AVNET



THRIVE

2027 BENEFITS RESOURCE GUIDE

U.S. Employees

THRIVE

Your life is more than your work at Avnet. Your success is critical to Avnet's success, so we want to make sure you have the tools and information to thrive and live well. That's why we've created our well-being program - **Thrive: Resources for living well.**

We've combined all of Avnet's global and regional programs, tools and initiatives into **Thrive's** four core components:



Mind + Body - Your physical and mental health, fitness and well-being

Career - Your professional growth, skills and development

Money - Your Total Rewards, retirement planning and money management

Connection - Your community, networks and social interests

These four areas are interconnected and important to your health and success. Find all the resources and information you need at **Thrive** on **Compass**, including:

- **Dedicated pages for each of the four Thrive elements**, presenting topic-specific resources at the global level.
- **Easy, convenient access and links** to the most popular resources on HR Now under each of the four elements of Thrive.
- Staff-selected **LinkedIn Learning videos** relevant to each Thrive element.
- Avnet's **Thank You App**, an employee recognition program enabling colleagues to send and receive formal recognition for their efforts in the workplace.

Feel free to reach out the **HR Service Center** should you have any questions or suggestions.



This brochure provides only highlights of the benefits offered by Avnet. Additional details are set forth in the summary plan description for each plan posted on **avnet.me/spds**. If there are any inconsistencies between this brochure and a summary plan description (which also serves as the official plan document), the summary plan description will govern. Notwithstanding the foregoing, this document may describe changes to the health plans that are not yet reflected in the summary plan descriptions. With respect to those changes, this document is intended to serve as a summary of material modification that sets forth the applicable terms of the plan. Avnet reserves the right to modify, amend, or terminate any of the benefit plans, in whole or in part, with or without prior notice, at any time. This brochure does not serve as a contract or offer of employment. If you have any questions, please contact the HR Service Center at 888-99-HRNOW.

HEALTH PLAN ELIGIBILITY

All regular employees scheduled to work 20 or more hours a week are eligible for health, life, disability, and spending account benefits. Your coverage can begin on the first of the month after date of hire. You may enroll your eligible dependents in the same medical, dental, and vision plans in which you are enrolled.



Choose coverage for:

- Employee
- Employee + Spouse
- Employee + Child(ren)
- Employee + Family

Eligible dependents include:

- Your legal spouse (a former spouse does not qualify)
- Your children/stepchildren who are younger than 26 years of age and children for whom you are the legal guardian
- Your children who are primarily supported by you and incapable of sustaining employment by reason of mental or physical disability

Ineligible dependents include:

- Domestic partner/fiancé
- Grandchildren (unless you have legal guardianship)
- Former spouse if you are legally divorced
- Parents or grandparents

OPEN ENROLLMENT IS HELD EACH FALL, WITH COVERAGE CHANGES EFFECTIVE ON JANUARY 1.

When you leave Avnet, health coverage continues until the end of the month in which you terminate.

Changing Your Coverage

Once enrolled, you may not change your medical, dental, vision, or flexible spending account elections until the next open enrollment period. However, certain changes may be allowed during the year if you have a qualified change in status that is reported to the HR Service Center within 30 days of the qualifying event. If you do not meet this requirement, the IRS rules will not allow the change.

If you or your spouse are enrolled in an Avnet medical plan and have a baby, your newborn baby is covered for the first 30 days following birth. However, you must add your baby to your plan in Workday within 30 days of birth for coverage beyond the initial period.

Qualifying events include:

- Birth or adoption of a child
- Legal guardianship or Qualified Medical Child Support Order
- Loss or gain of coverage under another plan
- Change in marital status, including legal separation
- Death
- Loss of COBRA coverage, but only if it is the end of the continuation period

In addition to the above events, you may make changes to your dependent care flexible spending account if:

- The amount you must pay for dependent day care changes
- A change in employment status for you or your spouse changes your dependent care needs

Life Insurance elections, health savings, and commuter accounts can be changed in Workday at any time during the year.

MEDICAL PLAN OPTIONS

MIND + BODY

The HSA 70, HSA 80, and Classic 70 (PPO) are Preferred Provider Organization plans utilizing the UnitedHealthcare (UHC) Choice Plus network. You can receive care from any medical provider, but your costs are lower if you use a network provider because they have negotiated (discounted) rates. California employees have an additional choice of a Kaiser Permanente plan. As you compare all your medical options, be sure to review the deductibles, coinsurance percentages, out-of-pocket maximums, and employee contributions for each plan.

HSA 70 and HSA 80 Plans

Avnet offers two consumer-directed health plans (CDHPs), which are IRS-qualified health plans paired with a health savings account (HSA). CDHPs give you greater control over your healthcare decisions and how you spend your money; and they can help you save for future healthcare needs.

How Does a CDHP Work?

The first element of a CDHP is enrollment in an IRS–qualified health plan – either HSA 70 or HSA 80. By enrolling in one of these plans, you will be eligible to open a personal account earmarked for healthcare expenses called a health savings account (HSA). You can contribute pre-tax money to this account to be used to pay your out-of-pocket healthcare expenses, such as deductibles and coinsurance amounts. Avnet will also make a contribution to your HSA each year (available to you in January or when you are eligible if you enroll mid-year).

Avnet has contracted with Fidelity to establish an individual HSA bank account in your name and administer your account. Your HSA belongs to you, rolls over from year to year, and goes with you even after your Avnet employment ends. In addition, you can also choose to invest your money and there is no required balance.

2027 HSA Limits*

Plan Tier	Employee Only	Employee + One or More Dependents
Total Contribution	$4,500	$9,000
Avnet's Contribution**	HSA 70: $200 HSA 80: $400	HSA 70: $400 HSA 80: $800

*Avnet's contribution goes toward the annual limits, which are set by the IRS. Employees age 55 or older can contribute an additional $1,000 to their account.

**Employees who enroll in CDHP July 1 or later will receive half of the Avnet contributions shown.

Medical plan expenses (including most prescription drugs) are your responsibility until you meet the annual deductible. The only exceptions are covered preventive services paid at 100% (network provider only) and select preventive prescription drugs (e.g., diabetes, high blood pressure, cholesterol, etc.) available for a copay.

After meeting your deductible, you pay the specified coinsurance and your cost for prescription drugs is capped (see page 6).

In order to open and make and/or receive contributions to an HSA:

- You must be enrolled in Avnet's HSA 70 or HSA 80 plan;
- You must not have any other medical coverage (including Medicare) unless that coverage is also IRS qualified;
- Your spouse cannot participate in a flexible spending account (unless it is for dental and vision only); and
- You cannot be claimed as a dependent on someone else's tax return.

