



# My Teradyne Benefits

## Health, Wealth, Peace of Mind

### Welcome to 2020 Benefits Open Enrollment

### October 28 - November 8, 2019

This year's Open Enrollment period is **October 28 - November 8, 2019**, and is the only time of the year when benefit eligible employees may make certain changes to your benefits coverages.

This is also a good time to review the benefits and plans available to Teradyne employees to make sure that you are taking advantage of all the benefit programs and opportunities.

The decisions you make during Open Enrollment affect your whole family, so please make sure to share all Open Enrollment information with the other decision makers in your household. All information is accessible remotely by visiting [www.teradyne.com/benefits](http://www.teradyne.com/benefits).

If your spouse or significant other has benefit questions, they can also contact the HR Service Center directly by calling 978-370-3041 or email [hr.service.center@teradyne.com](mailto:hr.service.center@teradyne.com). We'd be happy to help them.

*Although Teradyne intends to continue its benefit programs, the Company reserves the right to review, modify and/or discontinue, or terminate its benefit plans for both retirees and active employees at any time.*

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# TERADYNE

# 2020 OPEN ENROLLMENT HIGHLIGHTS

## 2020 Open Enrollment Highlights

- Teradyne's costs have moderated due, in part, by your actions. By using resources such as Smart Shopper to make informed decision on medical procedures or by using the ER just for true urgent needs, you help to lessen our health care costs trend. Each plan's contributions are based on claims experience and will vary.
  - **Health Investment Plan with HSA** contributions will decrease 1.0%.
  - The **Advantage Blue (EPO)** contributions will decrease 1.0%.
  - The **Blue Care Elect Preferred (PPO)** contributions will increase by 5.1%.
- **California Only** - Kaiser contributions will increase by Kaiser HMO: 5.3%; Kaiser HMO with HSA: 2.7%
- **Dental** contributions will increase by 2.7%
- **Vision** contributions will decrease by 2.9%
- **Acupuncture** office visits will now be covered for both BCBS and Kaiser. **Chiropractic** office visits will be added to Kaiser.

## Introducing New Programs for 2020 for Those Enrolled in a BCBS Plan

- **Virtual Doctor Visit** - The virtual doctor visit is available to you through BCBS Well Connect from your mobile device or computer. **New for 2020:** By using Well Connect virtual visits with board certified doctors, copays will now be lower. Note: there is also access to behavioral health providers for office visits that are secure and confidential.

Using Well Connection, you'll be able to:

  - Have live video visits using your smartphone, tablet, or computer
  - See licensed doctors and other providers anytime, anywhere
- **Grand Rounds** - Teradyne is pleased to partner with Grand Rounds to offer a free personalized service. Employees and their families have these new resources:
  - *Expert Medical Opinions*; remote second opinion from world- leading experts in their fields
  - *Office Visits*; referrals for in person office visits with highly ranked, in network providers.
  - *Treatment Decision Support*; phone or video consult with staff physician.
- **Express Scripts - Now Adding CVS** - The Smart 90 Program saves you money for your 90-day supply of maintenance medications (those medications that you take for on-going conditions). Your 90-day supply must be filled at CVS or Walgreens or through Home Delivery. You will pay less for each 90-day supply than you would pay for - three 30-day supplies.

Details are in the following pages.

Take advantage of your newest and easiest way to receive benefits information on-demand. View the What's Changing video at <https://gspk.co/s/v3tp9j3> or text TER077 to 61759.



# ENROLLING IN YOUR BENEFITS

## Open Enrollment Decisions and Reminders

**There are certain benefits decisions that only can be made during Open Enrollment.**

- Any changes to medical, dental and vision care coverage.
- Elect an annual amount for all pre-tax reimbursement accounts (FSA) for the upcoming plan year (Health/Dependent/Adoption). Election amount must be used by the end of the plan year, except for the Health FSA which allows \$500 carryover into the next plan year if not used.
- Teradyne provides Basic Short-Term Disability. The Plan provides coverage up to \$50,000. For those not presently covered, election of Teradyne's Supplemental Short-Term Disability Plan. Employees can use their Flex Paid Time Off to supplement STD
- Change Supplemental, Spouse or Child Life Insurance.
- Spousal Life, remember that you need to select the covered dependent on DirectLink
- Election or cancellation of Hyatt Legal Plan.
- For family coverage, remember to select each dependent to be covered.

