

# Benefits at a Glance

# 2024



## Welcome to the TTI Family of Specialists

At TTI, Mouser, Sager and XTG, we value every employee and their contributions to our success. Because you work hard to make sure our family of specialists exceeds customer expectations, our benefits package is designed with your health and well-being in mind.

We know our employees are diverse, with varying needs, which is why TTI, Inc. offers an array of benefits for employees to choose from. Employees working 30 hours or more per week are considered full-time and are benefits eligible.

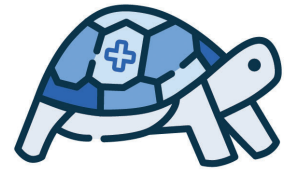
This brochure gives an overview of the benefit choices that can meet your needs in 2024. Review these options carefully and discuss with your family to ensure you choose the right coverages for you.

We have provided a detailed list of contacts in the Human Resources department. Please reach out to them with any questions.



# Medical Benefits

Full-time employees are eligible to enroll in one of the TTI, Inc. medical plans on the first of the month following one full month of employment. Medical coverage will be provided through Blue Cross Blue Shield of Texas (BCBSTX). The chart below provides a summary of the 2024 Blue Choice HSA, Blue HPN HSA, and Blue Choice PPO.



	Blue Choice HSA		Blue HPN HSA	Blue Choice PPO	
	In-Network	Out-of-Network	In-Network Only	In-Network	Out-of-Network
<b>Network</b>	Blue Choice		Blue HPN	Blue Choice	
<b>Calendar Year Deductible</b>	\$1,600 individual \$3,200 family	\$3,000 individual \$6,000 family	\$1,600 individual \$3,200 family	\$2,500 individual \$5,000 family	\$5,000 individual \$10,000 family
<b>Calendar Year Out-of-Pocket Maximum (Includes Deductible)</b>	\$5,800 individual \$8,750 family	\$10,000 individual \$20,000 family	\$5,800 individual \$8,750 family	\$7,000 individual \$14,000 family	\$14,000 individual \$28,000 family
<b>Coinsurance</b>	You pay 20% after deductible	You pay 40% after deductible	You pay 20% after deductible	You pay 25% after deductible	You pay 50% after deductible
<b>Preventive Care Visit</b>	100% covered	Not covered	100% covered	100% covered	Not covered
<b>Primary Care Visit</b>	You pay 20% after deductible	You pay 40% after deductible	You pay 20% after deductible	\$25 copay	You pay 50% after deductible
<b>Specialist Visit</b>	You pay 20% after deductible	You pay 40% after deductible	You pay 20% after deductible	\$50 copay	You pay 50% after deductible
<b>Outpatient/Inpatient Services</b>	You pay 20% after deductible	You pay 40% after deductible	You pay 20% after deductible	You pay 25% after deductible	You pay 50% after deductible
<b>Urgent Care</b>	You pay 20% after deductible	You pay 40% after deductible	You pay 20% after deductible	\$50 copay	You pay 50% after deductible
<b>Emergency Room</b>	You pay 20% after deductible	You pay 40% after deductible	You pay 20% after deductible	\$500 copay (waived if admitted) + 25% after deductible	
<b>Hospital MRI and CT Scan</b>	You pay 40% after deductible	You pay 40% after deductible	You pay 40% after deductible	You pay 50% after deductible	You pay 50% after deductible
<b>Free-Standing Facility MRI and CT</b>	You pay 20% after deductible	You pay 40% after deductible	You pay 20% after deductible	You pay 25% after deductible	You pay 50% after deductible

## Biweekly Medical Premium Contributions

Your pretax biweekly premium contributions are based on the plan you elect and your previous year's annual earnings. If you are a new hire, your contributions are based on your annual target income.

