

# 2023 Benefit Summary



## Benefits Eligibility

If you are a full-time or part-time employee working 30 hours or more per week, you and your eligible dependents can participate in the Company's benefit plans.

Coverage is effective on the first of the month coinciding with or following your date of hire.

## Health Benefits

### Medical Plans

We provide several medical plans to choose from to meet you and your family's needs. All the plans cover the same things.

They differ by the amount that comes out of your check and how much you pay for a doctor visit or a hospital stay.

- ✓ Aetna PPO with HSA (with Employer Contribution)
- ✓ Aetna HMO
- ✓ Capital BlueCross PPO
- ✓ Kaiser Permanente HMO (CA employees only)

### Dental Plans

There are 2 dental plans through **Cigna**:

- ✓ DHMO Plan - No annual benefit max. Offers in-network coverage only with 2 free cleanings, coverage for orthodontia and dental implants.
- ✓ DPPO Plan - \$2,000 annual benefit with 3 free in-network cleanings, coverage for orthodontia and dental implants. Includes out-of-network coverage.

### Vision Plans

There are 2 vision plans through **VSP**:

- ✓ Base Plan - this plan is free and includes only an eye exam.
- ✓ Buy-up Plan - this plan offers comprehensive coverage for contacts and glasses as well as a primary eye care benefit.

### Spending Accounts

We offer a Healthcare FSA, Dependent Care FSA, Limited-Purpose FSA and Health Savings Account (HSA).

## Company-Paid Benefits

### Life Insurance

You will be covered for 1x your base salary for life insurance and Accidental Death & Dismemberment (AD&D).

### Short-Term Disability (STD)

A portion of your income will be replaced through a combination of sick leave, state disability (where available), and the Company's paid STD benefit for up to 26 weeks.

### Long-Term Disability (LTD)

If you exhaust your STD benefits and are still unable to work, you will be covered by Long-Term Disability insurance at 60% of your monthly earnings, to a maximum of \$13,000/month. The Company pays the full cost of this benefit.

## Retirement Benefits

### 401(k)

You are eligible to participate in the 401(k) plan immediately and will be automatically enrolled in the 401(k) Plan at a 6% contribution level.

You may contribute from 1% to 60% of your eligible pay to either pre-tax, Roth, or a combination of both up to the IRS maximum contribution of \$22,500 annually. If you are eligible to make catch-up contributions (employees age 50 or over) you may contribute up to an additional \$7,500.

### Company Match

We provide an immediate match of 100% on the first 5% contributed and 50% of the next 1% for a total match of 5.5%. You are vested in this match 20% per year and become fully vested after five years.

## Voluntary Benefits

### Voluntary Life Insurance

You can purchase up to \$200,000 when first eligible without answering any medical questions. Additional amounts will require a medical questionnaire. You also have the option of purchasing life insurance for your spouse and dependent children. Your spouse is eligible for up to \$40,000 when first eligible without answering any medical questions. All dependent children can be covered for \$10,000 each.

### Chubb Accident

Accident insurance helps you pay for the medical and out-of-pocket costs you may incur after an accidental injury. Cash benefits are paid directly to you.

### Chubb Critical Illness

This plan provides you a lump sum payment in the event you or your dependents are diagnosed with a medical condition including cancer, heart attack, stroke etc. You have the option to elect \$15,000 or \$30,000 of critical illness coverage for yourself, spouse and/or dependent child(ren).

### Chubb Hospital Indemnity

This plan provides financial help to pay for non-covered medical expenses such as deductibles and coinsurance if you or a covered dependent is hospitalized. The plan pays a flat dollar admission benefit and then has a daily benefit for up to 31 days in the hospital.

### Group Legal Plan

This plan provides unlimited office and telephone consultations and a helpful mobile app. Services include identity theft defense, bankruptcy, tax audits, wills and estates, document prep for mortgages or elder law matters, adoptions, guardianship or conservatorship.

### Farmers Home and Auto

Employees can apply to insure their auto, home and other property at special group rates. Premiums can be paid through payroll deductions with no interest charges or service fees.

### Pet Insurance

We offer two different plans to make pet care more affordable. Coverage includes wellness, discounts on prescriptions, food, toys and more.



## Other Benefits

### Fitness Reimbursement

After 3 months of employment, employees are eligible to receive up to \$300 per calendar year for any combination of sneakers, full-service gym memberships and/or instructor-led classes including cross-fit, kick-boxing, yoga, and weight training.

### Adoption & Surrogacy Reimbursement

We support all paths to parenthood. Recognizing the unique challenges associated with adoption and surrogacy, B. Braun will reimburse you up to \$5,000 of eligible adoption or surrogacy expenses per lifetime.

### Tuition Reimbursement

Provided for accredited courses or programs of study directly related to your job or those courses/programs which will enhance your opportunity for advancement. Both degree and non-degree courses are eligible for reimbursement up to \$7,500 per year.

### College Freshman Scholarship

Children of employees with a GPA of 2.0 or higher after their Freshman year of college are eligible to receive a one-time scholarship of \$500. The student must be enrolled in a 2 or 4-year accredited program taking 12 credits per semester.

### EAP

Get free, confidential 24/7 support for any issue you might face related to parenting, finances, marriage, legal or substance abuse. Resources are available on-line, in-person or over the phone.

### B. Well Centers

Located at our Allentown, PA and Irvine, CA manufacturing facilities, our onsite health clinics provide care for annual physicals, colds, sore throats, allergies, routine bloodwork and more. Get same day appointments at no cost to you.

### Progyny - Family Building Benefit

Get help starting or expanding your family. By bringing together cutting-edge science and the largest custom network of fertility specialists in the nation, Progyny delivers superior clinical outcomes and shortens the path to pregnancy.

### Doctor on Demand

Schedule video telemedicine visits with board-certified doctors, licensed psychiatrists and psychologists from anywhere using your phone, tablet, or computer.

### EX Program

The EX Program is a free 15-step program created by the Truth Initiative and Mayo Clinic to help you begin your tobacco or nicotine quit journey. Access online resources, coaching, and free medication to help you quit.

### Healthy Rewards

Earn up to \$300 each year for completing your preventive exams including an annual physical, dental cleanings, and eye exams.

### Milk Stork

We offer Milk Stork's suite of lactation benefits to support our working parents in the office, working from home and on the road.

### Koa Foundations

Free access to a science-based mental wellbeing app. Learn techniques from cognitive behavioral therapy and positive psychology from the experts at Koa Health.