**Important:** Due to Healthcare Reform and new IRS reporting requirements, employees are required to provide Social Security numbers for all eligible dependents whether electing benefits for that dependent or not. Please visit **DirectLink** during Open Enrollment to provide this information.

## How to Make Changes to Your Benefits

To update your benefits during open enrollment access DirectLink click [here](#).

If you need assistance in resetting your DirectLink password, please call the Teradyne Global Help Desk at 1-800-333-3125 or email the Help Desk at [helpdesk@teradyne.com](mailto:helpdesk@teradyne.com). You can also use Login Assistance by clicking the link to use the Forgot Password or Forgot User Name to have them reset.

**If you do NOT take action during Open Enrollment, your current benefit elections (except the Health & Dependent Care FSAs) will carry over to 2020. Unlike your health care elections, you must actively enroll in FSAs each year.**

## Changing Your Coverage During the Year

While you can change beneficiary designations and emergency contacts during the course of the year, now is a good time to make sure they are up-to-date.

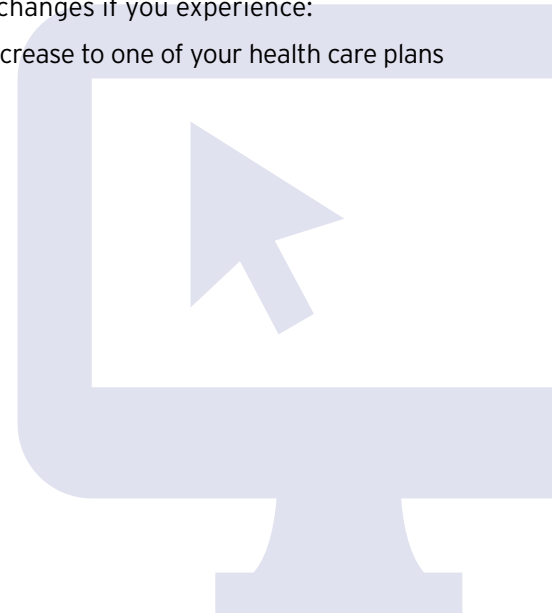
Other than during Open Enrollment, changes to your benefits during the plan year may be made only if you experience a significant life event or qualifying status change, as defined by the IRS. To make a change please contact the HR Service Center **within 30 days of the qualifying status change**.

Categories of Qualifying Events:

- Change to legal marital status (marriage; divorce; annulment)
- Change in number of dependents (birth, adoption; death of dependent)
- Change in employment status for you or your spouse (must result in a gain or loss of benefit eligibility)
- You move into or out of a medical plan service area (CA only)
- You commence or terminate adoption proceedings

You may also make changes if you experience:

- A significant cost increase to one of your health care plans



# YOUR MEDICAL PLAN COVERAGE

Teradyne will continue to offer the existing Blue Cross Blue Shield plans for all employees, as well as the Kaiser plans for California. **Note:** Preventative care is covered at 100% across all medical plans offered.

In addition to the Teradyne Healthcare Calculator, we would encourage employees to review the plan comparison charts and detailed plan summaries. All of these resources can be found on [www.teradyne.com/benefits](http://www.teradyne.com/benefits) under 2020 Open Enrollment.

## **NEW!** Those Enrolled in a BCBS Plans: Receive The Best Care Possible With Grand Rounds

Managing a new or long term health condition for you or a family member can be overwhelming but it doesn't have to be.

Grand Rounds is here to help and is offered to Teradyne employees enrolled in a BCBS-MA medical plan and their immediate and extended family at no cost. Grand Rounds provides expert medical opinions, treatment decision support and assistance with finding a high quality, in-network physician in your area.

