# 2025

## Contribution Rates

Weekly paycheck deductions shown below are for standard benefits plan costs.

| Health Plans | Aetna Open Health Plan | Aetna Network Health Plan | Aetna Savings Health Plan (with HSA) | Aetna Basic Health Plan |
|---|---|---|---|---|
| You | $66.48 | $50.66 | $30.24 | $22.58 |
| You + Spouse/ Domestic Partner | $180.73 | $148.80 | $103.48 | $84.49 |
| You + Child(ren) | $128.33 | $98.21 | $64.70 | $52.02 |
| You + Family | $249.21 | $202.21 | $142.19 | $116.77 |

| Dental Plan | MetLife |
|---|---|
| You | $7.22 |
| You + Spouse/ Domestic Partner | $14.43 |
| You + Child(ren) | $15.02 |
| You + Family | $25.27 |

| Vision Plan | EyeMed |
|---|---|
| You | $1.29 |
| You + Spouse/ Domestic Partner | $2.83 |
| You + Child(ren) | $2.31 |
| You + Family | $4.05 |

sodexo

# Find A Career And More

## At Sodexo

You belong in a company that allows you to act with purpose and thrive in your own way. When you join the Sodexo team, you'll have access to programs and resources that support you—no matter who you are. From benefits that help you focus on your physical and emotional health, to tools that can help you maintain your financial and social well-being. We offer something for everyone in all stages of life.

**Sodexo benefits begin on your date of hire!**



## For Your Health

We offer options when it comes to health plans.

- Four national Aetna health plans that cover preventive care, medical and mental health needs and come with an integrated pharmacy benefit: **Aetna Open Health Plan**, **Aetna Network Health Plan**, **Aetna Savings Health Plan** (with a Health Savings Account) and **Aetna Basic Health Plan**
- Depending on where you live, other **regional health plans** may also be available: Kaiser Permanente HMO, HMSA PPO and HMO (in Hawaii) and Triple-S Salud (in Puerto Rico)
- **Dental coverage** through MetLife covers preventive, basic and major services, including orthodontia for all members regardless of age
- **Vision coverage** through EyeMed covers common vision care needs; access EyeMed's Vision Care Discount Program for extra savings (no enrollment necessary)

When enrolled in an Aetna health plan, you can also take advantage of programs like:

- No-cost surgery and cancer benefit through **Carrum Health**[1]
- No-cost virtual physical therapy with **Hinge Health**
- Expert care managers and health coaching, diabetes care, oncology support and an enhanced maternity program
- **Teladoc Health** for a virtual way to access health care anytime, anywhere

The **Life Resources Employee Assistance Program** offers confidential, professional support for emotional health and work-life balance concerns at no cost to you or your family. You also have access to eight counseling or coaching sessions for a wide variety of concerns such as anxiety, depression, stress, financial assistance and legal assistance.

[1] Employees enrolled in the Aetna Savings or Basic Health Plans, with the exception of second opinions, will need to pay the IRS minimum deductible of $1,650 per individual before surgery costs are covered.

## For Your Wallet

Sodexo offers you a variety of ways to save money and have financial protection for yourself and your family.

- **401(k) Savings Plan** with before-tax, after-tax and Roth 401(k) contribution options, Sodexo matching contributions of $.50 for every dollar you save, up to 6% of salary, and access to personalized investment advice through Voya
- **Health Savings Account (HSA)** to save for eligible healthcare expenses if enrolled in the Aetna Savings Health Plan
- A **Wellness Credit** you can earn annually to discount your Aetna health plan paycheck deductions
- **Flexible Spending Accounts** to set aside and use pre-tax dollars for eligible expenses: Health Care Spending Account and Family Care Spending Account
- **Supplemental Insurance Plans** that pay a cash benefit in the case of an illness or injury for extra financial protection: Accident, Critical Illness and Hospital Indemnity Insurance
- **Disability** to make sure money still comes in if you're unable to work: voluntary Short- and Long-Term Disability, with company-paid Short-Term Disability after one year of service
- **Life And Accident** for peace of mind
  - Free Basic Life Insurance (free to full-time employees, no enrollment necessary)
  - Business Travel Accident Insurance (free for salaried employees, no enrollment necessary)
  - Group Term Life Insurance
  - Spouse and Child Life Insurance
  - Voluntary Accidental Death & Dismemberment (available with Group Term Life participation)
- **Cyber & Identity Theft Protection** through Norton LifeLock to safeguard your privacy, identity and finances with a monitoring service which alerts you to the first sign of fraud

## For Your Life

We offer time off, discounts, tuition reimbursement as well as ways to save money.

- **Time off** in multiple ways: sick leave, holidays, vacation leave, personal days and more
- **Employee discounts** on cell phones, computers, mortgages, gyms, universities, rental cars, travel and more
- **Tuition reimbursement** of up to $5,000 (after one year of service; courses must be pre-approved; talk with your manager to learn about additional requirements)
- **Adoption assistance** after one year of service
- **Credit unions:** USALLIANCE Financial Credit Union and First Commonwealth Federal Credit Union
- **Direct deposit** into your personal account or a Money Network Service free account, which you can access through checks or a no-fee debit card
- **Rewards and recognition programs** and **career development** opportunities

**If you have any questions about the benefits listed in this summary, please contact your recruiter.**

This benefits summary is intended to provide prospective employees a general overview of the many benefits offered by Sodexo. More extensive information is provided to new employees upon hire.

The benefits listed are for standard plan offerings and give a general overview for full-time non-temporary salaried and hourly employees (working an average of 30 hours per week over a 52-week measurement period) who are not covered under the terms of a collective bargaining agreement (CBA). Certain employees subject to a CBA are only eligible to participate in these plans to the extent provided for in the applicable CBA. If there is a difference between the information in this document, the Summary Plan description, the Plan Document or the carrier's service contract, the information in the Plan Document or contract governs. The Plan Administrator reserves the right to resolve any ambiguity in this document.