If you do not meet the above requirements, you can still enroll in the HSA 70 or HSA 80 plan for your medical coverage, but you would not be eligible to make HSA contributions yourself or receive the company HSA contributions. Please notify the HR Service Center if this applies to you.

Classic 70 Plan

Avnet offers the Classic 70 plan where you have copays for network provider office visits with x-rays and lab included (some limits apply). Urgent care, emergency room, hospitalizations, etc. are subject to the plan deductible, then coinsurance. Covered preventive services are paid at 100% (network provider only). Prescription drugs are not subject to the deductible.

Kaiser Permanente Plan (California)

Avnet offers a medical plan where all services must be provided by Kaiser (emergencies excepted). Covered preventive services are paid at 100%, doctor visits have a $40 copay (specialist referrals are typically required), and lab/x-ray/hospitalization are subject to the deductible.

Medical Plan Comparison

Spend a few minutes to ensure you enroll in the right plan for your individual needs.

Avnet offers an online tool to enter your projected healthcare use and see a side-by-side comparison of what your out-of-pocket costs (including biweekly contributions) will be if you enroll in any of the four medical plans (both UHC and Kaiser). You can then choose the plan most appropriate for your needs.

Visit medplancompare.com/avnet

MEDICAL PLAN OPTIONS

MIND + BODY

MEDICAL PLAN	HSA 70	HSA 80	Classic 70	Kaiser (California only)
PROVIDERS	You may use any provider, but you save money when you use UnitedHealthcare Choice Plus network providers.			Plan covers services with Kaiser providers only.
PREVENTATIVE HEALTH	**Plan pays:** 100% for covered preventative services (health check-ups, birth control[1], immunizations, prostate screenings, etc.) through a network provider; no deductible required.			
DOCTOR OFFICE VISITS[2]	You pay 30% for most services after deductible	You pay 20% for most services after deductible	You pay a $25 copay ($60 for specialist); x-rays and lab are included[3]	You pay $40 copay for primary care and specialists
24/7 VIRTUAL VISITS	$54 (no deductible)	$54 (no deductible)	$25 (no deductible)	Not Available
NETWORK BENEFITS	**Deductible**: $3,000/employee only $6,000/employee + one or more dependents **You pay:** 30% for most services after deductible **Out-of-pocket maximum[4]**: $6,000/person $12,000/family	**Deductible**: $2,000/employee only $4,000/employee + one or more dependents **You pay:** 20% for most services after deductible **Out-of-pocket maximum[4]**: $5,000/person $10,000/family	**Deductible**: $2,000/person $4,000/family **You pay:** 30% for most services after deductible **Out-of-pocket maximum[4]**: $5,000/person $10,000/family	**Deductible**: $1,500/person $3,000/family **You pay:** 30% for most services after deductible **Out-of-pocket maximum[4]**: $4,000/person $8,000/family
NON-NETWORK BENEFITS	**Deductible**: $6,000/employee only $12,000/employee + one or more dependents **You pay:** 60% for most services after deductible **Out-of-pocket maximum[4]**: $12,000/person $24,000/family	**Deductible**: $4,000/employee only $8,000/employee + one or more dependents **You pay:** 40% for most services after deductible **Out-of-pocket maximum[4]**: $10,000/person $20,000/family	**Deductible**: $4,000/person $8,000/family **You pay:** 60% for most services after deductible **Out-of-pocket maximum[4]**: $10,000/person $20,000/family	Out-of-area emergency coverage only
HEALTH SAVINGS ACCOUNT AVNET'S CONTRIBUTION	$200/Employee $400/Employee + one or more dependents	$400/Employee only $800/Employee + one or more dependents	Not available	Not available
FLEXIBLE SPENDING ACCOUNTS	You may contribute to a limited purpose flexible spending account (FSA) for dental and vision expenses only (see page 12).		You may contribute to a healthcare flexible spending account (FSA) for medical, dental, and vision expenses (see page 12).	

NOTE: If you enroll dependents in the HSA 70 or HSA 80 plan, you will have to meet the family deductible before coinsurance will apply. In the Classic 70 or Kaiser plan, one person can meet the deductible and then coinsurance will apply.

[1]FDA-approved generic drugs only.

[2]Your local healthcare provider may offer telehealth options where you can receive care via phone or video chat. Typically, these are not considered virtual visits and would be paid according to the office visit benefits of your plan.

[3]Classic 70 - Copay does NOT provide coverage for advanced imaging (MRI, CT scan, etc.), and these services are subject to co-insurance and deductible. X-rays and lab performed in a hospital setting are also subject to deductible and coinsurance (excluding preventive mammograms).

[4]The out-of-pocket maximum includes deductible amounts, coinsurance, and copays for doctor office visits and prescriptions. After you pay eligible expenses that total the out-of-pocket maximum amount, the plan pays 100% of additional eligible charges for the remainder of the calendar year.

PHARMACY COVERAGE

MIND + BODY

Avnet offers participants enrolled in a UHC medical plan access to thousands of retail pharmacies, including all large national chains, local community pharmacies, and the Mail Service Pharmacy. You can access your prescription and mail service information online. Just log in to **myuhc.com** and visit the pharmacy section. Quickly view your medications, check status, and refill mail service prescriptions that are eligible for refills. If desired, set up mobile text refill reminders.

MEDICAL PLAN	HSA 70	HSA 80	Classic 70	Kaiser (California only)
PRESCRIPTION DRUGS (costs shown are for 30-day supply unless otherwise stated)	Subject to deductible with the exception of select preventive medications (e.g., diabetes, blood pressure, cholesterol, etc.)	Subject to deductible with the exception of select preventive medications (e.g., diabetes, blood pressure, cholesterol, etc.)	Not subject to deductible.	Not subject to deductible; covered only at Kaiser pharmacies.
	Selective Preventive · Generic - $10 · Brand - $25	Selective Preventive · Generic - $10 · Brand - $25	Not Applicable	Not Applicable
	After deductible (see pg. 5) · Generic - 30% to $75 max · Preferred Brand - 30% to $100 max · Non-Preferred Brand - 30% to $150 max	After deductible (see pg. 5) · Generic - 20% to $75 max · Preferred Brand - 20% to $100 max · Non-Preferred Brand - 20% to $150 max	Not subject to deductible. · Generic - $15 copay · Preferred Brand - 30% to $60 max · Non-Preferred Brand 30% to $120 max	Not subject to deductible · Generic - $10 copay · Preferred Brand - $30 copay · Non-Preferred Brand - $30 copay
	Specialty medications are covered only through the Specialty Pharmacy Program.			Order a 100-day supply of your maintenance medications through Kaiser mail order pharmacy and pay 2x the 30-day cost.
	Order a 90-day supply of your maintenance medications through Mail Service Pharmacy and pay 2.5x the 30-day cost (after deductible up to max cost).			