	Blue Choice HSA			Blue HPN HSA			Blue Choice PPO		
<b>Annual Salary Tiers</b>	<\$55,000	\$55,000 to \$104,999	\$105,000+	<\$55,000	\$55,000 to \$104,999	\$105,000+	<\$55,000	\$55,000 to \$104,999	\$105,000+
<b>Employee Only</b>	\$63.00	\$93.00	\$100.00	\$46.00	\$70.00	\$75.00	\$46.00	\$70.00	\$75.00
<b>Employee + Spouse</b>	\$135.00	\$204.00	\$216.00	\$102.00	\$156.00	\$165.00	\$102.00	\$156.00	\$165.00
<b>Employee + Child(ren)</b>	\$117.00	\$176.00	\$182.00	\$88.00	\$132.00	\$140.00	\$88.00	\$132.00	\$140.00
<b>Employee + Family</b>	\$175.00	\$287.00	\$301.00	\$132.00	\$218.00	\$230.00	\$132.00	\$218.00	\$230.00

**Tobacco Surcharge:** An additional \$23.08 per paycheck will be applied to the above premium contributions if the employee is a tobacco/nicotine user or fails to certify tobacco status during open enrollment.

**Working Spouse Surcharge:** An additional \$23.08 per paycheck will be applied to the above premium contributions if you cover a spouse who has access to medical coverage through his/her employer.

## Blue Choice Versus Blue HPN

The Blue Choice Plan offers in-network and out-of-network benefits providing you a broad network of doctors and hospitals. The Blue HPN gives you access to a select group of doctors and hospital in more than 55 of the major U.S. cities. You don't have to choose a primary care provider (PCP) and you won't need a referral to see a specialist.

## SurgeryPlus

SurgeryPlus is available to full-time employees and their dependents who are covered under the TTI, Inc. Medical Plan. Eligibility will be automatic at no additional cost per pay period. SurgeryPlus offers lower cost surgeries with board certified doctors with an extensive history of quality care. SurgeryPlus concierge service will help you understand the benefit, choose a surgeon, book appointments, and facilitate medical records transfer before you have surgery.

By utilizing this benefit, TTI will waive any coinsurance associated with a surgery. All you will be responsible for is any medical deductible that has not already been met for the plan year.

## Pharmacy Benefits

The Prescription Drug Program is administered by Express Scripts. The cost of this coverage is included in the biweekly premium you pay for medical coverage.

Employees and their covered dependents on maintenance medications have a 90-day supply requirement to fill 90-day prescriptions at Walgreens, CVS or through Express Scripts mail order through the Smart90 Program. All 30-day prescriptions may continue to be filled at all other network pharmacies. Maintenance medication as defined by the U.S. Preventive Services Task Force will be covered at 100%, with no deductible.

	Blue Choice HSA and Blue HPN HSA <sup>1</sup>		Blue Choice PPO	
Retail: 30-day supply	In-Network	Out-of-Network	In-Network	Out-of-Network
Tier 1 – Generic	\$5	Not Covered	\$5	Not Covered
Tier 2 – Preferred Brand Name	20% up to \$50	Not Covered	\$20	Not Covered
Tier 3 – Non-Preferred Brand	20% up to \$100	Not Covered	\$40	Not Covered
Tier 4 – Specialty <sup>2</sup>	20% up to \$200	Not Covered	\$100	Not Covered
Maintenance: 90-day supply filled at Walgreens or through Express Scripts Mail Order				
Tier 1 – Generic	\$10	Not Covered	\$10	Not Covered
Tier 2 – Preferred Brand Name	20% up to \$100	Not Covered	\$40	Not Covered
Tier 3 – Non-Preferred Brand	20% up to \$200	Not Covered	\$80	Not Covered
Tier 4 – Specialty <sup>2</sup>	N/A	Not Covered	N/A	Not Covered

<sup>1</sup> All prescriptions (except for maintenance medications as noted above), in the Blue Choice HSA and Blue HPN HSA plans will be subject to the medical deductible. Copays and coinsurance will not apply until 100% of the deductible has been met for the plan year. You will pay the full cost of the medication until the deductible has been met.

