### 2024 FIS Benefits Snapshot (U.S.)

**HEALTH CARE BENEFITS**
- 3 BCBS MEDICAL PLANS WITH RX*
- 2 METLIFE DENTAL PLANS
- 2 EYEMED VISION PLANS
- 2 VOLUNTARY MEDICAL PLANS
- 401(k) PLAN: FIS matches 50% of the first 6% you contribute
- EMPLOYEE STOCK PURCHASE PLAN: Buy company shares and receive a 20% FIS match

**PAID TIME OFF**
- 15 VACATION DAYS**
- 5 SICK DAYS**
- 7 COMPANY-RECOGNIZED AND PERSONAL CHOICE HOLIDAYS**
- 4 PAID BEREAVEMENT LEAVE
- 15 VACATION DAYS**
- 7 SICK DAYS**
- 4 PAID BEREAVEMENT LEAVE

**FAMILY FRIENDLY PROGRAMS**
- PARENTAL LEAVE: 4 weeks paid parental leave
- FERTILITY & FAMILY PLANNING
- CAREGIVER & CHILD CARE SUPPORT
- ADOPTION ASSISTANCE

**FIS CARES ABOUT YOUR WELL-BEING**
- EMPLOYEE ASSISTANCE PROGRAM: Confidential counseling and work/life support
- HEALTH CARE NAVIGATION: Centralized app and coordinated care team to help you make the most of your FIS benefits
- WELL-BEING PROGRAM: Earn points to redeem cash rewards and a discount on your medical plan premiums
- HEALTH SUPPORT: Get support managing a chronic condition such as diabetes or hypertension, quitting tobacco, losing weight, eating healthy and more
- DECISION SUPPORT: Get answers to health care questions, access to a cancer quality program and help making surgery decisions

**ADDITIONAL BENEFITS**
- LIFE/AD&D INSURANCE: Company-paid coverage for you and eligible dependents, plus voluntary coverage available for you and dependents
- SHORT-TERM & LONG-TERM DISABILITY
- LEGAL PLAN
- AUTO & HOME INSURANCE
- PET INSURANCE
- IDENTITY PROTECTION
- EMPLOYEE PURCHASE PLAN & DISCOUNTS
- TUITION ASSISTANCE & STUDENT LOAN REFINANCING

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*Additional plans offered for colleagues in California (Kaiser) and Hawaii (HMSA)
**Pro-rated based on hire date