



Avnet International (Canada) Benefits Tech Data Transition

Avnet Health Plans

Health plan enrollments and other Avnet International (Canada)-provided benefits will remain in force for up to six months after the close date. We refer to this period of time after the close when Avnet continues to administer your pay and benefits as the "transition period." Employees hired during the transition period will continue to enroll in Avnet's benefits (excludes retirement benefits). These include:

- Medical/dental/vision
- Life insurance
- Disability/leaves
- Paid time off and holidays
- LifeMatters EAP
- Business travel accident insurance (Ace)

Coverage and payroll contributions will continue without interruption. If you need to add new dependents or lose coverage with your spouse's employer, email [Avnet benefits](#) within 31 days to apply.

When it's time to transition off the Avnet plans, Tech Data will notify you and provide enrollment information on the Tech Data plans. There will be no gap in coverage.

If you have questions about these Avnet benefits, Avnet International (Canada) HR will continue to support you. Email Sabrina Rajabally at sabrina.rajabally@avnet.com or call 905-812-4424. You can also reach out to vendors directly; please refer to the inside cover of the Benefits Resource Guide posted on Avnet's Tech Data transition [website](#).

Avnet Pension Plan

- **Contributions through Close Date**
Avnet will make 2017 contributions (4% of your eligible earnings) to your pension account based on your eligible Avnet compensation earned through the close date. Although company contributions will cease after the close date, your account balance will continue to be adjusted for earnings (or losses) based on your investment elections until you take a distribution from the plan. On Day One, expect to receive information from Tech Data with information regarding the Tech Data retirement benefits.
- **100% Vesting**
Plan participants are 100% vested in the Avnet Pension Plan.
- **Distribution/Transfer Process**
Great-West Life will send you information regarding your Avnet Pension Plan distribution/transfer options after the close date. If you are age 55 or older, you can request a Pension Plan distribution. Otherwise, you may leave your account at Great-West Life or request a transfer.
- **Contact**
If you have questions about the Avnet Pension Plan, please contact Great-West Life at 800-724-3402 or access information online at grsaccess.com.



Avnet Registered Retirement Savings Plan/Avnet Savings Plan

➤ **Final Avnet Paycheck**

Your Avnet Registered Retirement Savings Plan (RRSP) and/or Savings Plan (ESP) contributions will continue through your last full Avnet paycheck. For example, if the close date is February 27, you will not have an RRSP or ESP contribution taken on the March 10 paycheck (for the February 20 - March 5 pay period).

➤ **Plan Enrollment**

Your Avnet RRSP and/or Savings Plan enrollment, investments, beneficiaries, etc. will not automatically transfer over to Tech Data. If you want to make payroll contributions to the Tech Data RRSP or Tax Free Savings Account (TFSA), you will need to enroll. You will receive information from Tech Data on Day One that explains the enrollment process.

➤ **Distribution/Transfer Process**

Great-West Life will send you information regarding your Avnet RRSP/ESP distribution/transfer options after the close date. You can request a distribution, defer distribution of your Avnet account, or transfer your account.

➤ **Contact**

If you have any questions about the Avnet RRSP/ESP, please contact Great-West Life at 800-724-3402 or access information online at grsaccess.com.

Avnet Employee Stock Purchase Plan (ESPP)

➤ **Final Avnet Paycheck**

Your final Avnet ESPP deduction will be on the last paycheck before the sale closes. For example, if the close date is February 27, you will not have an ESPP contribution taken on the March 10 paycheck (for the February 20 - March 5 pay period). The stock purchase will be completed and in your Computershare account within the first two weeks of the following month.

➤ **Online Account**

Your ESPP online account and any shares held in it belongs to you and can be maintained, if you so choose, after the close date.

➤ **Contact**

If you have questions about the Avnet ESPP, access information online at computershare.com or contact Computershare at 866-580-6975.

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