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You'll also be eligible for comprehensive benefits and programs to support your well-being.

- This is a high-level overview of the benefits offered by FIS.
- Benefits offered are subject to terms of employment and applicable benefit plan rules and may change at any time.
- Most benefits are effective first of the month following or coinciding with date of hire. Eligible dependents include your legal spouse, domestic partner and children. If your spouse/domestic partner is eligible for their own employer-sponsored medical coverage, they are not eligible for FIS medical coverage but are eligible for other benefits.



2024 FIS Benefits Snapshot (U.S.)

<div><div>HEALTH CARE BENEFITS</div><div></div><div>3</div><div>BCBS MEDICAL PLANS WITH RX*</div></div> <div><div></div><div>VIRTUAL HEALTH CARE THROUGH ALL MEDICAL PLANS</div></div> <div><div></div><div>2</div><div>METLIFE DENTAL PLANS</div></div> <div><div></div><div>2</div><div>EYEMED VISION PLANS</div></div> <div><div></div><div>HEALTH SAVINGS ACCOUNT & FLEXIBLE SPENDING ACCOUNTS</div><div>With HSA company contribution</div></div> <div><div></div><div>VOLUNTARY MEDICAL PLANS</div><div>Accident, critical illness and hospital indemnity insurance</div></div>	<div><div>PAID TIME OFF</div><div></div><div>15</div><div>VACATION DAYS**</div></div> <div><div></div><div>5</div><div>SICK DAYS**</div></div> <div><div></div><div>7</div><div>COMPANY-RECOGNIZED AND</div><div>4</div><div>PERSONAL CHOICE HOLIDAYS**</div></div> <div><div></div><div>PAID BEREAVEMENT LEAVE</div></div> <div><div></div><div>401(k) PLAN</div><div>FIS matches 50% of the first 6% you contribute</div></div> <div><div></div><div>EMPLOYEE STOCK PURCHASE PLAN</div><div>Buy company shares and receive a 20% FIS match</div></div>	<div><div>FAMILY FRIENDLY PROGRAMS</div><div></div><div>PARENTAL LEAVE</div><div>4 weeks paid parental leave 4 weeks paid maternity leave</div></div> <div><div></div><div>FERTILITY & FAMILY PLANNING</div></div> <div><div></div><div>CAREGIVER & CHILD CARE SUPPORT</div></div> <div><div></div><div>ADOPTION ASSISTANCE</div></div> <div><div></div><div>FIS CARES PROGRAM</div><div>Get and give support in cases of severe financial hardship caused by certain unforeseen and unpreventable circumstances</div></div>	<div><div>FIS CARES ABOUT YOUR WELL-BEING</div><div></div><div>EMPLOYEE ASSISTANCE PROGRAM</div><div>Confidential counseling and work/life support</div></div> <div><div></div><div>HEALTH CARE NAVIGATION</div><div>Centralized app and coordinated care team to help you make the most of your FIS benefits</div></div> <div><div></div><div>WELL-BEING PROGRAM</div><div>Earn points to redeem cash rewards and a discount on your medical plan premiums</div></div> <div><div></div><div>HEALTH SUPPORT</div><div>Get support managing a chronic condition such as diabetes or hypertension, quitting tobacco, losing weight, eating healthy and more</div></div> <div><div></div><div>DECISION SUPPORT</div><div>Get answers to health care questions, access to a cancer quality program and help making surgery decisions</div></div>	<div><div>ADDITIONAL BENEFITS</div><div></div><div>LIFE/AD&D INSURANCE</div><div>Company-paid coverage for you and eligible dependents, plus voluntary coverage available for you and dependents</div></div> <div><div></div><div>SHORT-TERM & LONG-TERM DISABILITY</div></div> <div><div></div><div>LEGAL PLAN</div></div> <div><div></div><div>AUTO & HOME INSURANCE</div></div> <div><div></div><div>PET INSURANCE</div></div> <div><div></div><div>IDENTITY PROTECTION</div></div> <div><div></div><div>EMPLOYEE PURCHASE PLAN & DISCOUNTS</div></div> <div><div></div><div>TUITION ASSISTANCE & STUDENT LOAN REFINANCING</div></div>
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*Additional plans offered for colleagues in California (Kaiser) and Hawaii (HMSA)
**Pro-rated based on hire date