THRIVE

MIND + BODY

Avnet encourages you to make fitness, nutrition, mental health and personal well-being a priority by participating in the Thrive programs.

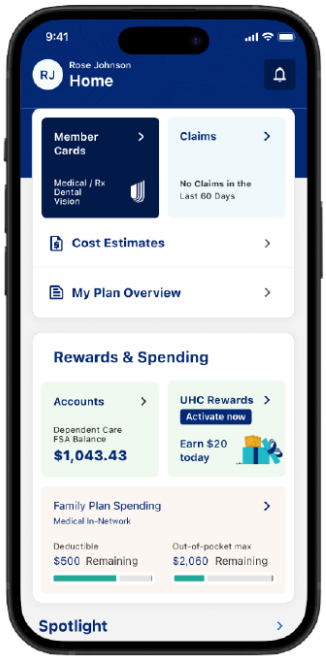
UHC Rewards

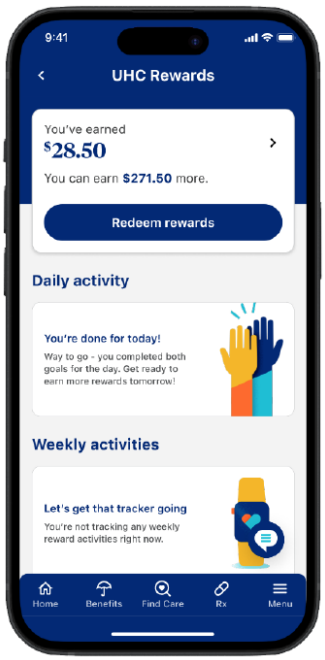
UHC members have the opportunity to earn rewards through the UHC app!

It's easy to participate! Just choose and complete one or more activities such as connecting a fitness tracker, getting a flu shot or getting an annual checkup. Earn up to $200 in rewards through the UHC mobile app!

The program is purely voluntary and open to employees enrolled in a UnitedHealthcare medical plan. The personal information gathered from program participants is confidential and will not be disclosed to anyone at Avnet or used to deny coverage to any employee.

UHC REWARDS





Visit **HR Now and search "Thrive"** to view current offerings.

Noom

Are you ready to change your life for good? Noom is here to help—and it's FREE! Millions of people have already used Noom's behavior change program for their weight. Over a focused six-week journey, you'll build skills, gain support, and even earn rewards in dollars as you complete the program. Fueled by technology and human support, Noom aims to empower you with the knowledge and skills to help you achieve your health goals. Noom is available to adult UHC members.

Quit for Life

Ready to kick the habit for good? Join Quit for Life to make quitting tobacco easier—and earn rewards in dollars as you make progress. Together with your Quit Coach, you'll create a customized plan to help you beat urges and manage cravings so you can enjoy life—tobacco free. When you join you'll have access to phone coaching, quit aids, online tools and other resources. They also offer vaping programs that focus on teens and young adults to quit vaping. Open to all employees and dependents enrolled in an Avnet medical plan. Call 866-QUIT-4-LIFE or visit **quitnow.net** to get started today!

One Pass

Reach your fitness goals with the flexible membership offered by One Pass. Choose a tier that fits your lifestyle and access multiple gyms with one membership, digital fitness apps, and grocery delivery services. Get everything you need for whole body health in one easy, affordable plan. Memberships start at just $10 a month. This benefit is open to ALL employees. Learn more at **OnePassSelect.com**.



EMPLOYEE RESOURCES

Virtual Primary Care

A primary care provider (PCP) is the doctor who knows you best, the one you turn to for everything from routine checkups to help with chronic or complex health conditions.

Now, UnitedHealthcare members can choose to connect remotely with a virtual PCP and continue to see them on an ongoing basis.

You can see the same virtual PCP for:

- Preventive care
- Follow-up visits
- Management of ongoing conditions (asthma, diabetes, etc.)

Find your virtual primary care provider by signing in to **myuhc.com** under the Virtual Care tab.

Calm Health

The Calm Health app provides programs and tools to support mental health and well-being—all at your own pace.

As a UnitedHealthcare member, Calm Health is included in your health plan and available at no additional cost.

- Find tools, music and sounds to help you meditate, improve focus and sleep better.
- Join self-guided self-care programs and track your progress.
- Access mental health information and support.

You'll first need to sign in to your account on **myuhc.com**.

Virtual Specialty Care

UnitedHealthcare offers several virtual care specialty services. Access quality virtual care providers conveniently from the comfort of your home using a computer, phone or tablet.

- Dermatology: skin, hair and nail conditions like acne, eczema and skin cancer.
- Women's Health: menopause, PCOS, hormone health and general women's health issues.
- Migraine Care: personalized treatment plans for migraines and headaches.
- Sleep Care: evaluations for sleep apnea and related issues.
- Speech Therapy: speech therapy for communication challenges and language development.

Log on to **myuhc.com** and visit the virtual care tab for more information.

Hinge Health

Hinge Health provides UHC members with personalized, expert-developed exercise therapy plans for lasting pain relief. Whether a new injury or ongoing aches, Hinge Health is for anyone living with joint or muscle pain.

What does the free program include?

- Unlimited access to your personalized exercises and stretches developed by physical therapist.
- Convenient exercise sessions you can do anytime, anywhere, with the Hinge Health app.
- Dedicated 1-on-1 support from a physical therapist and qualified health coach.

To learn more and start the program, visit **hinge.health/avnet**.



EMPLOYEE RESOURCES

MIND + BODY

Avnet offers the services of Workplace Options and Health Advocate free of charge to all employees and their family members regardless of medical coverage.

Employee Assistance Program

You have access to Employee Assistance Program (EAP) services offered through Workplace Options. The EAP provides free, professional, confidential counseling to help all employees be more successful at meeting their responsibilities at home and at work.

When you or your partner or family member calls the EAP's toll-free telephone number, you have immediate access to a trained professional. The EAP professional will discuss your personal concerns with you and make sure you have access to appropriate resources. Information may be provided over the phone, via email, text, or online chat.

