



2023



BENEFITS HIGHLIGHTS **GUIDE**



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HOW TO USE YOUR BENEFITS HIGHLIGHTS GUIDE

Read the Guide online and click on the hyperlinks to skip to the listed information. Download and print the Guide in full, or just specific pages.

This document serves as a summary of material modifications. Full details of the plans are contained in the Summary Plan Descriptions (SPDs), which govern each plan's operation. If there is a conflict between this document and the actual Plan Documents, the actual Plan Documents will be used.

RIGHT **TOOLS** FOR THE JOB

IDEX is committed to supporting your physical, mental, and financial well-being. In 2023, you will have the same great benefits plus some exciting updates from Livongo and our Wellness Program through Bravo Wellness.

This guide contains an overview of your benefits for 2023. Read it carefully so you can choose the options that are right for you and your family.

New Hires

You have 31 days from your date of hire to elect your benefits. If you do not elect benefits during this period, you will automatically be enrolled in the PPO Plan (single coverage) and Long-Term Disability, and payroll deductions will begin. You will not be able to change this coverage until Open Enrollment unless you experience a Qualifying Life Event.

Other Things to Consider

- If you enroll in the Flexible Spending Account, you must re-enroll every year to continue participating
- You and your spouse (if applicable) must complete a wellness screening and Health Assessment to earn a wellness credit. This year you have the opportunity to earn even more each month



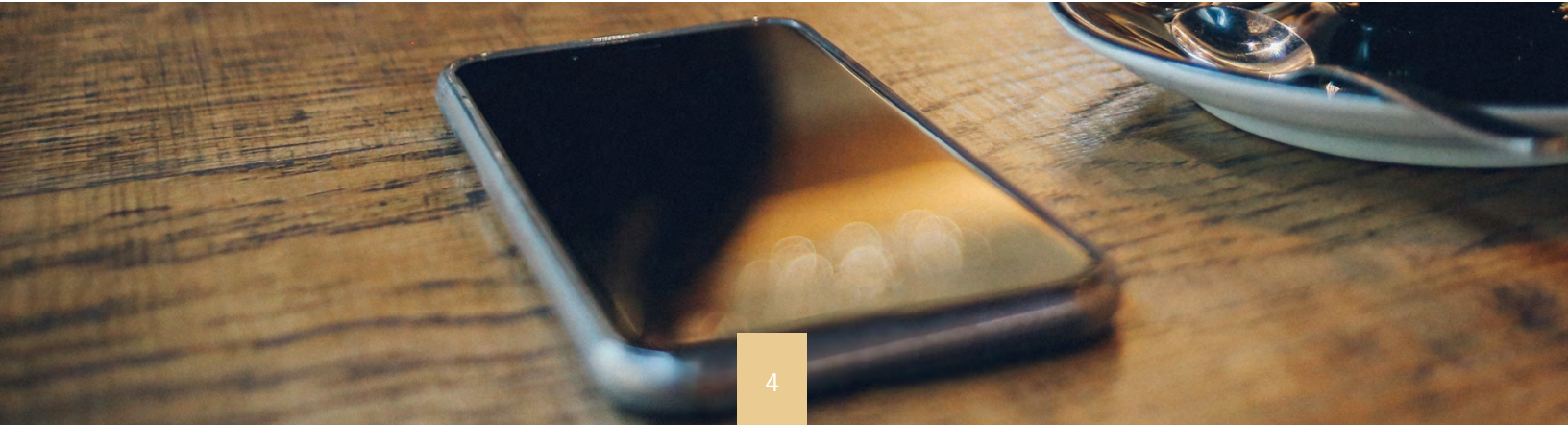
RIGHT TOOLS TO ENROLL

Get your benefits on the go! Stay in the loop with our communication tools, the IDEX BenefitLink mobile app, and text messaging service. This lets us reach you with need-to-know benefits updates and deadline reminders without clogging your inbox. Through the app, you can access key contacts, important documents, and IDEX benefits-related articles. Get the information you need, right at your fingertips.



Get started in five easy steps:

- 1. Download the MyChoice mobile app to view detailed benefit elections information**
.....
- 2. Download BenefitLink from the Apple App Store or Google Play**
.....
- 3. Log in with the username and password that were e-mailed to you**
.....
- 4. Check your settings**
Now that you are logged in, check your settings and enable BenefitLink push notifications, so we can remind you about important dates, deadlines, and benefits details
.....
- 5. Opt in to text messaging**
Text **IDEX** to **(855) 777-7615**



IMPORTANT CONTACTS

BENEFIT	CONTACT
Medical <ul style="list-style-type: none"> • BCBS Health Advocacy Solutions • Blue Distinction Centers of Excellence 	Blue Cross and Blue Shield of Illinois (888) 899-9285 www.bcbsil.com/idex
Pharmacy	CVS/Caremark (866) 425-5916 www.caremark.com
Dental	Delta Dental (800) 323-1743 www.deltadentalil.com
Vision	VSP (800) 877-7195 www.vsp.com
Critical Illness	Prudential (844) 455-1002 mybenefits.prudential.com
Accidental Treatment Based Insurance	Prudential (844) 455-1002 mybenefits.prudential.com
Life Insurance and Disability	Prudential Life Insurance: (800) 524-0542 Disability/Leave of Absence: (800) 842-1718
Telemedicine	MDLive (888) 899-9285 www.mdlive.com/idex
Flexible Spending Accounts (FSAs)	IDEX Benefits Service Center (877) 896-0683 www.idexcorpbenefits.com
Health Savings Account (HSA)	Further (800) 859-2144 www.hellofurther.com
Employee Assistance Program	ComPsych (800) 311-4327 www.guidanceresources.com Web ID: MGR311
401(k) Plan	Vanguard (800) 523-1188 www.vanguard.com
Employee Stock Purchase Program	Computershare (866) 282-4944 www.computershare.com
Identity Theft Protection	NortonLifeLock (800) 607-9174 www.my.norton.com



**IDEX Benefits
Service Center**
(877) 896-0683
www.idexcorpbenefits.com

ELIGIBILITY AND ENROLLMENT



You are eligible for the IDEX ChoiceComp Plan if you are a regular full-time or regular part-time employee who works at least 20 hours per week. Your benefits become effective on your date of hire. You may also elect coverage for your eligible dependents in the medical, dental, and vision plans.

Eligible Dependents Include:

- Your legal spouse or domestic partner*
- Your children up to age 26
- Your children of any age who are physically or mentally disabled and incapable of supporting themselves and can be claimed as a dependent on your U.S. federal income tax return

Eligible Children Include:

- Your natural children
- Your legally adopted children
- Children in your legal custody
- Your stepchildren if living with you
- Your domestic partner's children*
- Any children covered under a Qualified Medical Child Support Order (QMCSO) as defined by applicable federal law and state insurance laws that apply to this plan

Employee Contributions

Your medical, dental, and vision plan contribution rates depend on your level of coverage.

HOW TO ENROLL

To enroll in your ChoiceComp Plan benefits, visit www.idexcorpbenefits.com or call the IDEX Benefits Service Center at **(877) 896-0683**.

