

2022 Open Enrollment November 1-24



NEW! Family Planning Benefits

Avnet reimburses you for most adoption-related expenses or surrogacy costs, up to \$3,500 per child. Fertility coverage on the UHC plans no longer requires a medical diagnosis of infertility, making coverage more accessible.

Employee Contributions

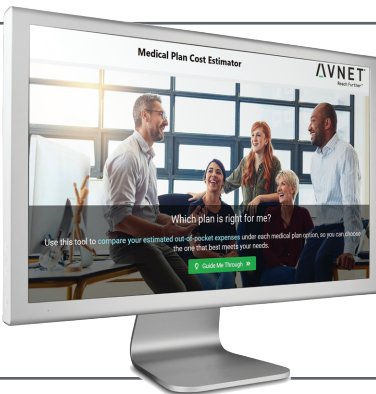
Changes to medical rates; no changes to dental, vision, and life insurance rates.

Flexible Spending/Health Savings Accounts

Don't forget that FSAs and HSAs require re-enrollment each year.



Your life is more than your work at Avnet. Make the most of it by accessing the Thrive well-being resources and information on Compass.



Choose the Best Plan for You!

It's a great time to complete a medical plan cost estimate to make sure you're getting the best healthcare value.

Visit medplancompare.com/avnet/ to make an informed decision.

Questions?

Email: hrnow@avnet.com

Phone: 888-99-HRNOW

Website: avnet.me/oe2022

Enroll: workday.avnet.com



2022 Contribution Schedule

Medical Options – UnitedHealthcare / Kaiser Permanente

| Medical Pre-tax contributions | HSA 70 biweekly | | | HSA 80 biweekly | | | Classic 70 biweekly | | | Kaiser biweekly | | |
|-------------------------------|-----------------|----------------|-------------|-----------------|----------------|-------------|---------------------|----------------|-------------|-----------------|----------------|-------------|
| Annual Pay (Target Income) | \$60K or Less | \$125K or Less | Over \$125K | \$60K or Less | \$125K or Less | Over \$125K | \$60K or Less | \$125K or Less | Over \$125K | \$60K or Less | \$125K or Less | Over \$125K |
| Employee Only | \$41 | \$45 | \$47 | \$72 | \$80 | \$95 | \$49 | \$84 | \$113 | \$47 | \$69 | \$72 |
| Employee + Spouse | \$126 | \$147 | \$174 | \$209 | \$238 | \$284 | \$157 | \$249 | \$344 | \$132 | \$201 | \$239 |
| Employee + Child(ren) | \$86 | \$100 | \$117 | \$146 | \$161 | \$190 | \$105 | \$170 | \$233 | \$90 | \$137 | \$162 |
| Employee + Family | \$174 | \$203 | \$238 | \$288 | \$328 | \$389 | \$223 | \$343 | \$474 | \$183 | \$277 | \$328 |

No increase in dental, vision, and life insurance rates!

Dental Options – MetLife

| Dental Pre-tax contributions | PPO Dental biweekly | Copay Dental biweekly |
|------------------------------|---------------------|-----------------------|
| Employee Only | \$10 | \$4 |
| Employee + Spouse | \$33 | \$11 |
| Employee + Child(ren) | \$31 | \$10 |
| Employee + Family | \$57 | \$20 |

Vision – VSP

| Vision Pre-tax contributions | VSP Vision biweekly |
|------------------------------|---------------------|
| Employee Only | \$3.60 |
| Employee + Spouse | \$6.56 |
| Employee + Child(ren) | \$6.66 |
| Employee + Family | \$10.63 |

Life Insurance – Lincoln Financial

| Employee Supplemental Life Insurance After-tax contributions | You can choose 1x, 2x, 3x, 4x or 5x eligible pay. Biweekly rates below are per \$1,000 of selected coverage. | | | | | | |
|--|--|-------------------------------------|-------------------------------------|-------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| | Age | Biweekly Rate | Age | Biweekly Rate | Age | Biweekly Rate | |
| | < 30 | \$0.016/\$1,000 | 45-49 | \$0.066/\$1,000 | 65-69 | \$0.313/\$1,000 | |
| | 30-34 | \$0.018/\$1,000 | 50-54 | \$0.093/\$1,000 | 70+ | \$0.468/\$1,000 | |
| | 35-39 | \$0.022/\$1,000 | 55-59 | \$0.159/\$1,000 | | | |
| | 40-44 | \$0.035/\$1,000 | 60-64 | \$0.178/\$1,000 | | | |
| Family Supplemental Life Insurance After-tax contributions | You can choose from seven options. Biweekly rates are the same regardless of the number of dependents covered. | | | | | | |
| | \$10,000 Spouse \$1,000 Children | \$25,000 Spouse \$2,500 Children | \$50,000 Spouse \$5,000 Children | \$75,000 Spouse \$7,500 Children | \$100,000 Spouse \$10,000 Children | \$150,000 Spouse \$15,000 Children | \$200,000 Spouse \$20,000 Children |
| | \$0.61 biweekly | \$1.52 biweekly | \$3.05 biweekly | \$4.57 biweekly | \$6.09 biweekly | \$9.14 biweekly | \$12.18 biweekly |

Visit avnet.me/oe2022 for the plan comparison tool, recorded presentations, rates, and plan details.