<sup>2</sup> You may fill a prescription for a specialty drug up to two times at any network retail pharmacy. After that, you will be directed to a designated pharmacy. If you choose not to obtain your specialty drug from that designated pharmacy, no benefits will be paid, and you will be responsible for the full cost. Coverage for Tier 4 medications is only available for a 30-day supply.

## Wellness

Making healthier lifestyle choices saves you time and money in the long run. TTI, Inc. offers company-paid targeted health management programs such as Livongo Diabetes Program, Livongo Hypertension Program and Wondr Health. These programs are available to employees and their dependents who must meet certain criteria to participate.

## Hinge Health

If you are enrolled in a TTI Medical Plan, and meet certain criteria, you get access to an innovative digital exercise program for chronic back, knee, hip, shoulder, and neck pain at no cost to you through our medical plans. The program provides a 12-week intensive program, followed by an ongoing program that builds on learned behaviors with wearable sensors and access to a physical therapist.

## Employee Assistance Program [EAP]

TTI, Inc. offers a company paid Employee Assistance Program through Guidance Resources to all employees and their dependents. EAP is a service that connects you with nurses and counselors through a variety of resources including, but not limited to mental health, marriage and family, legal assistance, and financial assistance. Employees and dependents are eligible for five counseling sessions at no charge.

## Virtual Medical Visits with MDLIVE

MDLIVE is available to employees and covered dependents who are enrolled in a TTI, Inc. medical plan. MDLIVE gives you 24/7 access to U.S. board-certified doctors who can treat many medical issues by phone or video. The per appointment fee is \$48. The fee will be applied to the annual medical deductible and out-of-pocket maximum.



## Health Savings Account [HSA]

TTI, Inc. offers an HSA through HSA Bank and will contribute an annual amount on your behalf if you are eligible and participating in the Blue Choice HSA or Blue HPN Medical Plans. For 2024, TTI will contribute an annual amount of \$500 for Employee Only coverage and \$1,000 for Family coverage. The 2024 contribution limits for the HSA (which include any employer contributions) are \$4,150 for Employee Only coverage and \$8,300 for Family coverage. There is a \$1,000 catch-up contribution for employees age 55 and over.

## Flexible Spending Account [FSA]

TTI, Inc. offers an FSA through HSA Bank if you are enrolled in the Blue Choice PPO plan. You can contribute up to \$3,200 in 2024 for qualified medical, dental, and vision expenses.

## Retirement Planning

The TTI, Inc. 401(k) plan provides you with the tools and flexibility you need to retire comfortably and securely. Eligible employees can invest for retirement while receiving certain tax advantages. The Company will match 100% of the first 3% and 50% of the next 2% of your deferral contributions. The match will be contributed every pay period and is 100% immediately vested. Administrative and record-keeping services for this plan are provided by Fidelity Investments and the investment options are managed by Mercer.

# Vision Benefits

TTI, Inc. full-time employees are eligible to enroll in the vision plan through VSP on the first of the month following one full month of employment.

	In-Network	Out-of-Network Reimbursement
<b>Exams – once per plan year</b>	\$10 copay	Up to \$40
<b>Lenses – once per plan year</b>	Covered at 100% after copay	Single vision: Up to \$40 Bifocal: Up to \$60 Trifocal: Up to \$80
<b>Elective contacts instead of glasses – once per plan year</b>	\$130 allowance with 15% discount off any amount over \$130 (standard contact lens fitting fee also applies)	Up to \$130
<b>Medically necessary contacts</b>	Covered (standard contact lens fitting fee applies)	Up to \$130
<b>Frames – once every 24 months</b>	\$20 copay for complete pair of glasses with \$140 allowance and 20% discount off any amount over \$140	See covered materials; up to \$45 reimbursement

\*The Materials copay is a single payment that applies to the entire purchase of the eyeglasses (lenses and frames).

\*\*A standard contact lens fitting fee applies to an existing contact lens user who wears disposable, daily wear, or extended wear lenses only.