*All references to spouses in this guide include domestic partners. Per IRS regulations, if you cover a domestic partner or the children of a domestic partner, your employee contributions will be withheld on a post-tax basis. The children of your domestic partner must live with you at least 50% of the time. The IDEX contribution to cover these individuals will show as income on your IDEX paystub. All applicable state and federal taxes will be withheld from this income.



Working Spouse/Domestic Partner Surcharge

If your spouse or domestic partner has access to medical coverage through his/her employer and chooses coverage under the ChoiceComp Plan instead, you will pay an additional \$100 per month. To avoid the surcharge, you must confirm your spouse does not have access to other medical coverage during the enrollment process.

Changing Your Benefit Elections

If you are newly hired, your elections will remain in effect through December 31. The elections you make during Open Enrollment will remain in place for all of 2023. You cannot change your benefit elections until the next Open Enrollment period unless you have a Qualifying Life Event, such as:

- Change in your legal marital status (marriage, divorce, or legal separation)
- Change in the number of your dependents (for example, through birth or adoption, or if a child is no longer an eligible dependent)
- Change in your spouse's employment status (resulting in a loss or gain of coverage)
- Change in your employment status from full time to part time, or part time to full time, resulting in a gain or loss of eligibility
- Entitlement to Medicare or Medicaid
- Eligibility for coverage through the Marketplace
- Change in your address or location that may affect the coverage for which you are eligible

If you experience a Qualifying Life Event, you have 31 days to report the event and make changes to your coverage. You will need to provide documentation to verify the event (i.e., marriage license or birth certificate). For questions about specific life events and your ability to request changes, contact the IDEX Benefits Service Center.



MEDICAL AND PRESCRIPTION DRUG **BENEFITS**

The medical plan options help you maintain your health and well-being through free preventive care, access to an extensive network of providers, and affordable prescription medication. You have three medical plans to choose from: the PPO Plan, the HSA Plan, and the Bronze Plan. Each plan is administered by Blue Cross and Blue Shield of Illinois (BCBSIL) through its Preferred Provider Organization (PPO), a national network of doctors and medical facilities. You can choose any doctor you like, but your cost will be lower when you use in-network providers. Find an in-network doctor near you at www.bcbsil.com/idex.



Plan Features

- Preventive services are covered at 100% with no deductible
- Access to the Health Advocacy Solutions team for help locating in-network providers, completing any preauthorization requirements, understanding your medical benefits, and more
- Access to Blue Distinction Centers of Excellence for qualifying specialty care, such as maternity care, hip or knee replacements, cardiac care, and more

Waiving Medical Coverage

If you have medical coverage under another plan, you can opt out of medical coverage with IDEX. You will receive an Opt-Out Credit that reflects your coverage level:

- \$600 per year for employee-only coverage
- \$900 per year for employee plus spouse coverage
- \$900 per year for employee plus children coverage
- \$1,200 per year for employee, spouse, and children coverage
- You must formally elect the Opt-Out Credit and provide dependent verification documents during enrollment to receive the credit

Choosing the Right Plan

The charts on the following pages provide a summary of your medical plan options. Each plan has different features, deductibles, and out-of-pocket expenses.

Did you know that 50% of people spend less than \$1,000 per year on healthcare and 25% spend nothing at all? Choosing the right plan is important, so you do not end up paying for more — or less — coverage than you need! But how do you know which one is right for you? Here are a few scenarios that show how the IDEX plan options work based on different healthcare needs.

STILL NOT SURE?
Call BCBS Health Advocacy Solutions at **(888) 899-9285** and a health advocate will review your plan options. Or check out the MyChoice Recommendation engine during enrollment!

SCENARIO ONE: James

Based on past years and a known health condition, James expects to spend a fair amount on healthcare, office visits, prescriptions, and medical claims. He is looking for cost predictability and security from his medical plan, so he feels comfortable paying the higher contribution rates in the PPO Plan in exchange for its lower deductible and co-pay structure.

SCENARIO TWO: Helen

Helen spends very little money on healthcare and rarely goes to the doctor, so she is looking for as many savings opportunities as possible. She chooses the HSA Plan to take advantage of the lower contribution rates and tax advantages of the Health Savings Account (HSA). Should she have a large medical claim, she could have enough saved in her HSA to cover the higher deductible or out-of-pocket maximum.

SCENARIO THREE: the Williams Family

The Williams family has two children and a busy lifestyle. Although they are in the doctor's office regularly for preventive visits, a member of the family has a medical condition, and they anticipate using a high level of healthcare. Nervous to switch to a high deductible health plan, they often stick with the security of a PPO. Both the options could work well for them, but only the HSA Plan offers the tax advantages of an HSA and a \$1,000 employer HSA contribution.



PPO Plan

Under the PPO Plan, you will pay a set amount for care, but you may also pay higher monthly premiums.

Annual Deductible	BCBSIL-PPO Plan	
	In-Network	Out-of-Network
Individual	\$1,200	\$2,400
Family	\$2,400	\$4,800
Medical Out-of-Pocket (Includes Deductible)		
Individual	\$2,400	\$4,800
Family	\$4,800	\$9,600
Hospital Services		
Inpatient	80% after deductible	60% after deductible
Outpatient	80% after deductible	60% after deductible
Emergency Room	\$250 co-pay (waived if admitted)	
Labs & X-rays	80% after deductible	60% after deductible
Physician Office Visit Charges		
Preventive Care	100%, no deductible	
Primary Care Physician	\$25 co-pay	60% after deductible
Specialist	\$50 co-pay	60% after deductible
Diabetic Supplies		
Diabetic Supplies (Generic)	100%, no deductible	60% after deductible
Other		
X-rays & Lab Services	80% after deductible	60% after deductible
Chiropractic (25 visits per year)	\$25 co-pay	60% after deductible
Ambulance	80% after deductible	60% after deductible
Therapies (Physical, Occupational, & Speech)	80% after deductible	60% after deductible
Mental Health/Chemical Dependency		
Inpatient	80% after deductible	60% after deductible
Outpatient	\$25 co-pay	60% after deductible
Vision		
Vision (1 visit per year)	\$50 max	\$50 max
Plan Lifetime Maximum	Unlimited	

[Click Here](#) for PPO Plan Contribution Rates

HSA Plan

The HSA Plan is a High Deductible Health Plan with a Health Savings Account (HSA) and the option to elect a Limited Purpose Flexible Spending Account (LPFSA). It provides the greatest flexibility and choice in your healthcare spending, as well as lower monthly premiums. IDEX contributes \$500 to your HSA for individual coverage and \$1,000 for family coverage. Once you meet the in-network deductible, the HSA Plan pays all eligible in-network medical expenses at 100%.