Learn strategies to counteract stress, improve mindful living, and establish a greater balance of body and mind while stimulating well-being through the Aware program. Counseling is offered at a time and location convenient to you. Life coaching is also available to assist you in making lifestyle changes. **You and your dependents can take advantage of six face-to-face sessions per issue at no charge to you.** If more sessions are needed, the EAP professional can work with your health plan to explore further coverage.

Achieve your physical, emotional, and overall well-being!

Talk to a counselor/life coach

- Improve relationships
- Manage life changes
- Boost self-esteem and confidence
- Achieve work-life harmony

Connect to local resources

- Financial help → 30-minute consultation
- Legal resources → 30-minute consultation
- Childcare needs
- Care for an elder

Aware Mindfulness Program

- Combat stress
- Minimize distractions
- Achieve balance of mind and body
- Promote well-being

None of your personal information is ever shared with Avnet. You do not need to participate in an Avnet medical plan in order to access EAP benefits.

Workplace Options

Call **833-902-8638** (toll-free)

24 hours a day, 7 days a week

Visit **avnet.me/eap**

WORKPLACE OPTIONS

Health Advocate

Health Advocate provides healthcare assistance at no cost to you and your spouse, dependent children, parents, and parents in-law (regardless of health coverage). When you call, you have your own personal health advocate—a registered nurse supported by a team of doctors and administrative experts—to help you.

- Resolve healthcare claims, appeals, and paperwork
- Explain tests, treatments, and medications
- Find the right doctor or hospital
- Research treatment plans and estimate health costs
- Answer questions about Medicare

Health advocate does not replace your health insurance coverage or provide medical care. Rather, it can help you meet your healthcare needs by working through issues with health providers and insurance companies.

Phone: **866-695-8622** (24/7)
(Advocates available Monday - Friday; 8 a.m. - 10 p.m. ET)
Website: **healthadvocate.com/avnet**
Email: answers@healthadvocate.com

HealthAdvocate℠



DENTAL OPTIONS

Avnet offers two dental plans that use the nationwide **MetLife PDP Plus dental network**. While using the same network, the plans differ in how they pay benefits. The PPO Plan covers 100% of preventive services and pays a portion of covered expenses after you met an annual deductible. The Copay Plan has copays for all network services, including preventive.

MetLife

Find a MetLife network dental provider in your area:

Log on to metlife.com/mybenefits

Call 800-942-0854

Customer service consultants are available Monday through Friday, 8 a.m. - 11 p.m. ET



DENTAL OPTIONS	PPO Dental Plan		Copay Dental Plan	
	Network	Non-network	Network	Non-network
Choice of Dentist	You can visit any dentist you wish, but you pay less if you use a MetLife network provider			
Plan Year Deductible	You pay $50 per person; $150 maximum for family[1]	You pay $50 per person; $150 maximum for family[1]	None	You pay $75 per person; $225 maximum for family[2]
Type A - Preventive Care (exams, cleanings, x-rays)[3]	Plan pays 100% with no deductible	Plan pays 100% with no deductible	You pay applicable copay · Exam - $5 copay · Cleaning - $10 copay · X-rays - $10 copay	You pay 40% after deductible
Type B - Basic Services (such as fillings)	You pay 20% after deductible	You pay 20% after deductible	You pay applicable copay	You pay 60% after deductible
Type C - Major Services (such as crowns)	You pay 50% after deductible	You pay 50% after deductible	You pay applicable copay	You pay 80% after deductible
Type D - Orthodontics (includes adults and children)	Plan pays 50% (up to $1,500 lifetime maximum)	Plan pays 50% (up to 1,500 lifetime maximum)	Plan pays 50% (up to 1,000 lifetime maximum)	Plan pays 50% (up to 1,000 lifetime maximum)
Annual Benefit Maximum (excludes orthodontics)	$2,000 per person	$2,000 per person	$1,200 per person	$750 per person

[1]Applies only to Type B & C services

[2]Applies only to non-network Type A, B & C services

[3]Frequency limits apply

NOTE: In the Copay Dental Plan, copays differ by geographic location based on your dentist's ZIP code. The copay schedules can be found on HR Now.

VISION COVERAGE

MIND + BODY

Avnet offers vision care benefits through Vision Service Plan (VSP). Services such as eye exams, lenses and frames are covered at private practice optometrists and ophthalmologists in the **Choice network.**

If you go to a network doctor, be sure to let him or her know you are a VSP member when making your appointment. For non-network providers, you must file a claim for reimbursement of covered expenses. **No ID card is issued for this plan; your ID number is your Avnet employee number.**

Visit vsp.com for special offers exclusively for VSP members.

vsp vision care

Find a VSP Choice network doctor in your area:

Call 800-877-7195
Email vsp.com/contact-us
Visit **vsp.com**

(use your Avnet employee number or last four digits of your Social Security number)

Customer service reps are available Monday through Friday, 5 a.m. to 6 p.m. PT, and Saturday - Sunday, 7 a.m. to 5 p.m. PT.

VISION BENEFITS	VSP Provider	Non-VSP Provider
WellVision Exam (once every calendar year)	· $10 copay · Maximum copay of $39 on routine retinal screening (enhancement to WellVision exam)	Plan pays up to $45
Prescription Glasses	· $10 copay	
Eyeglass Lenses (once every calendar year)	· Single vision, glass or plastic prescription lenses covered in full after copay · Scratch coating covered in full · Average 30% savings on other lens enhancements · 20% off unlimited additional pairs of prescription glasses and sunglasses* · Children are eligible for polycarbonate prescription lenses covered in full · Standard progressive lenses covered in full	
Single Vision		Plan pays up to $30
Bifocal		Plan pays up to $50
Trifocal		Plan pays up to $65
Lenticular		Plan pays up to $100
Eyeglass Frames (once every other calendar year)	· Up to the retail allowance of $200 ($220 for featured frame brands, $200 at Costco or $200 at Walmart/Sam's Club) · 20% off any amount above the allowance	Plan pays up to $70
Contact Lenses (once every calendar year; benefit is available in lieu of lenses and frame)	· Contact lens exam (fitting and evaluation) covered in full after $60 copay (in addition to 15% discount) · Elective contact lenses are covered in full up to the retail allowance of $200	Plan pays up to $105 for elective contact lenses
LightCare (once every other calendar year)	· $200 allowance for ready-made non-prescription sunglasses, or ready-made non-prescription blue light filtering glasses, instead of prescription glasses or contacts · $10 copay	Plan pays up to $70
Laser VisionCare Correction	· VSP-contracted laser centers provide discounts for laser surgery including PRK, LASIK and Custom LASIK · Discounts average 15% off (or 5% off a promotional price)	Not covered
Essential Medical Eye Care	· No copay for retinal screening for members with diabetes · $20 copay per exam for services beyond routine care to treat immediate issues from pink eye to sudden changes in vision or to monitor ongoing conditions such as dry eye, diabetic eye disease, glaucoma, etc. (coordination with your medical coverage may apply)	Not covered
Filing Claims	· No claim forms to file	You must file a claim for reimbursement at **vsp.com**

*Discounts valid through any VSP doctor within 12 months of the last covered eye exam.