\*\*\*The insured is responsible for paying any charges in excess of this allowance.

## Biweekly Vision Premium Contributions

<b>Employee Only</b>	\$2.76
<b>Employee + Spouse</b>	\$5.53
<b>Employee + Child(ren)</b>	\$5.93
<b>Employee + Family</b>	\$9.46

The plan covers services from all licensed eye care providers, but your costs will be lower if you use an in-network provider. **Visit [www.vsp.com](http://www.vsp.com) to find an in-network provider.** All out-of-network services are subject to reasonable and customary (R&C) limitations. In-network copayments are paid directly to the provider. Out-of-network services will be reimbursed up to the amounts shown in the chart.



# Dental Coverage

TTI, Inc. full-time employees are eligible to enroll in one of the dental plans through MetLife on the first of the month following one full month of employment.

	Core Plan	Buy-Up Plan
<b>Calendar Year Deductible</b>	\$100 individual \$300 family	\$75 individual \$225 family
<b>Calendar Year Maximum</b>	\$1,000 per person	\$2,000 per person
<b>Preventive Services – exams, routine cleanings, bitewing X-rays</b>	Covered at 100%	Covered at 100%
<b>Basic Services – full mouth X-rays, fillings, oral surgery, simple extractions</b>	You pay 20% after deductible	You pay 20% after deductible
<b>Major Services – oral surgery, complex extractions, dentures, root canals, periodontics, crowns, bridges</b>	You pay 50% after deductible	You pay 50% after deductible
<b>Orthodontia for adults and dependent children</b>	You pay 50% after deductible	You pay 50% after deductible
<b>Orthodontia lifetime maximum</b>	\$1,000	\$2,000

\*After deductible.

\*\*Root Canals, Periodontal Surgery, and Periodontal Maintenance are covered under Basic at 80%.

\*\*\*Root Canals, Periodontal Surgery, and Periodontal Maintenance are covered under Major at 50%.

If your dentist doesn't participate in the plan's network, your out-of-pocket costs will be higher, and you are responsible for any charges beyond reasonable and customary (R&C). **To find a network dentist, visit [www.metlife.com](http://www.metlife.com)** and select Network Preferred Dentist Program (PDP) as the network.

## Biweekly Dental Premium Contributions

	Core Plan	Buy-Up Plan
<b>Employee Only</b>	\$5.52	\$8.11
<b>Employee + Spouse</b>	\$13.81	\$20.26
<b>Employee + Child(ren)</b>	\$9.94	\$14.59
<b>Employee + Family</b>	\$23.69	\$34.85

# Survivor Benefits

## Basic Employee Life and Accidental Death and Dismemberment (AD&D) Insurance

Full-time employees are eligible for company paid Basic Life and AD&D through BCBSTX following one full month of employment. Your Basic Life and AD&D benefit is 2x your base annual earnings up to \$750,000.

## Optional Life and AD&D Insurance

Optional Life is available through BCBSTX. Coverage can be up to a maximum of 4.5x your eligible earnings or up to \$1,000,000. The guaranteed issue amount of \$200,000 is available if you elect coverage during the initial enrollment period.

## Optional Dependent Life

You can elect Optional Life insurance for your spouse up to a maximum of \$100,000. BCBSTX offers a guaranteed issue amount for your spouse of \$25,000 if you elect coverage during the initial enrollment. The premium for a spouse is based on the employee's age. You may also elect coverage for your child(ren) (six months to 26) up to a maximum of \$10,000. You must be enrolled in Optional Life as the employee to enroll your dependents in Optional Life.