Annual Deductible	BCBSIL-HSA Plan	
	In-Network	Out-of-Network
Individual	\$2,800	\$5,000
Family	\$5,600	\$10,000
Medical Out-of-Pocket (Includes Deductible)		
Individual	\$2,800	\$10,000
Family	\$5,600	\$20,000
Hospital Services		
Inpatient	100% after deductible	70% after deductible
Outpatient	100% after deductible	70% after deductible
Emergency Room	100% after deductible	70% after deductible
Labs & X-rays	100% after deductible	70% after deductible
Physician Office Visit Charges		
Preventive Care	100%, no deductible	
Primary Care Physician	100% after deductible	70% after deductible
Specialist	100% after deductible	70% after deductible
Diabetic Supplies		
Diabetic Supplies (Generic)	100% after deductible	70% after deductible
Other		
X-rays & Lab Services	100% after deductible	70% after deductible
Chiropractic (25 visits per year)	100% after deductible	70% after deductible
Ambulance	100% after deductible	70% after deductible
Therapies (Physical, Occupational & Speech)	100% after deductible	70% after deductible
Mental Health/Chemical Dependency		
Inpatient	100% after deductible	70% after deductible
Outpatient	100% after deductible	70% after deductible
Vision		
Vision (1 visit per year)	\$50 max	\$50 max
Plan Lifetime Maximum	Unlimited	

[Click Here](#) for HSA Plan Contribution Rates

Bronze Plan

The Bronze Plan offers similar coverage to the PPO Plan but has a high deductible and lower co-insurance coverage.

Annual Deductible	BCBSIL–Bronze Plan	
	In-Network	Out-of-Network
Individual	\$3,500	\$7,000
Family	\$7,000	\$14,000
Medical Out-of-Pocket (Includes Deductible)		
Individual	\$5,600	\$10,000
Family	\$11,200	\$20,000
Hospital Services		
Inpatient	60% after deductible	40% after deductible
Outpatient	60% after deductible	40% after deductible
Emergency Room	\$250 co-pay (waived if admitted)	
Labs & X-rays	60% after deductible	40% after deductible
Physician Office Visit Charges		
Preventive Care	100%, no deductible	
Primary Care Physician	\$40 co-pay	40% after deductible
Specialist	\$60 co-pay	40% after deductible
Diabetic Supplies		
Diabetic Supplies (Generic)	100% no deductible	40% after deductible
Other		
X-rays & Lab Services	60% after deductible	40% after deductible
Chiropractic (25 visits per year)	\$60 co-pay	40% after deductible
Ambulance	60% after deductible	40% after deductible
Therapies (Physical, Occupational, & Speech)	60% after deductible	40% after deductible
Mental Health/Chemical Dependency		
Inpatient	60% after deductible	40% after deductible
Outpatient	\$40 co-pay	40% after deductible
Vision		
Vision	\$50 max	\$50 max
Plan Lifetime Maximum	Unlimited	

[Click Here](#) for Bronze Plan Contribution Rates

Prescription Drug Benefits

Your medical plan includes prescription drug coverage, administered by CVS/Caremark. You will pay co-pays for each prescription under the PPO and Bronze plans.

If you are enrolled in the HSA Plan, you will pay the full cost of your medications until the deductible is met. After that, the plan will pay 100% of any remaining prescription costs. Preventive prescription drugs are covered at 100% in the HSA Plan. Visit www.caremark.com to see a list of covered prescription drugs.

Maintenance Choice and Generics First

The Maintenance Choice Rx program will require you to fill maintenance medication either through mail order or by picking up a 90-day supply at a CVS pharmacy.

The Generics First program will require the pharmacist to fill the prescription with a direct generic medication if one is available. If a generic is not available, the pharmacist may request a new prescription from your provider.

Annual Deductible	PPO Plan		HSA Plan	Bronze Plan	
	Retail Pharmacy (30-day supply)	Mail Order (90-day supply)	Retail and Mail Order Pharmacy (combined with medical)	Retail Pharmacy (30-day supply)	Mail Order (90-day supply)
Generic	\$10 co-pay	\$12 co-pay	You pay 100% of the discounted cost until the deductible is met	\$15 co-pay	\$30 co-pay
Preferred Brand	15%	\$60 co-pay	You pay 100% of the discounted cost until the deductible is met	\$50 co-pay	\$100 co-pay
	\$25 minimum \$50 maximum				
Non-Preferred Brand	25%	\$100 co-pay	You pay 100% of the discounted cost until the deductible is met	\$70 co-pay	\$140 co-pay
	\$50 minimum \$75 maximum				
Diabetic Drugs (Generic)	100%, no deductible		100%, after deductible	100%, no deductible	

Out-of-Pocket Limit	PPO Plan	HSA Plan (combined with medical)	Bronze Plan
Individual	\$2,400	\$2,800	\$1,000
Family	\$4,800	\$5,600	\$2,000



IDEX WELLNESS PROGRAM

The IDEX Wellness Program is available to all benefits-eligible employees and covered spouses/partners. You are only eligible to receive wellness credits if you enroll in a medical plan through IDEX. If you successfully complete the program requirements by the applicable deadline, you will receive a monthly wellness credit as soon as administratively feasible after your program completion is received.

You and your spouse/domestic partner must complete an online Health Assessment and a Health Screening by the applicable deadline based on your date of hire to be eligible to receive the \$50/month wellness credit and \$25/month for your spouse/domestic partner.

Any of the following will count as your Health Screening:

- An annual wellness visit with your primary care doctor
- An appointment at a LabCorp location
- An appointment with Quest Diagnostics
- An on-site screening at your work location (if applicable)

It is all about Building a Better You! For 2023, you now have the chance to earn additional monthly credits on top of the \$50 for you (\$25 for your spouse or domestic partner) you get for completing an online Health Assessment and in-person Health Screening.

For every health metric you meet, you will earn \$5 per metric (\$2.50 for spouse or domestic partner) when you meet the healthy ranges. That means you could earn up to an extra \$25 a month (\$12.50 for eligible spouse or domestic partner). If you are not able to meet the Wellness Program requirements due to medical reasons, you can submit an appeal using the Bravo Wellness portal.

Metric	Healthy Ranges
BMI	≤ 27 or a waist measurement of < 37 for males or < 34.5 for females
Blood Pressure	≤ 130 over 85
Glucose	≤ 105 or HbA1c ≤ 6%
LDL Cholesterol	≤ 130 or HDL Cholesterol ≥ 40 for males and ≥ 50 for females

Create an account and sign up for your online Health Assessment by visiting www.bravowell.com/idex. You can also download the Bravo Wellness LLC 2.0 mobile app on the Apple App Store and Google Play.

Note: You and your covered spouse/domestic partner must create individual accounts.

If you complete all the requirements by the deadline, you could earn up to \$75 a month (\$37.50 for your eligible spouse or domestic partner).



HEALTH **SAVINGS** ACCOUNT (HSA)

Take charge of your healthcare spending with a Health Savings Account (HSA)! If you enroll in the HSA Plan, contributing to an HSA is a great way to save for out-of-pocket healthcare expenses with pre-tax dollars. Use your HSA to cover deductibles, co-insurance, and dental and vision expenses. Plus, IDEX will contribute \$500 for single coverage and \$1,000 for employee + dependent and family coverage annually to your HSA account. Your HSA can also be used for your dependents, even if they are not covered by your plan. For a complete list of eligible expenses, visit www.irs.gov.



The money in the HSA account (including IDEX's contributions!) is yours to keep, even if you leave IDEX or retire. Your HSA balance rolls over from year to year, allowing you to save for future expenses. Please note that if you elect to contribute to the HSA Plan, you must make a minimum election of \$100 per year.

HSA Funding Limits

The IRS places a limit on the maximum amount that can be contributed to an HSA account each year. For 2023, contributions (which include any employer contribution) are limited to the following:

EMPLOYEE	\$3,850
FAMILY	\$7,750
CATCH-UP CONTRIBUTION (AGES 55+)	\$1,000



ELIGIBLE FOR MEDICARE?

