

# 2024 EMPLOYEE BENEFITS SUMMARY



**HEALTH COVERAGE (Medical, Dental, and Vision):** At FOX, we are committed to helping you take control of your health — and what you spend on it.

That's why we offer you the choice of **medical plans**, each with different carriers, benefits and features designed for different needs. See the features in the chart for each of the plan types listed below:

- The FOX Consumer Driven Health Plan (CDHP) is a high deductible plan which is administered by UnitedHealthcare.
- The Fox Health Plan is a Preferred Provider Organization (PPO) administered by Aetna.
- Depending on which state you reside in, you may be eligible for a Health Maintenance Organization (HMO) (Kaiser in CA and certain areas in WA, GA, DC, VA, MD, and Blue Cross Blue Shield in IL) or an Exclusive Provider Organization (EPO) (Aetna or UnitedHealthcare, varies by state) medical plan option.

Coverage is available for you, your spouse/domestic partner (same and opposite sex) and dependent children. If you are a member in a FOX medical plan, you will automatically be enrolled in a prescription plan – depending on the medical plan you pick, this is administered by CVS Caremark, Optum Rx, or integrated in an HMO medical plan.

FOX is committed to keeping employee cost down by paying, on average, 80% of health plan premiums.

Dental benefits are provided by **Delta Dental** and vision benefits are provided by **Aetna Vision**.

## Compare Your Options

### ADDITIONAL SAVINGS...

#### FLEXIBLE SPENDING ACCOUNTS (FSAs):

- **Dependent Care FSA:** This account allows you to set aside pre-tax dollars for dependent day care expenses for dependents under age 13, while you are away at work.
- **Health Care FSA:** This account allows you to set aside pre-tax dollars for health expenses (medical, dental, and vision) for yourself and eligible dependents that you must pay for out of pocket under your health plan.

Both FSA Accounts have a use it or lose it policy where unused money is forfeited at the end of the year. These accounts are subject to IRS regulations.

#### HEALTH SAVINGS ACCOUNT (HSA):

The CDHP is paired with a tax-advantaged **HSA**, which includes an annual contribution from FOX of \$500 for individual coverage or \$1,000 for family coverage on a prorated basis.

You may also contribute your own pre-tax dollars through payroll deductions up to IRS limits.

You may use your HSA for eligible health care expenses tax-free. Your unused HSA balance rolls over from one year to the next, and these funds are portable.

*Keep in mind that you cannot contribute to a Health Care FSA and an HSA at the same time (this is tax law).*

Features	FOX CDHP	Fox Health Plan (PPO)	EPO	HMO
Lowest paycheck premiums	✓			✓
No cost in-network preventive care	✓	✓	✓	✓
No deductible			✓	✓
In and Out of network care	✓	✓		
Referral needed to see a specialist				✓
Health Savings Account (HSA)	✓			
Health Care Flexible Spending Account (FSA)		✓	✓	✓
Mental Health benefits (outpatient and inpatient)	✓	✓	✓	✓
Infertility Services and infertility pharmacy benefits	✓	✓	✓	✓
Telemedicine and virtual primary care*	✓	✓	✓	✓

*\*Available under all medical plan except BCBSIL HMO.*

The Fox Savings Plan is a 401(k) savings vehicle for your financial future. Your contributions, in addition to FOX's contributions, can enhance your retirement years.

Through payroll deductions, you can contribute from 1% to 40% of your eligible compensation on a pretax, Roth, and/or regular after-tax basis. Your total combined contribution cannot exceed 40% and is subject to government and plan limits. This plan has automatic enrollment features.

**Company Match:** FOX matches dollar for dollar on the first 1% you contribute. The next 6% you contribute will be matched at 50 cents on the dollar. You become fully vested in the Company Match after 2 years of service with FOX.

**Non-elective Company Contribution:** Even if you choose not to contribute to the Plan, you will receive a Company Contribution of 2% of your eligible compensation each pay period. You become vested in the 2% Company Contribution after 3 years of service with FOX.

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(continued)

FOX offers you different types of insurance to help protect you and your family...

Plus wellness programs and tools to help you navigate the health care system.

**BASIC LIFE INSURANCE:** FOX provides a benefit equal to two times your annual base salary up to a maximum benefit of \$2,000,000 at no cost to you. Coverage over \$1,000,000 requires insurance company approval.

**ACCIDENT INSURANCE:** FOX offers accidental death and dismemberment insurance. Coverage options may be available to you only, or you and your dependents.

**BUSINESS TRAVEL INSURANCE:** FOX provides coverage for accidental death and dismemberment while on company business, up to a maximum coverage amount of \$1,000,000 (benefit varies by class descriptions).

**LONG TERM DISABILITY INSURANCE:** Basic Long Term Disability (LTD) coverage will be provided to you by FOX at no cost. If you become disabled and are unable to work for longer than 6 months, Basic LTD will provide a benefit of up to 60% of the first \$50,000 of eligible annual salary, offset by any other benefits you may receive from Social Security, Workers' Compensation, State Disability, and other disability plans.

