

Benefits-at-a-Glance



Health Benefits

Benefits are a key part of your total compensation. We offer programs that are easy to use and designed to support you at work and at home.

Who's eligible

Benefits are available if you work 30 or more hours per week. You can cover eligible family members, including registered domestic partners (RDP) and/or their children, where applicable by state law.

When coverage starts

Don't miss your enrollment window. Enroll within **30 days** of your hire date to have coverage effective from your start date.

Medical and prescription coverage

- **Aetna Choice POS II** – Traditional plan with deductibles and out of pocket maximums
- **Aetna HDHP + HSA** – Lower premiums, higher deductibles and out of pocket maximums with a tax-advantaged savings option
- **Surest PPO** – No deductible **or** co-insurance, just clear flat dollar co-pays for service. After co-pay, the service is 100% covered by the plan.
- All options include 100% in-network preventive care
- CVS Prescription Coverage is included on all plans

We offer prescription drug coverage through CVS. Prescription coverage depends on your medical plan and the prescription tier.

***Spousal Surcharge:** Please note, if you enroll your spouse/domestic partner in a medical plan and they have access to medical coverage through their own employer, you will be subject to a biweekly spousal surcharge which will be added to your medical premium.*

Dental and vision

- **Guardian Dental** – Two plan options, one including orthodontia.
- **VSP Vision** – Coverage for eye exam, frame allowance for glasses, and lenses for contacts, once per year.

Tobacco-free associates pay lower premiums

If you qualify for the eligible Non-Tobacco User Discount option, you will not have a smokers or tobacco usage surcharge. Employees can participate in the Aetna or Surest smoking cessation program and may report to the Benefits team upon completion.

Financial Benefits

Health savings account (HSA)

Save on taxes today and plan for tomorrow. If you enroll in the Aetna HDHP, you can open a health savings account (HSA).

How it works:

- You contribute pre-tax dollars to spend on qualified health care expenses
- This reduces your taxable annual income
- Use pre-tax funds now or save them to pay for future health expenses during retirement
- Your balance rolls over year to year
- The health savings account stays with you, even if you leave Compucom

Flexible spending accounts (FSA)

FSAs let you set aside pre-tax dollars. **Unused FSA funds will NOT be returned to you** and will be forfeited at the end of each year. If you enroll in the HSA, you may not participate in the FSA.

Health Care FSA		Dependent Care FSA (DCFSA)
• Medical expenses • Prescriptions • Deductibles	VS	• Childcare • Daycare • Preschool • Eldercare
Know the difference: The DCFSA uses your pre-tax dollars for care of a dependent child under the age of 13, or a household member who qualifies as a dependent:		

Retirement & financial benefits

Build your future with confidence.

- 401(k) through Fidelity with company match
- Commuter benefits with pre-tax contributions

**To receive matching HSA contributions from Compucom, you must complete an annual preventive exam between January 1 and November 30. Contributions are deposited into your HSA the following plan year on a quarterly basis. Your enrolled spouse or domestic partner must also complete the requirement. You become eligible for employer HSA match after one full year of participation in the plan. To receive a quarterly employer match, you must contribute to your HSA for the entire quarter.*



Compucom HSA match:*

- **Up to \$500** annual match for Associate-only coverage
- **Up to \$1,000** annual match for Associate plus dependents

Protection and Time Off

- **Basic Life and AD&D Insurance (Compucom provided):** Provides a benefit to your beneficiaries in the event of your death or dismemberment.
- **Supplemental Life and AD&D Insurance (Associate-paid):** You may purchase additional coverage for yourself and your eligible family members.
- **Short-Term Disability Insurance (Compucom provided):** Replaces part of your income if you cannot work due to illness or injury for a period of time.
- **Voluntary Short-Term Disability Buy-up and Long-Term Disability Insurance (Associate-paid):** You may purchase additional coverage for yourself up to maximum amount.
- **Accident Insurance:** Pays you cash if you experience an accident such as breaking a leg, your child's sports injury, etc.
- **Critical Illness Insurance:** Provides a lump-sum payment if you are diagnosed with a covered condition
- **Hospital Indemnity Insurance:** Pays a cash benefit if you are admitted to the hospital

Paid time off (PTO)

Benefit	Amount
PTO	Starts at 10 days
Company holidays	6
Floating holidays	6



Savings Programs and Medicare Solutions

Savings programs

- **Compucom vehicle purchase program:** Special pricing on thousands of new and used vehicles with access to a dedicated VIP vehicle consultant. Get help with search, test drives, purchase, and delivery.
- **Legal coverage:** Help with developing a will, trust, adoption, traffic tickets, purchase or sale of a home, and more.
- **Identify theft protection:** ID Shield monitors and alerts you of suspicious activity and provides protection to your devices.
- **Pet insurance:** Get preferred group pricing and cash back on eligible vet bills based on your reimbursement level. You have the freedom to use any vet, anywhere. There is no network and no required pre-approvals. This insurance covers dogs, cats, birds, ferrets, reptiles, and other exotic pets.
- **Cellphone stipend:** U.S. associates may be eligible for a cellphone stipend based on position. Please contact your manager regarding eligibility.

Alliant Medicare Solutions

Compucom offers Medicare education and enrollment support through Alliant Medicare. The team of licensed Medicare agents are available to help review Medicare plans available in your area, answer questions, and determine the plan that best fits the needs and preferences of the Medicare-eligible individual.

Wellness Programs

These no-cost programs for medical plan members make managing your health easier. Compucom covers the full cost of these programs.

Teladoc Health Cardiometabolic Care

Qualified associates receive personalized support for managing conditions like diabetes, pre-diabetes, hypertension, and weight management.

- Access to expert health coaches and registered dietitians
- Cellularly connected devices with unlimited testing supplies, blood glucose monitor, blood pressure cuff, and scale.
- Mobile app and website to track readings

Hinge Health—Aetna Back & Joint Care

Virtual care for back, joint, and muscle pain:

- Guided exercise therapy at home
- Motion tracking with real-time monitoring
- Dedicated physical therapist and care team to support your recovery