If you qualify for premium-free Part A, your coverage will go back (retroactively) up to six months from when you sign up. Stop contributing to your HSA six months before you enroll in Part A and Part B.

Eligibility

You are eligible to open and fund an HSA if:

- You are enrolled in the HSA Plan
- You are not covered under another medical plan such as your spouse's HMO, PPO, or a Healthcare FSA plan (other types of insurance like supplemental policies or long-term care plans are permitted)
- You are not eligible to be claimed as a dependent on someone else's tax return
- You are not enrolled in Medicare or TRICARE
- You have not received Department of Veterans Affairs medical benefits in the past 90 days for non-service-related care (service-related care will not be taken into consideration)

IDEX HSA Contribution

Take advantage of even more savings opportunities! IDEX contributes \$500 for employee-only coverage and \$1,000 for employee + dependent and family coverage into your HSA account. The IDEX HSA contribution is made in January and is prorated for those who join later in the year. You do not have to contribute to your HSA to receive the IDEX contribution, but if you do, you must contribute at least \$100 a year.

Maximize Your Tax Savings

HSAs have three significant tax advantages:

- Contributions are tax-free. They can be made through payroll deduction on a pre-tax basis when you open an account with Further
- The money in the account (including interest and investment earnings) grows tax-free
- The money in the account is spent tax-free, as long as the funds are used to pay for qualified expenses

Smart Savings Strategies

How much should you contribute to your HSA?

Consider these various savings strategies and decide what works for you.

- **Pay for your anticipated expenses.** How much do you expect to spend on healthcare this year? If you are having a baby or a major surgery, research costs ahead of time at www.bcbsil.com/idx and consider contributing that amount to your HSA



NOTE:

If you have FSA funds remaining in your account as of December 31, 2022, and are setting up an HSA for 2023, you will not receive your IDEX HSA contribution until after April 1. You will have until March 15, 2023, to use the remaining balance of your 2022 Health Care FSA and until March 31 to submit claims.



- **Cover your deductible.** Contribute just enough to offset your deductible (\$2,800 for individual coverage, \$5,600 for family coverage). Even if you are generally healthy, the funds will be available if you need medical care
- **Prepare for the unexpected.** Contributing enough to cover your out-of-pocket maximum (\$2,800 for individual coverage, \$5,600 for family coverage) ensures you are protected in the event of a major medical emergency. Do not worry if you do not end up using the funds this year — your balance will grow tax-free over time to help you save for future expenses
- **Save for the future.** Use your HSA to save for expenses you may face during retirement — even Medicare premiums! Contribute up to the IRS limit and watch the savings build up over time
- **Invest.** Treat your HSA like an investment account

When your balance reaches \$1,000 in your account, IDEX will pay the monthly transaction fees for employees who choose to invest. To enroll in the Basic Investment program through Further, visit www.hellofurther.com. Find the account you want to open an investment account with in the My Accounts section. Enrollment is generally completed by noon of the next business day.

How It Works

Further will issue you a debit card to pay for qualified medical expenses. When you use an in-network provider, your qualified medical expenses will apply to your HSA Plan deductible. You do not need to pay any money at that time. Your expense will be processed as a claim and submitted to BCBSIL for discounts. After the discounts are applied, you will receive an Explanation of Benefits (EOB) and a bill from your provider. You can choose to pay the bill with funds from your HSA or out of pocket.

For prescription drugs*, all your expenses apply toward the HSA Plan deductible. You receive the prescription drug network discount at the time of purchase, and you can use your HSA to pay the expense or pay out of pocket.

HSA FEATURE! LIMITED PURPOSE FLEXIBLE SPENDING ACCOUNT

This spending account is only available to employees enrolled in the IDEX HSA medical plan. You can contribute up to \$2,850 in pre-tax payroll deductions for qualified dental and vision expenses.



Manage your HSA at www.hellofurther.com. The first time you access your account, you'll need to provide the SA ID#. This is the ID# you receive in the mail from Further when you sign up. You can also call the Customer Service line for help at **(800) 859-2144**, Monday through Friday 7:00 am to 8:00 pm CST.

*If you take any preventive medications on the CVS approved list, these prescriptions will be paid at 100% with no deductible. Visit www.caremark.com/wps/portal for the list of prescriptions.

FLEXIBLE **SPENDING** ACCOUNTS (FSAs)

Flexible Spending Accounts (FSAs) allow you to set aside pre-tax payroll deductions to pay for out-of-pocket healthcare expenses, as well as dependent care expenses. For a complete list of eligible expenses, visit www.irs.gov/pub/irs-pdf/p502.pdf.

Health Care Flexible Spending Account

If you are enrolled in the PPO or Bronze Plan, you can contribute up to \$2,750 in pre-tax payroll deductions for qualified medical, dental, vision, and pharmacy expenses.

Dependent Care Flexible Spending Account

You may contribute to a Dependent Care FSA regardless of which medical plan you choose. You can contribute up to \$5,000 in pre-tax payroll deductions (\$2,500 if you file a joint return and your spouse also opens an account) to pay dependent care expenses for your eligible child (under age 13 or physically impaired) or for a dependent elder living with you.

The Internal Revenue Code (IRC) allows pre-tax contributions to Dependent Care FSAs as long as the benefit does not favor Highly Compensated Employees (HCEs). You are considered an HCE if your gross earnings are above the annual amount set by the Internal Revenue Service. In accordance with IRC regulations, IDEX performs non-discrimination testing every year. There has to be a certain ratio of Dependent Care FSA contributions from non-HCEs and HCEs in order to pass. If the benefit is found to “discriminate” against non-HCEs, IDEX will reduce contributions made by HCEs to a level that enables compliance with the IRC. Non-HCEs are not affected by this rule.

Limited Purpose Flexible Spending Account (LPFSA)

If you are enrolled in the IDEX HSA medical plan, you can contribute up to \$2,750 in pre-tax payroll deductions to pay for qualified dental and vision expenses. Funds are available at the beginning of the year. Businessolver will issue you a debit card you can use to access your LPFSA balance when you have a qualified dental or vision expense.

General Rules and Restrictions

The IRS sets the following rules and restrictions for Health Care, Dependent Care, and Limited Purpose FSAs:

- An individual cannot have both an HSA and a Health Care FSA, but you can have both an HSA and a Limited Purpose FSA
- You have until March 15, 2024, to incur expenses after the plan year ends. Claims must be submitted for reimbursement on or before March 31, 2024. The grace period applies to both the Dependent Care and Health Care FSAs
- Your dollars cannot be transferred from one FSA to another
- You cannot participate in Dependent Care FSA and claim a dependent care tax deduction at the same time
- You must “use it or lose it” — any unused funds will be forfeited
- You cannot change your FSA election in the middle of the plan year unless you experience a Qualifying Life Event like marriage, divorce, or birth of a child

BCBS HEALTH ADVOCACY SOLUTIONS

Navigating the healthcare system just got easier with BCBS Health Advocacy Solutions (HAS). With just one phone call, you can learn more about your medical benefits, get information on programs offered through HAS, and more.



