



# FIS EMPLOYEE BENEFITS (U.S.)

FIS™ is committed to providing competitive benefits and resources to our employees. This includes company-paid and voluntary health and welfare benefits, available through easy payroll deduction. The following snapshot will provide a high-level overview of the FIS benefit package.



[WWW.FISGLOBAL.COM/CAREERS](http://WWW.FISGLOBAL.COM/CAREERS)

## 100 Percent Company-paid Benefits

- Basic life insurance and accidental death and dismemberment (AD&D) insurance
- Basic dependent life insurance
- Business travel accident insurance
- Employee Assistance Program (EAP)
- Health Advocate service
- LiveWELL well-being program

## Voluntary Benefit Options

- Medical
- Dental
- Vision
- Supplemental employee and dependent life insurance
- Short and long-term disability
- Health savings account (HSA)
- Flexible spending accounts (FSA)
- Legal insurance program
- Accident insurance
- Critical illness insurance
- Hospital indemnity insurance
- Universal life insurance
- Long-term care insurance
- Auto/home insurance
- Identity theft protection
- Pet insurance
- Employee purchase program



Benefits are effective on the first day of the month following or coinciding with your date of hire. Employees have 30 days to enroll in benefits.

### Medical

Major medical coverage for health care services and prescription drugs.

- Blue Cross Blue Shield
- Kaiser (California only)
- HMSA (Hawaii only)

### Dental

Two MetLife dental options to best meet employee's dental care needs.

### Vision

Two EyeMed Vision Care options to best meet employee's vision care needs.



Eligible dependents include your legal spouse, domestic partner and children.



As an employee of FIS, you gain access to the LiveWELL well-being program designed to help cultivate healthy lifestyle habits in a fun and interactive way with the opportunity to earn incentives and a credit on your health care premium.

## Life Insurance

FIS pays 100 percent of the cost of your basic life and AD&D coverage, each equals 1.5 times your base salary, up to \$1 million. FIS also provides basic dependent life insurance coverage of \$5,000 for your spouse/domestic partner and \$2,000 per child.

## Vacation and Sick Time

Employees receive the following vacation and sick time benefits, which are prorated and begin accruing the day you start:

- Fifteen days of vacation time and four “floating” holidays
- Five days of sick time

## 401(k) Plan

Employees can contribute from 1 to 40 percent of eligible compensation to the FIS 401(k) plan. For every \$1 you contribute, (up to 6 percent of your eligible compensation), FIS will contribute an additional \$0.50 in company match.

## Employee Stock Purchase Plan (ESPP)

Employees can contribute from 3 to 15 percent of their base salary and commissions “to purchase FIS stock.” FIS matches 25 percent of the employee contributions made to the ESPP on a quarterly basis one year after the employee contribution is made.

## Additional Benefits and Perks

- Tax-free transportation programs, including:
  - Parking
  - Mass transit
  - Bicycle
- Adoption Assistance program
- Paid Parental Leave
- Online, in-person and classroom-based training and learning opportunities
- FIS Perks at Work – employee-only pricing at over 28,000 merchants
- Scholarship program
- Tuition assistance
- Gradifi Student Loan Refinance and Debt Consolidation program
- FIS Cares – a peer-to-peer donation program

## About FIS

FIS is a global leader in technology, solutions and services for merchants, banks and capital markets that helps businesses and communities thrive by advancing commerce and the financial world. For over 50 years, FIS has continued to drive growth for clients around the world by creating tomorrow’s technology, solutions and services to modernize today’s businesses and customer experiences. By connecting merchants, banks and capital markets, we use our scale, apply our deep expertise and data-driven insights, innovate with purpose to solve for our clients’ future, and deliver experiences that are more simple, seamless and secure to advance the way the world pays, banks and invests. Headquartered in Jacksonville, Florida, FIS employs about 55,000 people worldwide dedicated to helping our clients solve for the future. FIS is a Fortune 500® company and is a member of Standard & Poor’s 500® Index. For more information about FIS, visit [www.fisglobal.com](http://www.fisglobal.com)



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