

Find A Career And More At Sodexo

When you join the Sodexo team as a **full-time employee**, you'll have access to programs and resources to support you—no matter who you are. From benefits to help you focus on your physical and emotional health, to tools that will help you maintain your financial and social well-being. We offer something for everyone in all stages of life.

Sodexo benefits begin on your date of hire!



For Your Health

We offer options when it comes to health plans.

- Four national Aetna Health Plans that cover preventive care, medical needs and come with an integrated pharmacy benefit: **Aetna Open Health Plan, Aetna Network Health Plan, Aetna Savings Health Plan** (with a Health Savings Account) and **Aetna Basic Health Plan**
- Depending on where you live, other **regional health plans** may also be available: Kaiser Permanente HMO, HMSA PPO and HMO (in Hawaii) and Triple-S Salud (in Puerto Rico)
- **Dental coverage** through MetLife that covers preventive, basic and major services, including orthodontia for all members regardless of age
- **Vision coverage** through EyeMed covers common vision care needs; access EyeMed's Vision Care Discount Program for extra savings (no enrollment necessary)

When enrolled in an Aetna Health Plan, you can also take advantage of programs like:

- No-cost surgery with **Carrum Health** (Savings Health Plan enrollees must meet IRS minimum of \$1,500 per individual before surgery costs are covered)
- Virtual physical therapy with **Hinge Health**
- Expert care managers and health coaching, diabetes care, oncology support and an enhanced maternity program
- **Teladoc Health** for a virtual way to access health care anytime, anywhere

The **LifeWorks Employee Assistance Program** gives you access to free, confidential solutions and resources that support your health, life, money and career: personalized health coaching plus discounts and exclusive deals on a variety of retail items and services.



The benefits listed are for standard plan offerings and give a general overview for full-time non-temporary salaried and hourly employees (working an average of 30 hours per week over a 52-week measurement period who are not covered under the terms of a collective bargaining agreement (CBA). Certain employees subject to a CBA are only eligible to participate in these plans to the extent provided for in the applicable CBA. If there is a difference between the information in this document, the Summary Plan description, the Plan Document or the carrier's service contract, the information in the Plan Document or contract governs. The Plan Administrator reserves the right to resolve any ambiguity in this document.

For Your Wallet

Sodexo offers you a variety of ways to save money and have financial protection for yourself and your family.

- **401(k) Savings Plan** for before-tax, after-tax and Roth contribution options, Sodexo matching contributions of \$.50 for every dollar you save, up to 6% of salary, and access to personalized investment advice through Voya
- **Health Savings Account (HSA)** to save for eligible healthcare expenses if enrolled in the Aetna Savings Health Plan
- **\$500 Wellness Credit** you can earn annually to discount your Aetna Health Plan paycheck deductions
- **Flexible Spending Accounts** to set aside and use pre-tax dollars for eligible expenses: Health Care Spending Account and Family Care Spending Account
- **Supplemental Insurance Plans** that pay a cash benefit in the case of an illness or injury for extra financial protection: Accident, Critical Illness and Hospital Indemnity Insurance.
- **Disability** to make sure money still comes in if you're unable to work: Short- and Long-Term Disability
- **Life And Accident** for peace of mind
 - Free Basic Life Insurance (free to full-time employees, no enrollment necessary)
 - Business Travel Accident Insurance (free for salaried employees, no enrollment necessary)
 - Group Term Life Insurance
 - Spouse and Child Life Insurance
 - Voluntary Accidental Death & Dismemberment (available with Group Term Life participation)
- **Identity Protection Pro Plus** through Allstate to safeguard your privacy, identity and finances with a monitoring service which alerts you to the first sign of fraud



If you have any questions about the benefits listed in this summary, please contact your recruiter.

This benefits summary is intended to provide prospective employees a general overview of the many benefits offered by Sodexo. More extensive information is provided to new employees upon hire.

For Your Life

We offer time off, discounts, tuition reimbursement as well as ways to save money.

- **Time off** in multiple ways: sick leave, holidays, vacation leave, personal days and more
- **Employee discounts** on cell phones, computers, mortgages, gyms, universities, rental cars, travel and more
- **Tuition reimbursement** of up to \$5,000 (after one year of service; courses must be pre-approved; talk with your manager to learn about additional requirements)
- **Credit unions:** Marriott Employees Federal Credit Union (MEFCU) and First Commonwealth Federal Credit Union (FCFCU)
- **Direct deposit** into your personal account or a Money Network Service free account, which you can access through checks or a no-fee debit card
- **Rewards and recognition programs** and **career development** opportunities

The benefits listed are for standard plan offerings and give a general overview for full-time non-temporary salaried and hourly employees (working an average of 30 hours per week over a 52-week measurement period who are not covered under the terms of a collective bargaining agreement (CBA). Certain employees subject to a CBA are only eligible to participate in these plans to the extent provided for in the applicable CBA. If there is a difference between the information in this document, the Summary Plan description, the Plan Document or the carrier's service contract, the information in the Plan Document or contract governs. The Plan Administrator reserves the right to resolve any ambiguity in this document.

Find A Career And More

At Sodexo

When you join the Sodexo team as a **part-time employee**, you'll have access to several programs and resources to support you—no matter who you are. And if you become eligible for more Sodexo benefits down the road, the Sodexo Benefits Center will notify you.



Benefits For Part-Time Employees

- **401(k) Savings Plan** helps you save money for the future with before-tax, after-tax and Roth contribution options; Sodexo matching contributions of \$.50 for every dollar you save, up to 6% of salary; and access to personalized investment advice through Voya
- **Credit unions:** Marriott Employees Federal Credit Union (MEFCU) and First Commonwealth Federal Credit Union (FCFCU)
- **Direct deposit** into your personal account or a Money Network Service free account, which you can access through checks or a no-fee debit card
- **Paid vacation, sick leave, and holidays:** Eligibility varies by unit and may not be available to all employees at all locations
- **Other paid time off:** Non-temporary employees are eligible for jury duty pay and up to three days of bereavement leave

Part-time employees are not eligible for Sodexo healthcare benefits; however, you can get medical insurance by visiting the Marketplace at healthcare.gov. For help navigating the Marketplace, Sodexo offers a simple tool to help you see if you qualify for Medicaid and/or lower costs if you purchase coverage through the Marketplace plans. To access this tool, visit SodexoCoverageResources.com or call **855-668-5040** and speak with a representative.



If you have any questions about the benefits listed in this summary, please contact your recruiter.

This benefits summary is intended to provide prospective part-time employees with a general overview of the benefits available.