If you:

- Need an expert to provide you with a second opinion about a diagnosis or treatment plan, Grand Rounds has access to world-leading experts who will review your medical records and even help you and your doctor define and optimize the right treatment plan for your situation.
- Want information about a new diagnosis or treatment, or support deciding if surgery is right for you.
- Need personalized advice about recommendations your doctor has made.
- Want to find a top-ranking highly-experienced physician in your area.
- Need a hand booking specialist appointments or gathering medical records, Grand Rounds can handle all of the details.

Grand Rounds can provide the support needed for the best care possible. Contact Grand Rounds:

### **From your desktop:**

- Log on at [grandrounds.com/teradyne](http://grandrounds.com/teradyne)
- Enter your email and password, then input your personal information to create your account.

### **By phone:**

- Call 1-800-929-0926 to speak with a care coordinator and set up your account.

### **From your mobile device:**

- Search "Grand Rounds" in the Apple App Store or Google Play Store.
- Download the Grand Rounds app.
- Enter your email and password, then input your personal information to create your account.

## SmartShopper

SmartShopper empowers you and your covered family members to make informed decisions about where you get care, and rewards those who choose quality care at a lower cost.

You can earn a \$25-\$250 reward check each time you and your family choose an eligible lower-cost, quality doctor or facility for such health services as:

- Colonoscopy, mammogram and bone density scan
- CT scan, MRI, PET scan and non-maternity ultrasound
- Cataract removal
- Hernia repair
- Gall bladder removal
- And more!

For a list of eligible services and rewards, and to find a reward-eligible doctor or hospital, just log into [bluecrossma.com/myblue](http://bluecrossma.com/myblue) or call 1-877-281-3722.

# GET REWARDED FOR TAKING HEALTHY ACTION

## Qualified Fitness Program

- Receive up to \$150 annually for membership or fitness class fees
- At a full service health club with cardiovascular and strength-training equipment like treadmills, bikes, weight machines, and free weights
- At a fitness studio with instructor-led group classes such as yoga, Pilates, Zumba®, kickboxing, indoor cycling/spinning, and other exercise programs
- **Excludes:** Personal trainers, fitness equipment or clothing, initiation and termination fees, fees for gymnastics, tennis, pool-only facilities, martial arts, instructional dance, country or social clubs, or sports teams.

## Qualified Weight Loss Program

- Receive up to \$150 annually for participation in a qualified program
- Weight Watchers® in person or online
- Hospital-based programs
- Non-hospital programs that combine healthy eating, exercise, and coaching sessions with certified health professionals such as nutritionists, registered dietitians, or exercise physiologists
- **Excludes:** One-time initiation or termination fees, food, supplements, books, scales, or exercise equipment, and individual nutrition counseling sessions (see your health plan coverage)

To verify your program's eligibility, or to download the reimbursement form, log on to MyBlue at [bluecrossma.com/myblue](http://bluecrossma.com/myblue) or call the Member Service number on your ID card

## **NEW!** Kaiser Acupuncture and Chiropractic Benefit

- Chiropractic and acupuncture office visits will be added to Kaiser.
- Office visits under the Kaiser HSA are \$15 copay after deductible, up to 20 visits per year.
- Under the Kaiser HMO plan, \$15 copay and up to 20 visits per year.

Note: Covered services are only for medical necessary treatment by ASH providers

## BCBS Acupuncture Coverage

Acupuncture is covered in-network:

- PPO & EPO: at \$40 copay no deductible
- HIP: 10% after deductible

All acupuncture visits are covered up to 12 visits per year.

To find a preferred provider:

Visit Blue Cross Blue Shield of MA website at [bluecrossma.com/findadoctor](http://bluecrossma.com/findadoctor)

# PHARMACY BENEFIT

All of the Blue Cross Blue Shield plans include prescription drug coverage through Express Scripts. Benefits include generic, preferred brand name and non-preferred brand name medications purchased through Express Script's retail network or through mail order for maintenance drugs. Visit [www.express-scripts.com/teradyne](http://www.express-scripts.com/teradyne) to:

- Learn more about Express-Scripts
- Review pharmacy plan highlights
- Find a local pharmacy
- View preventive medications list
- Compare prescription medication costs
- View the drug list exclusions and alternatives
- Visit the savings advisor

For more information about your prescription benefit, log in to [www.Express-Scripts.com](http://www.Express-Scripts.com) or call Member Services toll free at 1-866-814-7118.

