

2023 Benefits at-a-Glance



Novolex is a strong, diverse team with more than 10,000 employees serving our customers from 60 locations in North America and Europe. With safety as a top priority, and wellbeing an important focus, we offer a comprehensive and competitive benefits package. At Novolex, our benefit strategy is defined by three fundamental philosophies: 1. **We believe in a holistic approach to wellbeing.** Our benefits and programs are designed to support your physical, emotional, financial, and social wellbeing; 2. **We offer choice.** We provide options to ensure that you can select the plans and programs that you value most and fit your needs; and 3. **We are family-focused.** Our employees and their families represent a variety of healthcare needs and interests, so Novolex provides benefits and programs to support all members of your family. You are eligible for benefits (unless otherwise noted) the first of the month coinciding with or following your date of hire.



Medical Insurance

Novolex offers four medical plans — Enhanced 80 Plan with HRA, Basic 70 Plan with HRA and Smart Saver 70 Plan with HSA administered by UnitedHealthcare (UHC) and local HMO plans administered by Kaiser Permanente. Comprehensive pharmacy coverage is provided by CVS Caremark for the UHC plans and by Kaiser for the HMO plans.

2023 Medical Employee Contributions Monthly*			
	Enhanced 80 Plan with HRA	Basic 70 Plan with HRA	Smart Saver 70 Plan with HSA
EE	\$135.37	\$103.19	\$92.70
EE+SP	\$320.84	\$252.20	\$225.97
EE+CH	\$253.76	\$195.13	\$175.77
EE+FAM	\$453.70	\$355.39	\$318.90

An HMO option is available in CA, GA and Vancouver only. Kaiser HMO plan rates are available in the Benefit Guide and online at www.novolexbenefits.com.

**Rates will be adjusted based on pay frequency.*



Dental Insurance

Novolex offers two dental plans through Delta Dental of SC that include the nation's largest network of providers. Both plans offer in- and out-of-network coverage. The Basic Plan offers a \$1,250 maximum benefit, while the Enhanced Plan offers a \$2,000 maximum benefit and a \$2,500 limit for orthodontia.



Vision Insurance

Novolex offers two vision plans through Superior Vision by MetLife. Services include an annual eye exam, eye glasses and contacts each year, and frames every one to two years, depending on the plan selected. Employees are responsible for copays on exams, materials and contact lens fittings.



Wellbeing Benefits

Active&Fit

A fitness program that provides access to 10,000+ fitness centers starting at under \$30/month, subject to change upon notice.

GIThrive - Digestive Health

GIThrive - Digestive Health is a virtual health program to support those living with digestive issues and chronic conditions like IBS, Crohn's, and colitis. This program is offered at no cost to employees and spouses enrolled in a UHC medical plan.

Livongo

Modern diabetes and high blood pressure management, available at no cost to you. Livongo provides users with coaching support and several free tools to support management of your condition. The Diabetes Management Program helps make living with diabetes easier by providing you and family members diagnosed with type 1 or type 2 diabetes, with a connected meter, unlimited strips and lancets and coaching, at no cost to you. The Hypertension Management Program, available at no cost to you and family members diagnosed with hypertension, provides a connected meter, secure mobile app to store all your readings, personalized insights with each reading, and access to expert health coaches when you need them.

Real Appeal

A weight loss and healthy lifestyle program available at no cost to you. The program includes access to expert coaching and robust tools to help meet wellbeing goals and prevent chronic conditions.

TeleHealth

24/7/365 access to physician video consultation for all employees and dependents covered on a Novolex medical plan. This benefit is free to access and depending on your medical plan, may be free to use.

Rally

Rally is a digital platform designed to help you make changes to your daily routine, set smart goals and track your progress. Through Rally, you and your covered spouse can earn wellness dollars to fund the HRA or HSA that accompanies your selected UHC medical plan. Other rewards can be earned by employees not enrolled in a UHC medical plan.

2nd.MD

2nd.MD is a virtual expert medical consultation and navigation service that provides access to elite specialists for questions about: diseases, cancer, chronic conditions, surgeries or procedures, medications and treatment plans. 2nd.MD is confidential, fast, and no cost to you and your family enrolled in a UHC medical plan.



Employee Assistance Program

The Employee Assistance Program (EAP) through ComPsych provides free confidential support, resources and information for personal and work-life issues, for all employees and their household. This service is free and available 24/7/365.



Life and Accidental Death & Dismemberment

Basic Life and AD&D

Novolex provides all full-time employees basic life insurance and accidental death & dismemberment (AD&D) each equal to one times base annual earnings, to a maximum of \$250,000. Basic Dependent Life is available, and you pay the cost.