BCBS Health Advocacy Solutions can help you:

- Find an in-network provider
- Find a high-quality, lowest-cost provider for certain medical care and earn cash rewards
- Direct you to a BCBS Blue Distinction Center of Excellence provider for certain conditions
- Connect virtually with an MDLive physician for non-emergency medical care
- Compare costs for medical procedures and services
- Connect you to the Livongo Diabetes and/or Hypertension Management programs
- Direct you to the Hinge Health musculoskeletal program
- Answer questions about your medical benefits
- Review your medical plan options

BCBS Blue Distinction Centers of Excellence

The Blue Distinction Centers of Excellence are high-quality centers that specialize in certain areas such as bariatric surgery, knee and hip replacements, transplants, and more. By utilizing a Blue Distinction Center, you can be sure you are receiving the highest level of care, resulting in better outcomes for a quicker recovery and less risk of infection. If you receive approved treatment at a BCBS Center of Excellence, your medical plan will cover relevant charges at a higher percentage. Because in-network services are covered at 100% for HSA Plan members after meeting the deductible, the additional coverage rule does not apply.

PPO Plan:	80% to 90%
Bronze Plan:	60% to 70%

Health Advocacy Solutions Member Rewards

Do your research and get rewarded with BCBS Health Advocacy Solutions. When your doctor recommends a procedure, call BCBS Health Advocacy Solutions to compare costs between providers in your area and find out if your procedure is rewards-eligible. You will receive a cash reward if you choose a lower-cost provider!

You can also shop for lower-cost providers online at www.bcbsil.com/idx.

MDLive

Get quality care on your terms! MDLive provides 24/7 access to state licensed, board-certified physicians for non-emergency medical care by phone or video chat. Use MDLive when you cannot get to your primary care doctor or just do not feel like leaving the house. Best of all, MDLive is available at no cost to you — no co-pay needed!

Use MDLive for:

- Ear infection
- Sore throat
- Poison ivy
- Cold or flu symptoms
- And more

Get Started Today

MDLive is available for employees and covered dependents enrolled in a ChoiceComp medical plan. Activate your account through IDEX at www.mdlive.com/idex. After you register, you can either contact MDLive directly or call BCBS Health Advocacy Solutions to connect with an MDLive clinician. You can also download the MDLive mobile app. For more information on MDLive and how to set up your account, [click here](#).



Register your account now so you can see a doctor right away if you or a family member gets sick!



Managing Your Diabetes Is Easier, with Livongo

Are you struggling with diabetes? You are not alone — millions of Americans are faced with the disease. We know it is difficult to keep your diabetes in check. That is why we offer the Livongo for Diabetes Program at no cost to help you manage your diabetes. This cutting-edge program helps keep your health on track with several innovative tools and resources:

- **Livongo connected meter.** The Livongo glucose meter automatically uploads readings using cellular technology to provide you with personalized insights in real time
- **Virtual coaches.** Livongo offers support from Certified Diabetes Educators to help answer any questions you may have
- **Unlimited strips.** Your membership in the Livongo Diabetes Program includes unlimited strips and lancets at no cost to you

Livongo for Hypertension

If you struggle with managing your chronic high blood pressure, Livongo for Hypertension is here to help. This program will provide you with a connected blood pressure monitor that gives you real-time insights. You will also have access to one-on-one support from expert coaches and so much more.

Hinge Health

If you suffer from chronic low back, knee, neck or shoulder pain, Hinge Health may be able to help. Discover healthy alternatives to manage your pain through education, exercise therapy, and digital coaching.

Wondr Health

You can participate in a 10-week online weight loss course designed to help improve your overall health. The program is based on Eatology, the study of when, how, and why we eat.



Contact BCBS Health Advocacy Solutions for more information about Livongo, Hinge Health, or Wondr Health.

DENTAL BENEFITS

No one likes going to the dentist. But did you know that preventive care such as regular dental checkups can help lower your risk of stroke and heart disease? IDEX's dental plan, administered by Delta Dental, offers you and your family affordable coverage for nearly all dental procedures, including orthodontics.



Find a Dentist

You can see any dentist you choose, but you will pay less if you use a dentist in the DeltaPreferred Option or DeltaPremier Networks. These dentists charge negotiated rates for their services, while out-of-network dentists are not limited in what they can charge. Avoid using out-of-network dentists so you can pay the lower, negotiated rate. To find Delta Dental network dentists, visit www.deltadentalil.com.

Dental Benefits			
Dental Benefits	DeltaPreferred Option (PPO Network Dentist)	DeltaPremier Plan Network	Out-of-Network
Annual Maximum Benefit	\$2,000 per covered person, excluding orthodontia		
Annual Deductible	\$50 per covered person, \$150 per family		
Preventive and Diagnostic	100%, no deductible	100%, no deductible	Plan pays 80%, no deductible
Basic Care	Plan pays 80%	Plan pays 80%	Plan pays 50%
Major Care	Plan pays 50%	Plan pays 50%	Plan pays 50%
Orthodontia	Plan pays 50%	Plan pays 50%	Plan pays 50%
Lifetime Orthodontia Maximum	Covered at 50% of Maximum Plan Allowance up to \$1,500 per covered person per lifetime		



VISION BENEFITS

Regular eye exams are not just for people who wear glasses — they are also an important part of preventive care. Did you know your eyes can show symptoms for dozens of serious conditions, including high blood pressure and even certain cancers? Eye doctors are often the first to see the signs! IDEX offers quality, affordable vision coverage through Vision Services Plan (VSP). If you enroll in the vision plan, you and your covered family members have access to routine eye exams, lenses, frames, and contacts.



Find an Eye Doctor

You will pay less for eye care when you use a VSP eye care provider than when you use another provider. To find a VSP eye care provider near you, visit www.vsp.com.

Please note, you are eligible for contact lenses OR glasses during a 12-month period. If you choose contacts instead of glasses, you will not be eligible for frames again for a year after you receive contacts.

Vision Benefits		
Vision Benefits	In-Network	Out-of-Network
Exams (Once every 12 months)	\$10 co-pay, then covered in full	Reimbursed up to \$50
Glasses Frames (Every 24 months) Lenses (Every 12 months)	After \$25 co-pay, covered up to \$200 Covered in full	Reimbursed up to \$70 Reimbursed up to \$50 - \$100
Contacts (Every 12 months in lieu of glasses) Medically Necessary Not Medically Necessary	Covered in full Covered up to \$200	Reimbursed up to \$105 Reimbursed up to \$105
Laser VisionCare™ Program (Discounts and educational materials available)	15% discount on services	N/A



SURVIVOR BENEFITS

IDEX offers a number of benefits to help you prepare for the unexpected and offers financial assistance in the event of your absence. The life insurance plans are insured through Prudential.

Company-Paid Coverage

IDEX provides Life and Accidental Death and Dismemberment (AD&D) Insurance equal to one times your annual base salary at no cost to you.

The amount of Basic Life and AD&D Insurance is subject to automatic reduction starting at age 70. Age-based coverage reductions are applied on January 1 each year.

Age	Benefit Reduction
70	35%
75	50%

Dependent Life Insurance

IDEX also pays for Life Insurance equal to \$10,000 for your dependent spouse and each unmarried dependent child up to age 26.

Supplemental Life and AD&D

Supplement your IDEX-paid coverage by purchasing Supplemental Life and AD&D Insurance. You may elect Life and AD&D coverage ranging from one to five times your annual base salary up to the plan maximum.