	Basic Life and AD&D	Optional Employee Life	Optional Spouse Life	Optional Child Life
<b>Benefit Amount</b>	2x base annual earnings (rounded to the next \$1,000)	\$10,000 increments	\$5,000 increments	\$1,000 (Birth to 6 months) \$2,000 increments (6 months to age 26)
<b>Benefit Maximum</b>	\$750,000	Lesser of 4.5x your prior year earnings or \$1,000,000	\$100,000	\$10,000
<b>Guaranteed Issue</b>	N/A	\$200,000	\$25,000	N/A

## Monthly Employee and Spouse Optional Life Premium Contributions (per \$1,000 of coverage)

Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+
\$0.06	\$0.07	\$0.08	\$0.11	\$0.17	\$0.23	\$0.38	\$0.68	\$0.86	\$1.40	\$3.20

## Monthly Child Optional Life Premium Contributions (per \$1,000 of coverage)

\$0.16

TO CALCULATE HOW MUCH YOUR OPTIONAL LIFE COVERAGE WILL COST:						
\$	÷ 1,000 =	\$	x Age Based Rate =	\$	x 12 / 26 =	\$
Elected Coverage Amount				Monthly Premium		Biweekly Premium



# Income Protection

TTI, Inc. offers disability coverage to protect you when you are unable to perform the essential functions of your job. This insurance protects a portion of your income until you can return to work or until you reach retirement age. Full-time employees are eligible for disability coverage on the first of the month following one full month of employment.

## Short-Term Disability (STD) Insurance

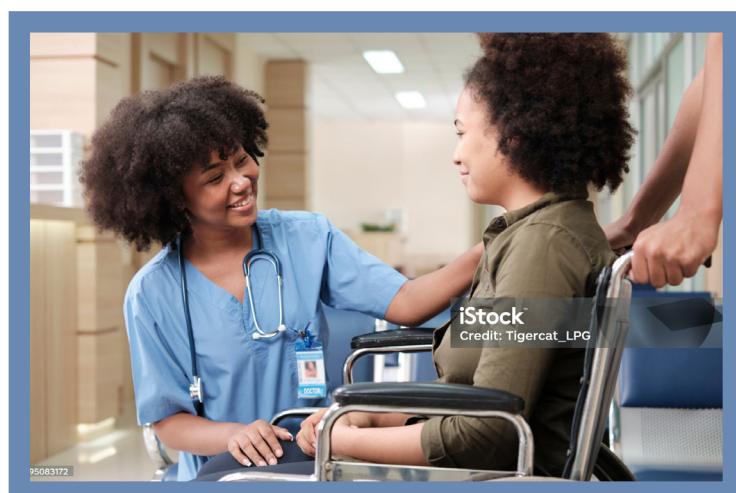
Short-Term Disability (STD) is a Company-paid benefit and is available to full-time employees at no cost. STD insurance replaces 67% of your income and is a taxable benefit. For birthing moms, it replaces 100% of your income for 6 or 8 weeks (recovery period based on delivery type). Certain exclusions may apply. Please refer to the plan document for details or contact the Benefits Team for specific benefit questions.

## Long-Term Disability (LTD) Insurance

Long-Term Disability (LTD) is a Company-paid benefit and is available to full-time employees at no cost. LTD insurance replaces 60% of your income if you become partially or totally disabled for an extended period of time.

	STD	LTD
<b>Benefit Amount</b>	67% of weekly income or 100% of weekly income for birthing mothers (6 or 8 weeks)	60% of your monthly income
<b>Benefit Maximum</b>	\$2,000 per week	\$20,000 per month
<b>Benefits Begin After</b>	7 days for illness; 0 days for accident or injury	90 days
<b>Maximum Benefit Period</b>	13 weeks*	Until you can return to work or reach Social Security normal retirement age

\*If a Short-Term Disability claim extends beyond the 13-week duration, the claim is transitioned to the BCBSTX Long-Term Disability Team. A Long-Term Disability examiner will also reach out to you to discuss next steps and what additional information is needed or has been requested. If Long-Term Disability benefits are approved, benefits are issued and paid to you by BCBSTX and are issued on a monthly schedule.