FLEXIBLE SPENDING ACCOUNTS

MONEY

Avnet offers flexible spending accounts (FSAs) where you can direct pre-tax dollars to be used to pay for eligible expenses. Each year you can choose to contribute to a Healthcare FSA and/or a Dependent Care FSA (e.g., daycare). If you enroll in the HSA 70 or HSA 80 medical plan, you can choose to contribute to a Limited Purpose FSA to pay for dental and vision expenses only. Commuter Accounts are available for your public transit and parking costs.

Enrollment

You must re-enroll for coverage in an FSA each year; participation is not automatic. If you enter mid-year, your election is spread over the remaining pay periods in the calendar year.

You will be issued a debit card, which you can use to pay your eligible healthcare and commuter expenses (validation may be required).

IRS rules to keep in mind

- **Money left in your accounts after the claims filing period may be forfeited (see Use or Lose section).**
- **You cannot stop or change contribution during the year unless you have a qualified change in status (see page 3).**
- **Money cannot be transferred between the FSAs.**

Use or Lose

FSAs are subject to a use-or-lose rule. Your balance may be used to reimburse only claims incurred during the calendar year, while you are employed by Avnet, and you must submit reimbursement claims for a year no later than the next March 31, if still employed. If you leave Avnet mid-year, FSA expenses must be submitted within 90 days of your termination date.

You can carry up to $680 of your healthcare or limited purpose FSA into the next calendar year; however, the IRS rules require that you forfeit any unused dependent care FSA balance. Unused commuter accounts carry into the next year.

In order to carry over a healthcare/limited purpose FSA into the next year, you must enroll in an FSA for that year.

Healthcare FSA	Limited Purpose FSA	Dependent Care (Daycare) FSA	Commuter Accounts
You may contribute up to $3,400* per year.	You may contribute up to $3,400* per year (HSA 70 or HSA 80 plan).	You may contribute up to $7,500* per year, per family ($3,750 if you are married but file your taxes separately).	You may contribute up to $340* per month to each account.
Eligible expenses include medical, dental, drug and vision deductibles, coinsurance, and copayments (provided they have not been reimbursed by other coverages).	Like healthcare FSA, but reimburses only dental and vision expenses. Must enroll in an Avnet medical plan to be eligible for participation.	Daycare expenses for your eligible dependents that allow you (and your spouse, if married) to work or attend school.	Eligible expenses include public transit and parking costs for your commute to work. Must submit claims within 180 days.
Full annual goal amount available on January 1.	Full annual goal amount available on January 1.	You can be reimbursed up to the amount currently deposited to your account.	You can be reimbursed up to the amount currently deposited to your account.
You cannot deduct reimbursed expenses on your income tax return.	You cannot deduct reimbursed expenses on your income tax return.	You cannot use reimbursed expenses toward the Earned Income Credit or the Child Care Tax Credit. For some employees, the Child Care Tax Credit might be more favorable than participating in the dependent care FSA.	You can change your elections in Workday on a monthly basis.
Administered by Fidelity	Administered by Fidelity	Administered by Fidelity	Administered by Fidelity

*The IRS typically announces the next year's FSA contribution limits after our open enrollment; therefore, Avnet will offer FSAs using the 2026 limits.

UnitedHealthcare and MetLife will send periodic medical and dental claim files to Fidelity, allowing you to choose which claims you want to pay out of your FSA.

Fidelity INVESTMENTS®

800-835-5098

LIFE INSURANCE COVERAGE

MONEY

Avnet provides basic life, accidental death and dismemberment (AD&D), and travel accident coverage at no cost to you. You are automatically enrolled in these benefits on the first of the month after date of hire. You also have the option to purchase additional life insurance for you and/or your family.

Choosing a Beneficiary

When you enroll for benefits, be sure to choose a beneficiary for your life insurance. Even if you don't elect Employee Supplemental Life Insurance, you need to name a beneficiary for your company-provided Basic Life Insurance. At any time, you can change your beneficiaries in Workday. If you choose Family Supplemental Life Insurance, you are the beneficiary.

Elections for life insurance can be changed any time during the year in Workday (see Evidence of Insurability rules).

Evidence of Insurability

When you are first eligible (or within 30 days of a qualified change in status), you may choose Employee Supplemental Life Insurance coverage of one time your annual pay, and/or up to $100,000 of Family Supplemental Life Insurance without supplying Evidence of Insurability (EOI). Otherwise you need to complete a Lincoln Financial EOI form online at **mylincolnportal.com** (company code: AVNETINC). Once the insurance company approves your request, your coverage increases to the higher amount elected.

If EOI is required, you receive an email with instructions for completing the form online.

Type of Insurance	Coverage	Special Notes
Basic Life Insurance Company-paid coverage	**1 time your annual pay** (or target income) to a maximum of $500,000. Your coverage is reduced beginning at age 65.	Under IRS rules, employees must pay income tax on the value of their life insurance in excess of $50,000. To avoid paying taxes on your Basic Life Insurance, you can choose to limit your coverage to $50,000 when you enroll.
Accidental Death & Dismemberment Insurance (AD&D) Company-paid coverage	**Coverage is equal to your basic life insurance** Variable benefits are payable if you die or lose a limb or your eyesight in an accident. You coverage is reduced beginning at age 65.	If you limit your Basic Life Insurance to $50,000, your AD&D coverage is also limited to $50,000.
Travel Accident Life Insurance Company-paid coverage	**Coverage is equal to your basic life insurance to a maximum of $150,000.** Benefit is paid if you or your covered spouse die accidentally while traveling on public transportation. Your coverage is reduced beginning at age 65.	If you limit your Basic Life Insurance to $50,000, your travel accident life insurance is also limited to $50,000.
Supplemental Life Insurance Employee-paid coverage	**1–5 times your annual pay** (or target income), up to a maximum of $1,000,000 for the total of your basic and supplemental coverage.	You cannot also be covered as a dependent under family coverage if your spouse works for Avnet.
Family Supplemental Life Insurance Employee-paid coverage	This coverage includes AD&D insurance for your spouse in the same amount as the life insurance coverage shown below. **$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	· Your total life insurance coverage has to be the same or greater than your spouse's coverage. · An adult child who is an Avnet employee cannot be covered as your dependent under this coverage. · A child can be covered by only one parent if both work for Avnet. · If you are married, your spouse must be approved for coverage in order to cover any children.