Personal Accident Insurance

Employee-paid Personal Accident Insurance coverage is available for yourself and your eligible dependents.

The benefit amount ranges from \$25,000 to \$300,000, and the benefit amount is 100% payable to your beneficiary if you die from an accident. The spousal benefit is the same amount you elect for yourself. The maximum benefit amount for each child is \$10,000.

Evidence of Insurability (EOI)

If you are newly hired or newly eligible, you can elect up to three times your annual base salary in Supplemental Life and AD&D coverage without any EOI, or proof of good health.

If you waive coverage and later choose to elect coverage or increase your coverage amount, you may be required to submit EOI to be approved. If you elect more than three times your annual salary for Supplemental Life Insurance coverage, you will be required to submit EOI for approval before your coverage begins. At the end of the enrollment process, you will be prompted to link to the Prudential site to complete your EOI.

DISABILITY BENEFITS

Disability coverage replaces a portion of your income if you cannot work because of an illness or injury. Disability benefits pay a portion of your salary until you can return to work or reach retirement age.



Short-Term Disability (STD)

IDEX offers a STD policy. STD replaces a portion of your income if you are unable to work due to an illness or injury. Benefits begin after five days of disability and last for up to 180 days.

Long-Term Disability (LTD)

LTD Insurance replaces 60% of your monthly earnings, up to \$15,000 a month, if you are unable to work for an extended period of time due to an illness or injury. Benefits begin after 180 days of disability and last until you can return to work, or you reach retirement age. The LTD insurance program is insured through Prudential.

LTD premiums are deducted from your paycheck on an after-tax basis. This allows you to receive your disability payments tax-free.

If you do not enroll in the LTD Plan when you are first eligible, but decide to elect it during a future annual Open Enrollment period, you will be required to submit Evidence of Insurability (EOI) on the Prudential website to be approved for your coverage.

You will be automatically enrolled and premiums will be deducted from your paychecks if you do not waive LTD coverage within 31 days from your hire date.



SUPPLEMENTAL **COVERAGE**

IDEX offers voluntary Accident and Critical Illness Insurance to help cover those unexpected costs.

Accidental Treatment Based Insurance

The Prudential Accidental Treatment Based Insurance plan provides cash benefits for out-of-pocket expenses in the event of a covered accident. These payments can help you meet your deductible, other out-of-pocket medical expenses, household bills, and more. You pay the full cost of Accidental Treatment Based Insurance at group rates, a lower cost than if purchasing this coverage on your own.

Features:

- No limit on the number of claims
- Pays regardless of any other insurance plans you may have
- Benefits for both inpatient and outpatient treatment relating to a covered accident (use for charges that may not be covered by your regular medical coverage)
- Guaranteed issue (no underwriting or medical questions)
- Off-the-job coverage
- Premiums are not age-banded
- Coverage effective on issue date

Access coverage and claim information at mybenefits.prudential.com.

Critical Illness Program

Critical Illness Insurance pays a lump-sum benefit of \$10,000 upon diagnosis of a covered medical condition. If you elect Critical Illness when you are first eligible, the benefit is guaranteed issue, which means you will not be required to answer any medical questions. For 2023 Open Enrollment only, you will not need to submit Evidence of Insurability to be approved. Critical Illness Insurance does not provide basic hospital, basic medical, or major medical insurance.

Critical Illness Benefit Payments	
\$10,000 Payout	\$2,500 Payout
<ul style="list-style-type: none">• Heart attack• Stroke• Invasive cancer• Major organ transplant• End-stage renal failure• Paralysis• Benign brain tumor• Coma• Blindness• Loss of hearing	<ul style="list-style-type: none">• Coronary bypass surgery• Advanced Alzheimer's• Advanced Parkinson's• Carcinoma in situ

If you are disabled prior to age 60 for nine months, the plan pays your monthly premium for as long as the disability lasts, or up to two years.



IDENTITY THEFT PROTECTION

If your identity is stolen, recovering it can be a long, expensive nightmare. Purchase a NortonLifeLock plan and get proactive identity monitoring, so you can reduce your risk of identity theft upfront. Premiums are paid through convenient payroll deduction.

NortonLifeLock Plan Options

You can choose from the Benefit Essential and Benefit Premier plans. Both plan options include NortonLifeLock's identity alert system, a \$1 million protection package, and more. They also include great new features from Norton, like online threat protection for your devices, family parental controls, password manager, and secure cloud backup.

Benefit Essential

This plan provides credit monitoring, credit application alerts, Norton device protection for up to six family members, and 10 GB of online backup storage.

Benefit Premier

This plan provides enhanced credit monitoring, monthly credit score tracking, Norton device protection for up to 10 family members, and 50 GB in online backup storage. Additional benefits include home title monitoring, checking and savings application alerts, and bank account takeover alerts.

[Click Here](#) for Contribution Rates



You must provide you and your dependents' Social Security Numbers and e-mail addresses to enroll in a NortonLifeLock program.

OTHER **IMPORTANT** BENEFITS

IDEX offers other great benefits at no cost to you. You automatically receive these benefits — you do not need to actively enroll in the following benefits during Open Enrollment.

Business Travel Accident Benefit

IDEX provides you with \$100,000 in life insurance coverage through the business travel accident insurance plan. The benefit is payable to your beneficiary if you die while traveling on business.

Employee Assistance Program

We care about you and your family's total well-being — mental, emotional, and physical. For that reason, we offer GuidanceResources, an Employee Assistance Program (EAP) through ComPsych, at no cost to you. This 24/7 confidential program offers three, free in-person counseling sessions and referrals for a wide variety of concerns, including healthcare, legal issues, mental health, substance abuse, and more. Call **(800) 311-4327** to get started, or go online to www.guidanceresources.com and use Company Web ID: MGR311.

Prudential Financial Wellness Center

Flex your financial fitness with the Prudential Financial Wellness Center. This offering provides educational resources to help you reach your financial goals. You can find:

- Budgeting and self-assessment tools
- Videos and monthly webinars
- Educational articles
- Virtual coaching

Visit www.prudential.com/idx from your computer or mobile device to register.

PNC WorkPlace Bank

Schedule a one-on-one appointment with your PNC WorkPlace Banker to talk about your finance needs. Your banker is available to answer questions, offer personalized guidance, and help you stay on track toward your financial goals. PNC WorkPlace Bank offers other benefits like:

- PNC's Virtual Wallet that includes tools that help simplify your money management
- Seminars, workshops, and digital information sources at no cost to you
- Chance to earn cash rewards on certain banking products and service

To get started, visit

www.pnc.com/workplace/employee.



