includes virtual visits and text based check-ins with certified coaches, in-person or virtual visits with licensed therapists, and on-demand evidence based digital programs. You can receive up to 10 coaching and 8 therapy sessions **AT NO COST**.

Download the Modern Health mobile app and create an account

Select your preferred areas of focus and complete an initial well-being assessment. Once you receive recommended providers, choose the provider who feels like the best fit.

Get a personalized match within 48 hours

Modern Health will assess your needs and thoughtfully match you with the right provider.

Coaching and therapy based sessions

10 coaching sessions and 8 therapy sessions.

Receive care from best-in-class providers

Modern Health's certified coaches and therapists use only proven, evidence-based methods to support you.

Find what you need, in one easy-to-use app

Access support in a way that works for you, through 1:1 video sessions, text check-ins, or self-service digital courses. You can download the app in the App Store or Google Play Store.



Access your EAP by downloading the Modern Health mobile app or visiting my.joinmodernhealth.com.

Paid Time Off

HireVue provides paid time off (PTO) to all full-time Team Members based on employment status.

- **Full-time exempt Team Members:** U.S. based Team Members are eligible for flexible PTO. Each Team Member's personal and work situation is unique, and we encourage Team Members to work directly with their managers to arrange for time off. What matters to us most is ensuring that our Team Members are energized, motivated, refreshed, and respectful of the need to deliver excellent results in their roles.
- **Full-time non-exempt Team Members:** U.S. based Team Members are eligible for 120 hours of PTO each year, beginning on January 1 of the applicable year. There is no carry over from one calendar year to the next. Team Members can use this time for vacation, outside activities, illness-related reasons, personal business family matters, or any other reason that may require Team Members to take time off from work that are not otherwise covered by a specific leave benefit. For more details on PTO policies, please reference HireVue's Team Member Handbook on Namely, or contact your friendly People Success team.

Paid Holidays

HireVue offers 12 paid holidays to its Team Members. As if that isn't enough, HireVue will also shut down the weeks of July 4 and between Christmas and New Year's to allow you to spend time recharging your batteries. For more details on our leave policies, please reference HireVue's **Team Member Handbook on Namely**, or contact your friendly People Success team.

Paid Parental Leave

HireVue supports our Team Members and their families with paid parental leave. Team Members based in the U.S. are eligible for pregnancy/childbirth, parental bonding, adoption, maternity, and granternity leave. Together, these leaves constitute HireVue's Parental Leave Policy. For more details on our leave policies, please reference HireVue's Team Member Handbook on Namely, or contact your friendly People Success team.

Additional Benefits

Team Member Stock Ownership

At HireVue, we know that each Team Member contributes to the success to the organization. To recognize this, the company offers stock options to qualifying full-time roles. Team Members also have the ability to receive additional stock options base on performance and role. For any questions, please contact People Success.

Company Paid Medical Travel Expenses

The Cigna travel benefit program helps you pay for eligible transportation and lodging expenses for designated services in which access to a provider is limited. Travel is covered for you and, depending on the nature of the services, for your companion/caregiver.

It will be covered until you reach the maximum benefit amount of \$10,000 or you are no longer eligible for coverage and includes things like:

- Consultation and diagnostic tests provided at the approved facility or provider prior to the procedure or treatment.
- The procedure or treatment.
- Follow-up care as medically appropriate.
- Eligible travel expenses such as gas, car rental, tolls, taxi/Uber, air travel, and hotels.

Maven

HireVue provides you and your partner with access to Maven—your personal guide to parenthood. Maven provides you with fertility, pregnancy, postpartum, adoption, surrogacy, and returning to work after parental leave care.

With Maven, you have 24/7 access to doctors, specialists, and coaches to guide you through every step to building your family. Meet virtually or in-person with dedicated care advocates who can connect you to the highest rated clinical, behavioral, and wellness providers.

- **Preconception and fertility:** Connect with fertility doctors, clinic navigation, in vitro fertilization (IVF) and intrauterine insemination (IUI) counseling, as well as fertility awareness educators and nutritionists
- **Pregnancy and postpartum:** Access top-rated midwives, OB-GYNs, and doulas. Receive guidance on birth planning, loss support, adoption, and surrogacy support programs.
- **Support for new dads:** Get advice on how to find a great fertility clinic, supporting your partner through pregnancy, and how to prep for working parenthood.

Visit mavenclinic.com, download the Maven Clinic app, or contact support@mavenclinic.com to get started.

Identity Theft Protection

HireVue offers you the option to purchase identity and asset protection through LifeLock with Norton. Choose between two membership levels—Essential or Premier—based on your needs.

Your membership provides you with access to a suite of credit, asset, and identity monitoring services, including webcam protection, online privacy protection, data breach and account activity alerts, multi-layer security for your cloud storage and devices, as well as a parent portal where you can monitor your child's online activity and block harmful sites.

The cost for each membership is listed to the right. Visit norton.com/benefitplans to learn more. And call 800-607-9174 if you are already a member and need assistance.