Lincoln Financial Group®

Life Services

Lincoln Financial offers online will preparation services to document your final wishes, such as designating beneficiaries to inherit property and naming a guardian for minor children. Visit HR Now and search on life insurance for more information.

LEAVES OF ABSENCE & DISABILITY COVERAGE

MONEY

Avnet provides leaves of absence and disability coverage at no cost to you. You are automatically enrolled for these benefits on the first of the month after date of hire.

Family Medical Leave (FML)

If you have been an employee at least 12 months and worked a minimum of 1,250 hours, you may qualify for benefits under the Family Medical Leave Act. Eligible employees can take up to 12 weeks of unpaid leave during any 12-month period for one or more of the following reasons:

- Birth and care of your newborn child,
- Placement of a child with you through adoption or foster care,
- Care of an immediate family member (spouse, child, or parent) with a serious health condition,
- Medical leave when you are unable to work because of a serious health condition, and
- Needs arising from a family member's call to active military duty or care (up to 26 weeks) for a family member injured in military service.

Special Notes:

- FML runs concurrently with time off for disability, Paid Family Leave (PFL), and Workers' Compensation.
- FML may be taken on a consecutive or intermittent basis.
- If you are non-exempt and are not receiving disability, Workers' Compensation, or Paid Family Leave (PFL) benefits, you must use Paid Time Off (PTO) while on leave prior to going unpaid.
- If both you and your spouse are employed by Avnet, you are jointly entitled to a total of 12 weeks (or 26 weeks) to care for a child or family member.
- Local or state leave laws may prevail.
- Please refer to the FML policy posted on HR Now for complete details.



Reporting a Disability or Leave

If you are unable to work for 5 or more days

Call Lincoln Financial at 888-408-7300 or submit online at mylincolnportal.com

(company code: AVNETINC)

Paid Family Leave (PFL)

PFL provides additional paid time away from work for you to bond with a new child or care for a family member with a serious health condition (as defined by FML). Both non-exempt and exempt employees are eligible for this leave with a minimum benefit duration of five consecutive business days. You are requested to notify your supervisor 30 days before you intend to take PFL, if possible.

- Non-exempt employees can receive up to two weeks of PFL* in a rolling 12-month period (may be used in conjunction with accrued PTO).
- Exempt employees can receive up to four weeks of PFL* in a rolling 12-month period (may not be used in conjunction with FTA).

Please refer to the PFL policy posted on HR Now for complete details.

*Less any state benefits

Short-term Disability (STD)

STD provides financial assistance if you are unable to work for a limited period of time due to your own illness or injury.

- 100% of your pay and/or target income (less any Workers' Compensation or state benefits**).
- Benefit payments begin after a seven-calendar-day waiting period, pending approval by the insurance company.
- You must use available PTO (non-exempt employees) or FTA (exempt employees) during your waiting period.
- Benefit payments can continue up to 12 weeks after your waiting period.

**The following states offer disability benefits: California, Colorado, Connecticut, Hawaii, Massachusetts, New Jersey, New York, Oregon, Rhode Island, and Washington, along with the District of Columbia.

Long-term Disability (LTD)

LTD provides financial assistance if you are unable to work for a long period of time due to illness or injury.

If you meet the plan's definition of disabled, the plan provides a benefit of 60% of your monthly pay (target income), up to $20,000 per month (reduced by most other disability benefits). Benefits are payable starting after STD runs out (90 days) and can continue as long as you remain disabled, up to age 65 or longer.

For the first two years of benefits, you are considered disabled if you are unable to perform your current job duties. To continue receiving benefits after two years, you must be disabled from performing any occupation in which you could be expected to earn at least 80% of your pre-disability earnings.

Please refer to the LTD summary plan description posted on HR Now for complete details.

RETIREMENT & INVESTMENT PROGRAMS

MONEY

Avnet sponsors three retirement/investment plans to help employees meet their personal financial goals. In addition to these plans, Avnet contributions to Social Security on your behalf, which also provides retirement benefits.

Pension Plan

You do not make any contributions to the Pension Plan*; Avnet pays for 100% of the cost of this benefit and assumes all financial risk. Enrollment is automatic on the first of the month following six months of employment and reaching age 21.

Your retirement benefits build under the plan through annual company contribution and interest credits. After three years of service, you are vested in this benefit. You earn a year of service for each calendar year that you work at least 1,000 hours. In some cases, you may become vested before your third anniversary. If you leave Avnet after you are vested, you can request your distribution in either a lump sum or through an annuity option. If you leave Avnet before you are vested, your benefits will be forfeited.

The Pension Plan offers a pre-retirement death benefit regardless of your age or marital status. If you were to die prior to receiving a Pension Plan distribution, 100% of your vested account balance will be paid to your spouse or your estate.

Willis Towers Watson

Visit **avnet.me/pension** to view plan balances, print a statement, and estimate your future pension benefit. You can also send questions/ requests using the message link.

Pension Plan Contribution Credits			
Age	Annual Contribution**	Age	Annual Contribution**
21-57	6.0%	60-61	7.0%
58-59	6.5%	62-63	7.5%
		64 and older	8.0%
Pension Plan Interest Credits			
4% for contributions earned prior to 2027			
6% for contributions earned after 2026			

Retirement Contacts

Pension Plan	Willis Towers Watson	855-242-1502
401(k) Plan	Fidelity Investments	800-835-5098
ESPP	Fidelity Investments	800-544-9354

*Avnet offers a non-qualified Restoration Plan to certain employees whose Pension Plan benefit is limited by the IRS annual compensation maximum ($360,000 in 2026).

**As a percentage of eligible compensation

401(k) Savings Plan

This plan offers you the opportunity to save a portion of your earnings in pre-tax, Roth, and/or after-tax 401(k) accounts, and choose how your money is invested. You are eligible to join the plan on your 30th day of employment (new employees are automatically enrolled for a 3% pre-tax contribution approximately 45-60 days after hire, but can opt out if they do so before the effective date). You can increase, decrease, or stop your election at any time.

You may contribute from 1-50% of pay to a pre-tax or Roth account (capped at 11% for employees who earned $160,000 or more in 2026) up to the IRS maximum ($24,500 in 2026) and up to 6% of your after-tax pay. The plan also permits pre-tax or Roth "catch up" contributions ($8,000 in 2026) for eligible employees age 50 or older. However, for employees who turn age 60, 61, 62, or 63, during 2026, the annual "catch up" contribution limit is increased to $11,250. There is no company match for the 401(k).