RETIREMENT BENEFITS



Save for your financial future through retirement and stock purchase plan benefits. Participation may vary depending on your eligibility. For more information, click the links below:

- IDEX Retirement Benefits: 401(k) Savings and Defined Contribution Benefit www.vanguard.com
- Employee Stock Purchase Plan: www.computershare.com/investor

401(k) Plan

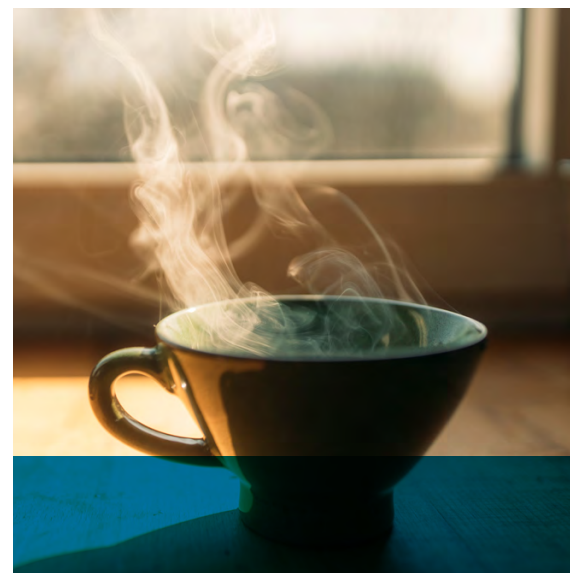
Contributing to the 401(k) Savings Plan is a great first step toward saving for retirement. You can participate on your date of hire if you meet the eligibility requirements.

The IDEX 401(k) Plan allows employees to save through pre-tax payroll contributions. IDEX matches the first 8% of your contributions at a 50% match, up to the maximum Company match of 4%.

How It Works

- Contribute up to 35% of your annual earnings, up to the IRS limit of \$19,500
- Your contributions are automatically deducted from your paychecks before taxes are withheld and deposited into your personal account
- You choose how to invest your account among the Plan’s investment options
- You can check your investment performances and monitor your account through quarterly statements
- Your account grows tax-deferred, meaning you do not pay any taxes until you withdraw money from your account
- You are automatically 100% vested in your own contributions. IDEX’s matching contributions vest 20% per year with full vesting after five years
- You can also borrow money from your account. Withdrawals are available for certain financial hardships

The Company Matches the First 8% of Your Contributions		
You Contribute (subject to annual legal dollar limit)	Company Match (50% of your contributions up to a maximum Company match of 4%)	Total
1%	½%	1 ½%
2%	1%	3%
3%	1 ½%	4 ½%
4%	2%	6%
5%	2 ½%	7 ½%
6%	3%	9%
7%	3 ½%	10 ½%
8%	4%	12%
10%	4%	14%
15%	4%	19%
25%	4%	29%
35%	4%	39%



You will automatically be enrolled in the 401(k) Plan with a 4% employee contribution if you do not make an election within 31 days of being eligible.

Your contribution will be increased by 1% every year on January 1 until your total contribution equals 8%. If you do not want this automatic enrollment to occur, you must make an affirmative election by choosing a specified percentage. Once you make an election, the automatic enrollment process does not apply.

Need to Catch Up on Your Retirement Savings?

If you are age 50 or older by the end of the year and are already contributing the maximum amount, you can contribute an extra \$6,500 per year to help you “catch up” on your retirement savings.

The Importance of Your Investment Decisions

Do not leave free money on the table! Contribute enough to get the full IDEX match. Your account also grows tax deferred — another significant advantage for you and your future.

Defined Contribution Benefit

The Defined Contribution Benefit is fully funded by IDEX, with no employee contributions required. The Company contributes a match based on a percentage of your eligible earnings and is calculated based on your Age + Years of Service. You are fully vested in the Company-funded dollars after three years of service.

Total of Your Age + Years of Service*	% of Your Eligible Earnings
Less than 40	3.50%
40 up to 55	4.00%
55 up to 70	4.50%
70 or more	5.00%



*Employee's age and service are truncated to whole years prior to being added together

Investment Options

You have a variety of investment options. For more details and help in choosing an investment strategy, go to www.vanguard.com or call **(800) 523-1188**. Your investment options fall into two groups as listed below:

Target Retirement Funds

Each Target Retirement Fund has an asset mix that is appropriate for someone planning to retire in the target year. Choose the fund with the date closest to your expected retirement, and you will be invested in the fund for the number of years that you have left to save.

Core Funds


Invest in your future and build your portfolio with Core Funds. The Core Funds cover all the major fund types: stock and bond, U.S. and international, indexed, and actively managed.

Both Target Retirement Funds and Core Funds are subject to the risks associated with their underlying funds. More details about the benefits and the investment funds are available at www.vanguard.com. Visit www.idexcorpbenefits.com or contact the Benefits Service Center to get a copy of the SPD.

For more information about any fund, call The Vanguard Group at **(800) 523-1188** or visit www.vanguard.com to obtain a prospectus. The prospectus contains other important information about these funds. Read and consider the prospectus information carefully before you invest.

An investment in a money market fund is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. Although a money market fund seeks to preserve the value of your investment at \$1 per share, it is possible to lose money by investing in such a fund.

IMPORTANT



This document highlights certain features of the IDEX Corporation Savings Plan but does not provide all the details. The complete details of the benefit plan are contained in the official Plan Documents and/or agreements with the plan administrator. The terms of the plan documents, administrative agreements, and applicable contracts, as well as the booklets describing the details of particular benefits, will control if there is a conflict between those documents, policies, contracts, or booklets and this document.

IDEX reserves the right to make changes to your benefits in content or application as it deems appropriate, and these changes may be implemented even if they have not been communicated, reprinted, or substituted in this information. Also, IDEX must abide by both applicable federal and state laws in the application of its benefit programs.

This document does not constitute a contract of employment. The employee and IDEX are free to terminate the employee's employment at any time for any reason.

Tax implications: You will be responsible for paying any applicable federal, state, local, or foreign taxes on distribution or withdrawal from pre-tax accounts. Early withdrawals may be subject to a 10% federal penalty tax. To the extent required by law, Vanguard will make the appropriate withholding for tax purposes.

EMPLOYEE STOCK **PURCHASE** PLAN (ESPP)

IDEX is publicly traded on the New York Stock Exchange under the symbol IEX. You can purchase shares of IDEX stock through payroll deductions by participating in the Employee Stock Purchase Plan. By buying IDEX stock you become a Company shareholder and benefit from its potential future growth and profitability. Participation in the ESPP is entirely voluntary.

Becoming an IDEX Shareholder

- All employees age 18 and older except corporate officers are eligible to participate as soon as you begin working for the Company
- When you enroll, you set aside as little as \$5 per paycheck up to a maximum of 10% of your eligible earnings. Your contributions are automatically deducted from your paychecks after taxes are withheld and deposited into a stock purchase account set up in your name. You can notify the Company to stop payroll deductions or to change the amount at any time
- Your shares of IDEX stock are purchased each month following the month in which deductions were withheld. The Company pays all administrative and transaction fees. Your account is credited with stock at the average market price of all shares bought for all employees in the plan for that period. The Company pays the fees for shares purchased
- Your account is credited with as many whole and fractional shares as the funds in your account will allow. For example, if you invest \$200 a month and stock is purchased at \$180 a share, your account would be credited with 1.1111 shares
- The actual stock certificates are held by Computershare (the transfer agent and recordkeeper). You will receive a monthly statement from Computershare showing the balance of cash and stock in your account. You will also receive a 1099-DIV in January to use in preparing your income tax return
- Your account is also credited with any dividends paid on IDEX stock held in your account, and dividends are automatically reinvested in additional shares of Company stock at no cost to you
- You can sell stock by contacting Computershare at **(866) 282-4944** or at **www.computershare.com/investor**
- If you leave the Company, you can close your account or keep it open. Your account will remain open, so you must contact Computershare to close it

Owning IDEX shares is one way to put some money aside for your retirement or a future expense. However, there is no guarantee that shares you purchase will increase in value. The value of your shares increase or decrease with the price of IDEX stock.

