

OUR MISSION: PROTECT WHAT MATTERS MOST

Ourselves • Our Families
AmentumBenefits.com



Staying Healthy with Amentum Benefits

| Medical | Dental | Vision | Spending Accounts |
|---|---|--|--|
| <ul style="list-style-type: none"> • Anthem National Plans • Anthem PPO • Anthem PPO Plus • Anthem HDHP • Anthem HDHP Plus • Regional Plans • Kaiser CA • Kaiser HI • HMSA • BCBS of AL • Tricare Supplement • Cigna Global | <ul style="list-style-type: none"> • Delta Dental Basic • Delta Dental PPO • Delta Dental PPO Plus | <ul style="list-style-type: none"> • VSP • VSP Plus • An allowance for Costco and Walmart | <ul style="list-style-type: none"> • Health Savings Account (HSA) • Flexible Spending Accounts • Health Care • Limited Purpose • Dependent Care |

Anthem National Plans

| | Anthem HDHP | | Anthem HDHP Plus | | Anthem PPO | | Anthem PPO Plus | |
|--|---|----------------------|---|----------------------|--------------------------------------|----------------------|--------------------------------------|----------------------|
| Health Savings Account (HSA) Funding | Amentum will contribute up to \$100 per quarter if you complete wellness activities | | Amentum will contribute up to \$100 per quarter if you complete wellness activities | | Not available | | Not available | |
| Network | In-Network | Out-of-Network | In-Network | Out-of-Network | In-Network | Out-of-Network | In-Network | Out-of-Network |
| Deductible Individual/Family | \$4,500/\$9,000 | \$9,000/\$18,000 | \$1,800/3,600 | \$3,600/\$7,200 | \$1,000/\$2,000 | \$2,000/\$4,000 | \$500/\$1,000 | \$750/\$1,500 |
| Out-of-Pocket Maximums Individual/Family | \$6,000/\$12,000 | \$12,000/\$24,000 | \$4,000/8,000 | \$8,000/\$16,000 | \$4,000/\$8,000 | \$8,000/\$12,000 | \$2,500/\$5,000 | \$3,750/\$7,500 |
| Preventive Care | No charge, deductible does not apply | 50% after deductible | No charge, deductible does not apply | 50% after deductible | No charge, deductible does not apply | 50% after deductible | No charge, deductible does not apply | 40% after deductible |
| Physician Visit | | | | | | | | |
| Primary Care | 20% after deductible | 50% after deductible | 20% after deductible | 50% after deductible | \$25 copay | 50% after deductible | 20% after deductible | 40% after deductible |
| Specialist | 20% after deductible | 50% after deductible | 20% after deductible | 50% after deductible | \$50 copay | 50% after deductible | 20% after deductible | 40% after deductible |
| Urgent Care | 20% after deductible | 50% after deductible | 20% after deductible | 50% after deductible | \$50 copay | 50% after deductible | 20% after deductible | 40% after deductible |
| Emergency Room Care | 20% after deductible | 20% after deductible | 20% after deductible | 20% after deductible | 20% after deductible | 20% after deductible | 20% after deductible | 20% after deductible |
| Hospital | 20% after deductible | 50% after deductible | 20% after deductible | 50% after deductible | 20% after deductible | 50% after deductible | 20% after deductible | 40% after deductible |
| Retail Prescriptions | | | | | | | | |
| Generic | | | | | \$10 copay | | \$10 copay | |
| Specialty | 20% after deductible | 50% after deductible | 20% after deductible | 50% after deductible | \$40 copay | 50% after deductible | \$30 copay | 40% after deductible |
| Non-Formulary | | | | | \$60 copay | | \$50 copay | |
| Mail Order Prescriptions | | | | | | | | |
| Generic | | | | | \$20 copay | | \$20 copay | |
| Specialty | 20% after deductible | Not covered | 20% after deductible | Not covered | \$80 copay | 50% after deductible | \$60 copay | Not covered |
| Non-Formulary | | | | | \$120 copay | | \$100 copay | |

COM US Holiday Schedule – 2021

Facility Operations and Maintenance observes the following seven holidays each calendar year:

New Year's Day – Friday, January 1, 2021

Memorial Day – Monday, May 31, 2021

Independence Day – Monday, July 5, 2021

Labor Day – Monday, September 6, 2021

Thanksgiving – Thursday, November 25, 2021

Day after Thanksgiving – Friday, November 26, 2021*

Christmas – Friday, December 24, 2021

Employees will gain two (2) floating holidays (8 hours each) after their completion of one (1) year of service.

COM Vacation Guide – 2021

| YEARS OF SERVICE | BIWEEKLY DOMESTIC PTO HOURS | DOMESTIC ANNUAL ACCRUAL/DAYS (8 HOURS) | MAXIMUM PTO HOURS |
|------------------|-----------------------------|--|-------------------|
| UP TO 1 | 3.07 | 10 DAYS | 20 DAYS |
| 2 TO 4 | 4.62 | 15 DAYS | 30 DAYS |
| 5 TO 9.99 | 6.16 | 20 DAYS | 40 DAYS |
| 10 OR MORE | 7.70 | 25 DAYS | 50 DAYS |

Disability Benefits

Disability benefits help protect your financial security by replacing a portion of your income when you are unable to work due to illness, pregnancy or a non-work-related injury. Your disability benefits are administered through The Hartford.

Short-Term Disability (STD)

STD coverage provides 66.67% of your weekly base earnings, up to \$2,000 per week, in the event of a qualifying disability. Benefits begin after seven consecutive days of absence and are payable up to a maximum of 26 weeks from date of disability.

Long-Term Disability (LTD)

LTD coverage provides 60% of weekly base earnings, up to \$15,000 per month, in the event of a qualifying disability. For additional peace of mind, you can buy-up to 66.67% of your weekly base earnings, up to \$15,000 per month for an additional cost. LTD benefits begin after 180 consecutive days.

GuidanceResources Employee Assistance Program (EAP)

Get FREE resources, including confidential counseling, financial advice, legal support and family resources to help you balance the demands of work and life.

Wellness

Our U.S. wellness program provides opportunities and rewards to help employees and spouses/domestic partners be well physically, emotionally and financially. When you and your spouse/domestic partner complete the quarterly wellness activities, you'll receive a contribution of up to \$100 in your HSA (HDHP participants) to pay for qualified health care expenses or in a wellness account (those enrolled in a PPO or HMO plan) to purchase a variety of wellness-related products and services from the WebMD Marketplace.

Life and Accidental Death and Dismemberment (AD&D) Insurance*

Amentum provides a broad range of basic and optional life and AD&D insurance options for you to choose from. Log in to [AmentumBenefits.com](https://www.amentumbenefits.com) to learn more about the basic life and AD&D insurance benefits available to you.

Other Benefits Offered

Identity Theft Protection
Pet Insurance
Purchasing Power
Business Travel Benefits

Commuter Benefits
Education Assistance
Care.com
Wellness Program