- **Essential Membership:** The cost for coverage is \$7.99 per month for team member-only coverage or \$15.98 per month for family coverage.
- **Premier Membership:** This plan has everything that's included in the Essential plan PLUS more credit monitoring features, increased device and VPN protection, and additional features such as Home Title Monitoring and Bank Account Takeover alerts. The cost for coverage is \$11.49 per month for team member-only coverage or \$21.98 per month for family coverage.

Additional Benefits

Legal Protection

HireVue provides you with the option to purchase legal protection through MetLife. The legal plan includes telephone advice and office consultations on an unlimited number of legal matters, in addition to full representation for covered matters. To enroll in coverage, visit login.legalplans.com/register or call 800-821-6400.

The cost for team member + family coverage is \$12.00 per pay period.

Auto and Home Discounts

HireVue provides you with the option to purchase auto and home insurance through MetLife and Farmers Insurance. The auto and home insurance plans offer special group rates to insure your property against personal liability. You may elect this benefit at any time. Contact Farmers at 800-438-6381 or visit myautohome.farmers.com for a quote.

Travel Assistance

HireVue provides you and your family members international travel medical services and emergency assistance **AT NO COST**. The TravelConnect program provides support when you travel 100 miles or more from home for business or leisure.

Visit lincoln4benefits.com, call 800-527-0218, or email assistance@uhcglobal.com to be connected with a representative and provide them with ID number 322541.

EmployeeConnect

As your employer we care about your total well-being, which is why we offer an alternative employee assistance program (EAP) through Employee Connect. EmployeeConnect offers confidential assistance to help you and your family meet work, life, and relationship challenges.

Unlimited, 24/7 help with:

- Depression.
- Substance Abuse.
- Legal and financial concerns.
- Marital or family difficulties.
- Stress management.
- Child or elder care.

To access the EAP, call 888-628-4824 or log into the website at guidanceresources.com (username: LFGsupport; password: LFGsupport1).

LifeKeys

HireVue provides you and your family members access to will preparation services and online resources **AT NO COST** through LifeKeys.

EstateGuidance Will Preparation

Easily create your will online. Follow a step-by-step guide through the entire process, and then use online instructions to execute your will.

GuidanceResources Online

GuidanceResources Online is the place to go for articles, tutorials, streaming videos, and "Ask the Expert" personal responses on topics such as:

- Laws and regulations.
- Money and investments.
- Health and wellness.
- Work and education.
- Leisure and home.
- Family and relationships.

To access LifeKeys, call: 855-891-3684 or log into the website at guidanceresources.com (web ID: LifeKeys).



Lockton On Call Benefits Resource Center

Lockton On Call | hirevuebenefits@lockton.com | 844-443-7309

All Team Members have access to our NEW Benefits Helpline.

Benefits Specialists are available by phone and email to provide one-on-one team member service and education, including comprehensive understanding of benefits options and the benefit enrollment process.

The benefits specialist team is available to:

- Answer benefits questions.
- Help you to understand your benefits.
- New hire, open enrollment, qualifying life event questions.
- Answer basic claims questions.
- Navigate Benefit updates and changes if experiencing a qualifying life event.
- Transfer and/or provide contact information for internal resources or vendor partners.

Contact the Benefits Helpline Monday–Friday, 8:00 a.m. to 5 p.m. CST by calling 844-443-7309 or emailing hirevuebenefits@lockton.com.

Contacts

If you have any questions regarding your benefits or the material contained in this guide, please contact Lockton On Call or HireVue People Success.

hirevuebenefits@lockton.com

844-443-7309 Monday–Friday, 8 a.m. to 5 p.m. CST

hrsupport@hirevue.com

Provider/Plan	Phone Number	Website
Medical Cigna Pre-Enrollment Support Member Support (available after January 1, 2024)	888-806-5094 866-494-2111	cigna.com mycigna.com
Dental Cigna	888-806-5094	cigna.com
Vision VSP Cigna	800-877-7195 888-806-5094	vsp.com cigna.com
Health Savings Account HealthEquity	866-346-5800	myhealthequity.com
Flexible Spending Accounts HealthEquity	866-346-5800	myhealthequity.com
Life and Disability Insurance Lincoln Financial	800-423-2765	lincolnfinancial.com
Accident, Critical Illness, and Hospital Indemnity Insurance Lincoln Financial	800-423-2765	lincolnfinancial.com
401(k) Retirement Savings Plan Fidelity	800-343-3548	fidelity.com
Employee Assistance Program Modern Health	N/A	Member support e-mail: help@modernhealth.com my.joinmodernhealth.com
Alternative Employee Assistance Program Lincoln Financial	888-628-4824	guidanceresources.com username: LFGsupport password: LFGsupport1

This summary of benefits is not intended to be a complete description of the terms and HireVue insurance benefit plans. Please refer to the plan document(s) for a complete description. Each plan is governed in all respects by the terms of its legal plan document, rather than by this or any other summary of the insurance benefits provided by the plan. In the event of any conflict between a summary of the plan and the official document, the official document will prevail. Although HireVue maintains its benefit plans on an ongoing basis, HireVue reserves the right to terminate or amend each plan, in its entirety or in any part at any time.

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