# Voluntary Benefits

Voluntary benefits from The Hartford can offer financial support to you and your family members in the event of an accident, critical illness diagnosis or hospital stay. Accident insurance pays a cash benefit for accidental injuries and related services and treatment. Critical illness insurance pays a lump sum cash benefit if you are diagnosed with a covered illness. Hospital indemnity insurance pays a lump sum cash benefit for a hospital stay for a covered illness or injury. These plans are designed to supplement your medical insurance, and you can use the cash benefit however you choose.

## Accident Insurance Biweekly Rates

Tier	Biweekly Rate
Employee Only	\$3.39
Employee + Spouse	\$5.40
Employee + Children	\$5.77
Employee + Family	\$9.06

## Hospital Indemnity Biweekly Rates

Tier	Biweekly Rate
Employee Only	\$8.25
Employee + Spouse	\$17.79
Employee + Children	\$15.25
Employee + Family	\$25.95

## Critical Illness

Attained Age Uni-smoker Rates			
Monthly Rate (Per \$1,000 of Coverage)			
Age	Employee	Spouse	Child(ren)
< 25	\$0.29	\$0.29	0.62
25-29	\$0.38	\$0.38	
30-34	\$0.50	\$0.50	
35-39	\$0.66	\$0.66	
40-44	\$0.93	\$0.93	
45-49	\$1.41	\$1.41	
50-54	\$1.93	\$1.93	
55-59	\$2.55	\$2.55	
60-64	\$3.51	\$3.51	
65-69	\$4.76	\$4.76	
70-74	\$6.25	\$6.25	
75-79	\$7.96	\$7.96	
80+	\$9.96	\$9.96	
Coverage Available: \$10,000, \$20,000 or \$30,000			

TO CALCULATE HOW MUCH YOUR COVERAGE WILL COST:							
\$	÷ 1,000 =	\$	x Age Based Rate =	\$	x 12 / 26 =	\$	
Elected Coverage Amount				Monthly Premium		Biweekly Premium	

# Additional Benefits

## Vacation

TTI full-time and part-time employees are eligible for vacation on the first day of the calendar year. Newly hired employees will be eligible for vacation on the first of the month following one full month of employment. During the first year of employment, vacation is accrued at 3.08 hours per pay period for full-time hourly employees, 4.62 hours per pay period for salaried employees, and 1.54 hours per pay period for part-time employees. Employees are able to go negative and use time up to the annual allotment.

Full-Time Hourly		Full-Time Salaried		Part-Time	
Service Time	Vacation	Service Time	Vacation	Service Time	Vacation
1 Month	Prorated 3.08 Hours per pay period	1 Month	Prorated 10 Hours/Month	1 Month	Prorated 4.62 Hours per pay period
Years 1 – 4	10 Days/80 Hours	Years 1 – 4	15 Days/120 Hours	Years 1 – 4	8 Days/40 Hours
Years 5 – 9	15 Days/120 Hours	Years 5 – 9	20 Days/160 Hours	Years 5 – 9	12 Days/60 Hours
Years 10 – 15	20 Days/160 Hours	Years 10 – 15	22 Days/176 Hours	Years 10+	16 Days/80 Hours
Years 16 – 19	22 Days/176 Hours	Years 16 – 19	23 Days/184 Hours		
Years 20+	25 Days/200 Hours	Years 20+	25 Days/200 Hours		

We encourage employees to take their vacation; carryover is not allowed, except as required by state law.

## Holidays

Full-time and part-time employees are eligible for Company-paid holidays on the first day of employment. These include New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, day after Thanksgiving Day, and Christmas Day. If Christmas or New Year's Day falls on a Tuesday or Thursday, the adjacent Monday or Friday will also be observed as a holiday.

## Floating Holidays

Full-time employees will receive floating holidays based on hire date. See allocation at right.

Hire Date	Number of Floating Holidays
Hired on or before January 1	Three floating holidays
Hired January 2 to April 1	Two floating holidays
Hired April 2 to July 1	One floating holiday
Hired July 2 or after	Floating holidays allocated in January



## PerkSpot Discount Program

PerkSpot is your online destination for exclusive discounts that help you save when you shop with many of your favorite merchants. It's completely free to use and optimized for any device: desktops, tablets and phones so you can filter your search by category and distance.