Fidelity Investments is the administrator for the 401(k) plan. Visit 401k.com to enroll or adjust your contributions, designate your 401(k) beneficiary, change your investments, or utilize retirement planning tools. Since you bear the risk of investment gains and losses, you should carefully review the fund options to understand the risks, fees and expenses.

NOTE: Contribution limits may be adjusted annually by the IRS.

Employee Stock Purchase Plan

You can become an Avnet shareholder by participating in the Employee Stock Purchase Plan (ESPP) after three months of employment. You can purchase shares of Avnet common stock at a 5% discount through regular payroll contributions. Fidelity Investments administers the ESPP on Avnet's behalf. Visit **netbenefits.com** to enroll in, make changes, or discontinue contributions to the plan with Fidelity at any time during the year. Requested changes are effective the first paycheck of the following month.

Fidelity INVESTMENTS



OTHER AVNET PROGRAMS

MONEY

Adoption/Surrogacy

Avnet reimburses you for most adoption-related expenses or surrogacy costs, up to $3,500 per child. Adoption assistance is provided for the adoption of children under 18 years of age who are not biologically related to either parent.

Avnet Scholarships

Each year, several scholarships from $500 to $2,500 are awarded to children and spouses of Avnet employees. The scholarships are awarded through a competitive selection process to students who show outstanding potential. Applications are due annually in April to our administrator, Scholarship America.

Computer Loans

After one year of employment, you can obtain an interest-free loan of up to $2,500 to purchase computer hardware and software. To qualify for the loan, you must first purchase your equipment and submit a receipt. You are reimbursed for the purchase, then loan installments are deducted from your paycheck for up to one year.

Discount Insurance

You have the option to purchase auto, home, and pet insurance at special group rates through Farmers and MetLife. You can pay the after-tax premiums through payroll deductions.

Education Assistance

Avnet reimburses you up to $5,250 for undergraduate courses ($7,000 for graduate courses) per calendar year to help meet approved educational expenses. Courses must be for Avnet career development or part of a work-related degree program and be accredited to qualify for reimbursement. There is a six-month waiting period for new employees to qualify for reimbursements.

Avnet partners with multiple universities to offer a variety of undergraduate and graduate programs, giving employees access to flexible learning paths and institution-specific tuition savings; all details, including participating schools and current tuition discounts, can be found by visiting HR Now and searching "tuition discount" for the most up-to-date information.

NOTE: If you voluntarily terminate employment from Avnet within 12 months of receiving Education Assistance reimbursements, you are responsible for repaying those reimbursements in full upon termination.

Payroll Loans

Avnet offers employees with at least three months of employment a short-term loan program through FinFit. Borrow money at affordable rates to consolidate high-cost debt, assist in a financial emergency, or cover an unexpected expense. You then pay back your loan through convenient payroll deductions. Visit **finfit.com/avnet** to get started.

NOTE: FinFit is an optional program, not a recommendation from Avnet. Avnet does not benefit financially from offering this service and all your communications will be with FinFit directly. Loans are made by Celtic Bank. Loans subject to credit approval. Loan products, availability, features, and service providers vary by state. Service providers are FinFit Ops, LLC (**see licenses**) or its affiliate, Salary Finance, Inc. (**see licenses**). See application terms and loan agreements for more details.



Business Travel Coverage

When you travel outside the United States on Avnet business, you are automatically covered under AIG Travel Protect if you become ill or have an accident. Benefits include emergency medical and travel services, pre-trip information, assistance with lost luggage or stolen personal items. Call 877-244-6871 for medical referrals, evacuation, repatriation and other services.

Service Awards

Avnet honors employees for their years of service by presenting them with monetary service awards at 5 years and every 5 years of service thereafter.

For program details, please visit HR Now on Compass.

PAID TIME OFF

CONNECTION

Avnet encourages employees to take time away from work obligations, spend time with family and friends, rest, relax and recharge. All regular employees are eligible to receive paid time off for the following situations.

Holidays

Avnet grants 12 paid holidays each year. New employees are paid for scheduled holidays upon hire. Additional holidays may be designated at the company's discretion. Each year's designated holiday schedule is posted on HR Now.

New Year's Day	**January 1**
Martin Luther King, Jr. Day	**January 18**
Presidents' Day	**February 15**
Good Friday/Spring Holiday	**March 26**
Memorial Day	**May 31**
Juneteenth	**June 18**
Independence Day	**July 5**
Labor Day	**September 6**
Veterans Day	**November 11**
Thanksgiving	**November 25**
Day After Thanksgiving	**November 26**
Christmas Day	**December 24**

Flexible Time Away

Exempt employees have Flexible Time Away (FTA) benefits, which allow paid time away from work to relax and refresh along with the flexibility to manage business and personal needs. FTA covers the following types of time away: vacation, personal illness (up to five consecutive business days after which short-term disability benefits may be available), domestic violence/stalking and death in family.

Time off requests are subject to supervisor approval, taking into consideration business requirements, job performance and the ability to meet work commitments and duties. You are encouraged to make plans in advance and submit FTA requests as early as possible to minimize scheduling conflicts. New employees are eligible for FTA upon date of hire, but time off should be limited during the first 90 days of employment.

Volunteer Time

Avnet encourages employees to be involved in their communities wherever they may live. Through the Volunteer Time program sponsored by Avnet Cares, you are granted up to eight hours of company time annually to volunteer for a 501(c)(3) non-profit organization meeting Avnet's eligibility criteria (supervisory approval required). More details are available on the Avnet Cares site on Compass.

Paid Time Off

Non-exempt (hourly) employees earn Paid Time Off (PTO) benefits based on their years of Avnet service*. You stop accruing PTO during any period in which you have reached the maximum allowable benefit. PTO can be used for vacation, illness, appointments, emergencies, domestic violence/stalking, or other situations that require time off from work (you are required to use available PTO before going unpaid).

New employees begin accruing PTO benefits each biweekly pay period starting from their date of hire. If you leave Avnet your accrued hours will be paid on your final paycheck.

Length of Service	Annual Accrual	Pay Period Accrual	Maximum
0-4 years	128 hours	4.93 hours	128 hours
5-9 years	168 hours	6.47 hours	168 hours
10-14 years	208 hours	8.00 hours	208 hours
15-19 years	224 hours	8.62 hours	224 hours
20+ years	240 hours	9.25 hours	240 hours

In addition to PTO, Avnet grants you up to five work days off with pay to attend the funeral of an eligible close family member. One day off with pay may be granted to attend the funeral of other relatives. Additional details are available on HR Now.