Additional Life and AD&D

Available in increments of \$10,000 up to the lesser of five times your base annual earnings or \$500,000. Spousal coverage is available in increments of \$5,000 to a maximum of \$150,000, not to exceed 50 percent of the employee's voluntary life benefit. Dependent Additional Life and AD&D is available at levels of \$5,000 and \$10,000.



Business Travel Accident Insurance

Employees and their families can be protected for the financial impact of travel and business emergencies with BTA. Benefits are paid based on the severity of the accident, and the maximum benefit payment for loss of life is five times your base salary up to \$1,000,000.



Disability Insurance – Salaried/Professional Non-Exempt

Short-Term Disability (STD)

The Company provides STD benefits the first of the month following 6 months of service for disabilities due to non-work-related illnesses or injuries. Professional Non-Exempt employees receive 100% STD benefits for week one and then 70% up to 16 weeks. Salaried employees receive 100% STD benefits for weeks one through eight and then 70% up to 24 weeks.

Long-Term Disability (LTD)

The Company provides Long-Term Disability (LTD) benefits the first of the month following 6 months; LTD begins when STD ends due to non-work-related illnesses or injuries (to Normal Retirement Age). LTD benefits are equal to 60% of monthly base pay (up to \$12,000) and are paid by The Standard.



Metlife Legal Plan

For \$18 a month, employees have access to free legal services covering a wide range of legal matters such as court appearances, estate planning, family law, and money matters. There are no copays, deductibles, or usage limits with this plan.



RethinkCare

To support employees caring for a child with learning or behavioral challenges, Novolex offers employees access to RethinkCare, a behavioral learning support program. Participation in the program is free and includes access to 14 hours per year of teleconsultations.



Financial Wellbeing

401(k) Plan

Novolex offers a safe harbor 401(k) Plan through Transamerica Retirement Services. Novolex will automatically enroll you at 5% of eligible pay the 1st of the month following 90 days of employment. Novolex provides a company matching contribution of 100 percent of the first three percent and 50 percent of the next two percent that you contribute (net company match available is 4%).

529 Savings Plan

Novolex offers this qualified tuition program that allows employees to set aside after-tax money for the purposes of using it for educational expenses in the future. The tax benefit of such a plan is that the interest earned on this savings account is free from federal tax.

Access Perks

This program provides employee discounts at restaurants, retailers, hotels, grocery stores and more.

Tax-Advantaged Accounts

Novolex offers Flexible Spending Accounts (FSA) through WEX. Employees have an opportunity to set aside a portion of earnings tax free for medical expenses and dependent care expenses. The medical limit is currently \$3,050; and \$5,000 for dependent care. Commuter/transportation FSA is available in limited areas.

Health Savings Account

Novolex offers a Health Savings Account (HSA) through WEX when you enroll in the Smart Saver 70 Plan, a high deductible health plan. The account is funded by both Novolex (through Rally wellness dollars) and you with pre-tax dollars based on your contribution election, which you can change during the year. The annual HSA contribution limit in 2023 is \$3,850 for individuals and \$7,750 for families. Age 55 and older can save an additional \$1,000 per year.

HRA Account

Novolex offers Health Reimbursement Accounts (HRA) through WEX when you enroll in the Basic 70 Plan or Enhanced 80 Plan for medical coverage. The account is funded only by Novolex through Rally wellness dollars.

Supplemental Health Plans

Novolex offers three supplemental health plans through UHC - the Accident Protection Plan, the Critical Illness Protection Plan, and the Hospital Indemnity Protection Plan. All three plans provide flexible benefits paid directly to you to spend as needed on unexpected medical costs or save for the future.

Transitions Benefit Group

To help your transition to retirement go smoothly, or to support you while working beyond age 65, Transitions Benefit Group helps coordinate continuity of employee benefits, manages Medicare enrollments, prevents contribution errors and assists in assessing the best benefit options for you and your family.

Adoption Assistance Benefit

Novolex offers an Adoption Assistance Benefit, which provides financial assistance for expenses related to the adoption of a child.

Chairman's Scholarship

Novolex is committed to expansion of educational opportunities for the children of its employees. As part of that commitment, the Novolex Chairman's Scholarship helps support students who are children of employees and for whom additional financial support can make a difference in their ability to attain their education goals. Students who apply for and are awarded the Scholarship will receive annual aid up to \$5,000/year for four years (\$20,000 maximum), subject to the conditions of the Program. Applications are accepted each January – February.