In addition, you may choose to "buy up" to cover 60% of the remainder of your eligible annual salary (maximum annual salary covered: \$400,000) by enrolling in the Supplemental LTD coverage. LTD benefit eligibility is determined by MetLife.

**VOLUNTARY BENEFITS PROGRAM:** Through this program, you will be eligible to purchase additional life, long term care, and/or accident insurance for yourself and your eligible dependents, as well as auto insurance, home/renter's insurance, and pet insurance. Additional voluntary programs include legal services, critical illness insurance, individual disability insurance, and a group purchasing program. You conveniently pay for these benefits in an after-tax basis through payroll deduction.

**EMPLOYEE ASSISTANCE PROGRAM (EAP):** FOX provides complimentary, confidential assessment and referral services (including up to 8 counseling sessions, per issue, per year) for you and anyone living in your household. In addition, the EAP provides referrals for child and elder care, legal and financial counseling, among many other services. The EAP is available 24/7, 365 days a year.

**WELLNESS PROGRAMS:** To support employees and covered family members, FOX provides complimentary access to Calm for emotional health and Hello Heart for heart wellness.

**HEALTH ADVOCATE:** You and your family can take advantage of Health Advocate, a service offered through your FOX Health Program – at no cost to you. Health Advocate helps you navigate the health care system and provides confidential assistance with a broad range of health care and insurance-related needs, such as finding a new doctor, resolving a billing dispute, coordinating care, and much more.

## TIME OFF

**HOLIDAYS:** FOX observes a number of **Company** paid holidays each year and grants additional paid **Floating** holidays for other purposes, to eligible employees. Company holidays plus floating holidays total 12 days per year.

**SICK TIME:** All eligible employees will be granted sick time hours equal to twice their standard workweek hours, accrued to a maximum of 72 hours (9 days) per year.

**LEAVE TIME:** FOX has several leave programs including Short-term disability, Family and Medical, Paid Parental, Bereavement, Jury Duty, and Military Leave.

## ADDITIONAL BENEFITS AND EMPLOYEE SERVICES

**EMPLOYEE REFERRAL PROGRAM:** Employees may earn up to \$5,000 or more, depending on department, for referring friends to FOX!

**EDUCATION REIMBURSEMENT:** After 6 months of employment and appropriate approvals, FOX may reimburse eligible employees the costs incurred to take approved courses up to \$5,250 per calendar year.

**LEARNING AND DEVELOPMENT:** FOX sponsors programs for personal and professional development in a digital or class environment.

**COMMUTER INCENTIVES:** The FOX Commuter Pre-Tax Program allows you to contribute pre-tax dollars for qualified parking and transportation expenses. Vanpools and monthly rideshare allowances are available through our Rideshare Program.

**CREDIBLE VOLUNTARY BENEFIT:** FOX offers employees and their family members a voluntary student loan refinancing service. With Credible, you can get competitive loan options from vetted lenders so you can pay off your student loans faster, lower your monthly payment or both.

**DISCOUNTS:** Available for major theme parks, zoos, concerts, aquariums, museums, trips, cellular phones and merchandise, etc.

**VACATION:** Eligible employees accrue vacation each pay period, see chart.

Completed years of service	Accrual of vacation hours	Maximum vacation accrual per year *	Maximum vacation accrual **
From the first day of employment through the 4 <sup>th</sup> year (0-48 months)	0.0577 hours per straight-time hour worked or paid	15 days (120 hours)	26 days (210 hours)
At 4+ years (more than 48 months)	0.077 hours per straight-time hour worked or paid	20 days (160 hours)	35 days (280 hours)

\* Based on a 40 hour work week, not including over-time.

\*\*Employees may accumulate a maximum of 1.75 times their annual accrual rate.

**ADOPTION & SURROGACY REIMBURSEMENT PROGRAM:** This benefit is administered through WIN Fertility to offer financial assistance to employees who are building families through adoption or surrogacy. FOX provides this benefit at no additional cost to eligible employees. This benefit is in addition to fertility benefits that may be available through FOX's medical and prescription plans.

**BACK UP CARE:** Bright Horizons helps you have access to back-up care for your children, pet, adult and elder family members during a lapse or breakdown in normal care arrangements. They also assist with return to work care to use in your child's first year. Additional family support includes online academic help with homework and tutors for all ages.

**CREDIT UNION:** The FOX credit union offers full-service loans, savings and checking plans, Individual Retirement Accounts (IRAs) and money market accounts.

**DONATION MATCHING:** Donations made from the employee's personal funds and directly by the employee to eligible non-profit organizations, will be matched. FOX will match contributions made by regular full-time employees, dollar for dollar, up to a total of \$1,000 per fiscal year (July 1 – June 30).