

2025 EMPLOYEE BENEFITS SUMMARY



MEDICAL COVERAGE

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 through **Delta Dental PPO** which includes 3 cleanings with fluoride, per calendar year. Plus coverage for child and adult orthodontic care.

VISION benefits are provided through **Aetna Preferred Vision**, with an annual benefit which includes a vision exam and an allowance towards glasses or contacts.

TAX SAVINGS VEHICLES

FLEXIBLE SPENDING ACCOUNTS (FSAs) with Inspira Financial have a use it or lose it policy where unused money is forfeited at the end of the year.

- **Dependent Care FSA:** set aside pre-tax dollars for eligible dependent care expenses, while you work.
- **Health Care FSA:** 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.

HEALTH SAVINGS ACCOUNT (HSA): The CDHP is paired with a tax-advantaged HSA administered by Fidelity Investments which includes an annual contribution from FOX (prorated for mid-year elections):

- **\$500** for individual coverage
- **\$1,000** for family coverage

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).

Compare Your Options

| 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) | ✓ | ✓ | ✓ | ✓ |
| Fertility Services and fertility pharmacy benefits | ✓ | ✓ | ✓ | ✓ |
| Diagnostic Screenings covered at 100% | ✓ | ✓ | ✓ | |
| Telemedicine and virtual primary care* | ✓ | ✓ | ✓ | ✓ |

*Available under all medical plan except BCBSIL HMO.

THE FOX SAVINGS PLAN IS A 401(k) RETIREMENT SAVINGS PLAN

Your Contributions: 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 can't exceed 40% and is subject to government and plan limits. This plan has automatic enrollment features and is administered by Fidelity Investments.

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.

Student Debt Retirement Benefit: With this benefit, FOX treats your monthly student loan payment like a retirement contribution and provides a match that goes into your retirement account after the end of the plan year. You must enroll directly with Fidelity.

This is only a summary and is not intended as a complete description of the benefits available. The benefits described in this summary are for non-union, benefits-eligible employees. Benefits may vary if you are in a union, part-time, or a freelance employee. If there is a discrepancy between this document and the employee handbook or the Plan Documents, the employee handbook or the Plan Documents will govern.

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(continued)

MORE FINANCIAL AND WELLNESS RESOURCES

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 on 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.

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 th 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.

ADDITIONAL PROGRAMS 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.

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).