IMPORTANT NOTE

The Company reserves the right to make changes to your benefits in content or application as it deems appropriate, and these changes may be implemented even if they have not been communicated, reprinted, or substituted in this information. Also, the Company must abide by both applicable federal and state laws in the application of its benefit programs.

This document does not constitute a contract of employment. The employee and the Company are free to terminate the employee's employment at any time for any reason.

2023 CONTRIBUTIONS

MEDICAL

Rates for covering domestic partners and/or their children will be available when making plan elections in the portal.

PPO Plan					
	Bi-Weekly	Weekly	EE Mo Contribution	IDEX Mo Contribution	Total Premium
Employee only	\$66.34	\$33.17	\$143.74	\$533.40	\$677.14
Employee + spouse	\$117.49	\$58.74	\$254.56	\$1,100.93	\$1,355.49
Spousal Surcharge	\$46.15	\$23.08	\$100.00		
Employee + child(ren)	\$99.37	\$49.68	\$215.30	\$1,073.32	\$1,288.62
Employee + family	\$160.60	\$80.30	\$347.96	\$1,786.77	\$2,134.73
HSA Plan					
	Bi-Weekly	Weekly	EE Mo Contribution	IDEX Mo Contribution	Total Premium
Employee only	\$54.56	\$27.28	\$118.21	\$584.35	\$702.56
Employee + spouse	\$94.19	\$47.09	\$204.07	\$1,203.27	\$1,407.34
Spousal Surcharge	\$46.15	\$23.08	\$100.00		
Employee + child(ren)	\$77.27	\$38.64	\$167.42	\$1,169.33	\$1,336.75
Employee + family	\$123.84	\$61.92	\$268.31	\$1,946.36	\$2,214.67
Bronze Plan					
	Bi-Weekly	Weekly	EE Mo Contribution	IDEX Mo Contribution	Total Premium
Employee only	\$51.19	\$25.59	\$110.91	\$561.11	\$672.02
Employee + spouse	\$87.45	\$43.72	\$189.47	\$1,156.67	\$1,346.14
Spousal Surcharge	\$46.15	\$23.08	\$100.00		
Employee + child(ren)	\$70.80	\$35.40	\$153.41	\$1,125.22	\$1,278.63
Employee + family	\$113.06	\$56.53	\$244.96	\$1,873.42	\$2,118.38

2023 CONTRIBUTIONS

DENTAL

Dental					
	Bi-Weekly	Weekly	EE Mo Contribution	IDEX Mo Contribution	Total Premium
Employee only	\$11.81	\$5.90	\$25.58	\$11.94	\$37.52
Employee + spouse	\$24.00	\$12.00	\$52.00	\$22.17	\$74.17
Employee + child(ren)	\$27.54	\$13.77	\$59.67	\$24.73	\$84.39
Employee + family	\$42.10	\$21.05	\$91.21	\$39.22	\$130.43

VISION

Vision					
	Bi-Weekly	Weekly	EE Mo Contribution	IDEX Mo Contribution	Total Premium
Employee only	\$4.29	\$2.14	\$9.29	N/A	\$9.29
Employee + spouse	\$8.60	\$4.30	\$18.63	N/A	\$18.63
Employee + child(ren)	\$8.83	\$4.42	\$19.14	N/A	\$19.14
Employee + family	\$14.10	\$7.05	\$30.56	N/A	\$30.56

ACCIDENTAL TREATMENT BASED

Accidental Treatment Based			
	Bi-Weekly	Weekly	EE Mo Contribution
Employee only	\$4.53	\$2.27	\$9.82
Employee + spouse	\$6.72	\$3.36	\$14.57
Employee + child(ren)	\$8.46	\$4.23	\$18.33
Employee + family	\$12.73	\$ 6.37	\$27.59

2023 CONTRIBUTIONS

CRITICAL ILLNESS – NON TOBACCO

Critical Illness–Non Tobacco (Bi-Weekly Rates)					Critical Illness–Non Tobacco (Weekly Rates)				
Issue Age	EE	EE & SP	EE & Child(ren)	Family	Issue Age	EE	EE & SP	EE & Child(ren)	Family
<29	\$1.00	\$2.42	\$2.48	\$3.90	<29	\$0.50	\$1.21	\$1.24	\$1.95
30-39	\$2.15	\$4.78	\$3.63	\$6.25	30-39	\$1.08	\$2.39	\$1.81	\$3.13
40-49	\$4.50	\$9.61	\$5.98	\$11.09	40-49	\$2.25	\$4.81	\$2.99	\$5.55
50-59	\$9.85	\$19.64	\$11.33	\$21.12	50-59	\$4.93	\$9.82	\$5.67	\$10.56
60-69	\$18.83	\$32.54	\$20.31	\$34.02	60-69	\$9.42	\$16.27	\$10.15	\$17.01
70-79	\$33.00	\$65.72	\$34.48	\$67.20	70-79	\$16.50	\$32.86	\$17.24	\$33.60
80+	\$77.37	\$155.82	\$78.84	\$157.29	80+	\$38.68	\$77.91	\$39.42	\$78.65

CRITICAL ILLNESS – TOBACCO

Critical Illness–Tobacco (Bi-Weekly Rates)					Critical Illness–Tobacco (Weekly Rates)				
Issue Age	EE	EE & SP	EE & Child(ren)	Family	Issue Age	EE	EE & SP	EE & Child(ren)	Family
<29	\$1.20	\$2.71	\$2.67	\$4.19	<29	\$0.60	\$1.36	\$1.34	\$2.09
30-39	\$2.77	\$6.08	\$4.25	\$7.56	30-39	\$1.39	\$3.04	\$2.13	\$3.78
40-49	\$6.96	\$14.69	\$8.44	\$16.17	40-49	\$3.48	\$7.35	\$4.22	\$8.09
50-59	\$16.79	\$33.59	\$18.26	\$35.07	50-59	\$8.39	\$16.79	\$9.13	\$17.53
60-69	\$32.18	\$56.55	\$33.66	\$58.03	60-69	\$16.09	\$28.28	\$16.83	\$29.01
70-79	\$52.36	\$103.17	\$53.83	\$104.64	70-79	\$26.18	\$51.58	\$26.92	\$52.32
80+	\$107.10	\$215.05	\$108.58	\$216.53	80+	\$53.55	\$107.53	\$54.29	\$108.27

IDENTITY THEFT – NORTONLIFELOCK

	NortonLifeLock Benefit Essential			NortonLifeLock Benefit Premier		
	Bi-Weekly	Weekly	EE Mo Contribution	Bi-Weekly	Weekly	EE Mo Contribution
Employee only	\$3.69	\$1.84	\$7.99	\$6.23	\$3.11	\$13.49
Employee + spouse	\$7.38	\$3.69	\$15.98	\$12.45	\$6.23	\$26.98
Employee + child(ren)	\$7.38	\$3.69	\$15.98	\$12.45	\$6.23	\$26.98
Employee + family	\$7.38	\$3.69	\$15.98	\$12.45	\$6.23	\$26.98



IDEX