Start saving by signing up or logging into your organization's PerkSpot website. Access thousands of discounts in over 30 different categories that are updated daily, and watch for new featured discounts in PerkSpot's weekly email. You have access to over 30,000 exclusive discounts with local, nationwide and global vendors. PerkSpot's online portal lets you shop and find discounts in over 30 different categories, including electronics, travel, home goods, cars, health and more.

## Personal Time Off (PTO)

Full-time hourly employees are eligible for PTO on the first of the month following one full month of employment. PTO can be used by employees if they are sick, their child is sick or for other personal emergencies. Newly hired employees receive an allocation of 4 hours each month up to a maximum of 40 hours. Depending on when the first 40 hours of PTO is reached, employees will earn either 40 hours on January 1 of the following year or a prorated amount for the remaining part of that calendar year. Any PTO hours remaining at the end of the year will be paid on the last paycheck of the year.

Note: This may be different in states with mandated sick leave laws.

## Parental Leave

Full-time, benefits eligible employees are eligible to request Paid Parental Leave after the birth, adoption or placement of a child after one full month of employment. Eligible employees may take up to two (2) weeks of continuous paid parental leave during a rolling 12-month period.

## Bereavement

Full-time and part-time employees are eligible to receive up to three days excused absence with pay in the event of a death in their immediate family (California employees can take up to five days with three being paid and two unpaid). Immediate family includes spouse, domestic partner (where required by law) mother, stepmother or father, stepfather of you or your spouse, children, grandchildren, brother or sister of you or your spouse, or grandparents of you or your spouse and other relationships as defined by state law.

## Jury Duty

Full-time and part-time employees are eligible to receive base rate of pay during absences from work while performing jury duty — up to a maximum of 10 days per calendar year. You are eligible for this benefit on the first day of employment.

## Benefits Department

TTI	Stephanie Ayala 817-740-1777 ext. 4622	<a href="mailto:Stephanie.Ayala@ttiinc.com">Stephanie.Ayala@ttiinc.com</a>
	Shari Kennedy 817-740-1777 ext. 4586	<a href="mailto:Shari.Kennedy@ttiinc.com">Shari.Kennedy@ttiinc.com</a>
	Jada Shankleton 817-740-1777 ext. 8716	<a href="mailto:Jada.Shankleton@ttiinc.com">Jada.Shankleton@ttiinc.com</a>
	Paige Seynaeve 817-740-1777 ext. 4797	<a href="mailto:Paige.Seynaeve@ttiinc.com">Paige.Seynaeve@ttiinc.com</a>
	Dannielle Moors 817-740-1777 ext. 4249	<a href="mailto:Dannielle.Moors@ttiinc.com">Dannielle.Moors@ttiinc.com</a>
Mouser	Janet Baselice 817-804-7623	<a href="mailto:janet.baselice@mouser.com">janet.baselice@mouser.com</a>
	Deanna Jones 817-804-7494	<a href="mailto:deanna.jones@mouser.com">deanna.jones@mouser.com</a>
	Cyd Hymes 817-804-3830	<a href="mailto:cyd.hymes@mouser.com">cyd.hymes@mouser.com</a>
Sager	Jackie Leonard 508-923-6637	<a href="mailto:JLeonard@sager.com">JLeonard@sager.com</a> <a href="mailto:HResources@Sager.com">HResources@Sager.com</a>
	Cydney Gowing Human Resources Department 508-923-6691	<a href="mailto:CGowing@sager.com">CGowing@sager.com</a>
XTG	Tensa Davis 682-348-5130	<a href="mailto:Tensa.Davis@xponentialgroup.com">Tensa.Davis@xponentialgroup.com</a> <a href="mailto:benefits@xponentialgroup.com">benefits@xponentialgroup.com</a>