*Part-time non-exempt employees who are scheduled to work 20 or more hours per week (but less than 40) qualify for prorated PTO accruals based on their scheduled work hours.

NOTE: If an applicable state or local law provides for a greater benefit, the benefit provided by such law applies.



2027 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	$52	$58	$59	$86	$102	$121	$58	$106	$144	$56	$88	$92
Employee + Spouse	$153	$190	$225	$253	$307	$367	$190	$322	$444	$160	$260	$308
Employee + Child(ren)	$104	$130	$151	$177	$208	$245	$127	$220	$301	$108	$176	$209
Employee + Family	$211	$262	$307	$349	$424	$503	$270	$443	$612	$222	$358	$424

Tobacco Users

Employees who use tobacco products (not dependents) **pay an additional $20 in biweekly contributions for medical coverage**. Avnet defines a tobacco user as anyone who uses cigarettes, cigars, pipes, chewing tobacco, and/or e-cigarettes. You can be considered a non-user if you are free from tobacco use for a minimum of six months.

If you are trying to stop using tobacco products, but have found it difficult due to nicotine addiction, you can elect a non-tobacco-user medical option if you:

- Participate in a tobacco cessation program (see page 7);
- Begin using nicotine replacement under a physician's supervision; or
- Create an individually-designed program with your physician.

Health Savings Accounts - Fidelity

Health Savings 2027 Limits* Pre-tax contributions	HSA 70		HSA 80	
	Employee Only	Employee + One or More Dependents	Employee Only	Employee + One or More Dependents
Total Contribution	$4,500	$9,000	$4,500	$9,000
Less Avnet Contribution	-$200	-$400	-$400	-$800
Maximum Employee Contribution (<age 55)	**$4,300**	**$8,600**	**$4,100**	**$8,200**
Catch-up Contribution** (age 55+)	$1,000	$1,000	$1,000	$1,000
Maximum Employee Contribution (age 55+)	**$5,300**	**$9,600**	**$5,100**	**$9,200**

*Set annually by the IRS
**Separate election

Flexible Spending Accounts - Fidelity

Flexible Spending Pre-tax contributions	Healthcare Spending Account	Limited Purpose Spending Account (for dental and vision only)	Dependent Care Spending Account	Commuter Account
	You can contribute up to $3,400* per year. Not available if enrolled in HSA 70 or HSA 80 only.	You can contribute up to $3,400* per year. For employees enrolled in HSA 70 or HSA 80 only.	You can contribute up to $7,500* per year, per family; maximum is $3,750 per year, if married filing separate tax returns.	You can contribute up to $340* per month per account for public transit and parking.

*The IRS typically announces the next year's FSA contribution limits after our open enrollment; therefore, Avnet will offer FSAs using the 2026 limits.

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	$4.36
Employee + Spouse	$7.94
Employee + Child(ren)	$8.05
Employee + Family	$12.86

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

NOTE: Life insurance contributions change during the year when you have a birthday that places you in a higher age bracket.

Medical Expense Rebate Program - Avnet

If your annual pay (or target income) is $60,000 or less as of January 1, 2027, and you are enrolled in an Avnet medical plan for 2027, you may be eligible for a partial repayment of your out-of-pocket expenses incurred during the 2027 calendar year. If you meet the annual out-of-pocket maximum in your medical plan, please contact the HR Service Center to apply for the rebate.

	Individual	Family
HSA 70, HSA 80, Classic 70, Kaiser	$500	$1,000

NOTE: Rebates are considered taxable wages subject to withholding.



For benefit questions, contact the
HR Service Center

Email: hrnow@avnet.com
888-99-HRNOW
(888-994-7669)

Or visit **hrnow.avnet.com**

BENEFITS CONTACTS

Resource	Pg	Phone Number	Web Address
HR SERVICE CENTER		888-99-HRNOW 888-994-7669	hrnow.avnet.com (website) hrnow@avnet.com (email)
MEDICAL BENEFITS			
UnitedHealthcare (UHC)	4	844-518-8072 (Policy #905940)	myuhc.com after you are enrolled whyuhc.com/avnet before you are enrolled
Health Savings Account	4	800-835-5098 (Fidelity Investments)	netbenefits.com
Pharmacy (UHC)	6	844-518-8072	myuhc.com after you are enrolled
Kaiser Permanente (California only)	4	800-464-4000	kaiserpermanente.org
Employee Assistance Program (EAP)	9	833-902-8638 (Workplace Options)	global.helpwhereyouare.com (Password: Avnet)
Health Advocate	9	866-695-8622	healthadvocate.com/avnet answers@healthadvocate.com (for questions)
DENTAL BENEFITS			
MetLife Dental	10	800-942-0854 (Policy #305519)	metlife.com/mybenefits after you are enrolled metlife.com/dental before you are enrolled
VISION BENEFITS			
Vision Service Plan	11	800-877-7195	vsp.com
SPENDING ACCOUNTS			
HSA/FSA/Commuter	12	800-835-5098 (Fidelity Investments)	netbenefits.com
LIFE INSURANCE			
Lincoln Financial	13	888-287-8494 (EOI) 888-787-2129 (claims)	mylincolnportal.com (Company code: AVNETINC)
LEAVES OF ABSENCE/DISABILITY			
Lincoln Financial	14	888-408-7300	mylincolnportal.com (Company code: AVNETINC)
RETIREMENT/INVESTMENT PROGRAMS			
Pension Plan	15	855-242-1502 (Willis Towers Watson)	avnet.me/pension
401(k) Plan	15	800-835-5098 (Fidelity Investments)	401k.com (Plan #05162)
Employee Stock Purchase Plan	15	800-544-9354 (Fidelity Investments)	netbenefits.com
OTHER PROGRAMS			
Business Accident/Emergency Sickness/Travel Assistance	8	877-244-6871 (U.S.) 715-346-0859 (International)	AIG Travel Protect App (Policy: 9164539)
Farmers Discount Insurance	16	800-438-6381	myautohome.farmers.com
FinFit	16	888-928-7248	finfit.com/avnet customerservice@finfit.com
MetLife Pet Insurance	16	800-GETMET8	metlife.com/getpetquote
Scholarship America	16	507-931-1682	avnet@scholarshipamerica.org (email)
COBRA		888-844-1372, option 4 (TRI-AD, a Navia Benefit Solution)	tri-ad.com/cobra
Supplemental Medical (no new enrollments)		800-537-5024 (Voya)	voya.com