# Important Contacts

Benefit/Topic	Contact	How to Reach Them
Medical Plans (Policy #212692)	Blue Cross Blue Shield of Texas (BCBSTX) and Health Advocates	855-649-9613 <a href="http://www.bcbstx.com">www.bcbstx.com</a> Claims Address: Blue Cross Blue Shield of Texas P.O. Box 660044 Dallas, TX 75266-0044
Virtual Visits	MDLIVE	888-680-8646 <a href="http://www.MDLIVE.com/bcbstx">www.MDLIVE.com/bcbstx</a>
Pharmacy Benefits	Express Scripts	866-890-1453 <a href="http://www.express-scripts.com">www.express-scripts.com</a> Claims Address: Express Scripts ATTN: Commercial Claims P.O. Box 14711 Lexington, KY 40512-4711
Weight Loss Support	Wondr Health	<a href="http://www.wondrhealth.com/tti-support.wondrhealth.com">www.wondrhealth.com/tti-support.wondrhealth.com</a>
Diabetes or Hypertension Support	Livongo	800-945-4355 <a href="http://www.livongo.com">www.livongo.com</a> <a href="mailto:membersupport@livongo.com">membersupport@livongo.com</a>
Musculoskeletal Therapy Support	Hinge Health	855-902-2777 <a href="http://www.hingehealth.com">www.hingehealth.com</a>
Surgery Providers and Savings	Surgery Plus	833-834-0048 <a href="http://tti.surgeryplus.com">tti.surgeryplus.com</a>
Dental Plans (Policy #114145)	MetLife	800-942-0854 <a href="http://www.metlife.com">www.metlife.com</a> Claims Address: Group Dental Claims P.O. Box 981282 El Paso, TX 79998-1282
Vision Plan (Policy #300144153)	VSP	800-877-7195 <a href="http://www.vsp.com">www.vsp.com</a> Claims Address: Vision Service Plan Attention: Claims Services P.O. Box 385018 Birmingham, AL 35238 5018
Health Savings Account and Flexible Spending Account	HSA Bank	855-731-5220 <a href="http://www.hsabank.com">www.hsabank.com</a>
Employee Assistance Program (EAP) (Plan #149884)	ComPsych GuidanceResources	844-216-8672 <a href="http://www.guidanceresources.com">www.guidanceresources.com</a>
Leave Administration	Sedgwick	888-436-9530 <a href="http://timeoff.sedgwick.com">timeoff.sedgwick.com</a>
Disability Coverage (Policy #F023242)	BCBSTX	877-442-4207 <a href="http://www.ancillarybcbstx.com">www.ancillarybcbstx.com</a>
Life and AD&D (Policy #F023242)	BCBSTX	800-778-2281 <a href="http://www.bcbstx.com/ancillary/employees">www.bcbstx.com/ancillary/employees</a>
Voluntary Accident, Critical Illness and Hospital Indemnity Plans (Policy #715312 – The Hartford)	The Hartford	866-547-4205 <a href="http://TheHartford.com/benefits/myclaim">TheHartford.com/benefits/myclaim</a>
Employee Perks Program	PerkSpot	<a href="http://pslogin.perkspot.com">pslogin.perkspot.com</a>
Retirement (Plan #81577)	Fidelity	800-826-3245 <a href="http://netbenefits.com">netbenefits.com</a>
Workplace Giving	Fidelity	800-826-3245 <a href="http://netbenefits.com">netbenefits.com</a>

This brochure is intended to describe the eligibility requirements, enrollment procedures and coverage effective dates for the benefits offered by the Company. It is not a legal Plan document and does not imply a guarantee of employment or a continuation of benefits. While this brochure is a tool to answer most of your questions, full details of the Plans are contained in the Summary Plan Descriptions (SPDs) which govern each Plan's operation. Whenever an interpretation of a Plan benefit is necessary, the actual Plan documents will be used.