## **NEW!** Smart90 Pharmacy Network now includes CVS

Remember it's easier than ever to fill a 90-day prescription for long-term or maintenance medication.

- Fill it locally at Walgreens or CVS Smart90 participating locations, OR
- Fill it by mail through Express Scripts.

The program offers these advantages:

- **Savings.** With Smart90, you must fill a 90-day supply of your maintenance medications at a preferred pharmacy, but you will pay less for each 90-day supply than you would pay for three 30-day supplies at a non-preferred retail pharmacy.
- **Convenience.** Fill your prescription only once every three months, instead of making repeated trips to the pharmacy.
- **Choice.** Fill it by mail through Express Scripts, or fill it at a local Walgreens or CVS Smart90 pharmacy.

## Express Scripts Advantage

With Express Scripts, there are simpler ways to manage your prescriptions and your health. Here are a few highlights you can expect:

### Easy

No more paper prescription card. Register online or download the Express Scripts mobile app and have your info with you at all times.

### Accessible

Connect with pharmacists in the app, or online and by phone 24/7. Personalized Communication options so you can control how you hear from us.

### Convenient

Order refills, track shipments, compare prices and access your plan info - all online.<sup>1</sup>

3 easy ways to set up your account and get started:

1. Visit [express-scripts.com](http://express-scripts.com)
2. Text JOIN to 69717 for a link to our registration page<sup>2</sup>
3. Visit your favorite app store to download the Express Scripts® mobile app

1. First-time visitors must register using their member ID number or Social Security Number. You can manage your medicine online when your coverage takes effect. Before then, you can set up your online account, including your preferred shipping address, preferences, and payment method(s) for home delivery orders.

2. Automated text message will be sent to you. Message and data rates apply. Not a condition of purchase.

# FLEXIBLE SPENDING ACCOUNT (FSA)

A Flexible Spending Account (FSA) allows you to set aside a portion of your pay pre-tax to use for medical, dental, vision, and child care/elder care expenses that are not covered by insurance, or only partially covered. Because it is deducted from your pay before taxes, you can save up to 30% on your dollar (depending on your tax bracket)! Estimate how much you usually spend on these types of expenses in a year and set aside that dollar amount into your FSA.

Use tax-free dollars to pay eligible health care and dependent care expenses.

Health Care FSA (medical, Rx, dental and vision expenses)	Limited Purpose Health Care FSA (dental and vision expenses)	Dependent Care FSA (dependent day care expenses)
<ul style="list-style-type: none"> <li>• Maximum 2020 contribution: \$2,750</li> <li>• Use to pay: Out-of-pocket medical, dental and vision expenses (deductibles, copays, eyeglasses, dental work, etc.)</li> <li>• Up to \$500 annual rollover</li> <li>• Not available if you enroll in the Health Investment Plan with HSA or Kaiser HSA</li> <li>• Available only if you enroll in Advantage Blue (EPO) or Blue Care Elect Preferred (PPO); Kaiser (HMO)</li> </ul>	<ul style="list-style-type: none"> <li>• Maximum 2020 contribution: \$2,750</li> <li>• Use to pay: Out-of-pocket dental and vision expenses</li> <li>• Up to \$500 annual rollover</li> <li>• Not available if you enroll in Advantage Blue (EPO) or Blue Care Elect Preferred (PPO), or Kaiser HMO</li> <li>• Available only if you enroll in the Health Investment Plan with HSA or Kaiser HSA</li> </ul>	<ul style="list-style-type: none"> <li>• Maximum 2020 contribution: \$5,000</li> <li>• Use to pay: Child and elder care expenses such as daycare centers, babysitters, after school programs, day camp programs and eldercare facilities</li> <li>• Not available for health care expenses; applies ONLY to qualified daycare expenses</li> </ul>

# HEALTH INVESTMENT PLAN

With the Health Investment plan you may be able to:

- Plan for retirement; building up an HSA balance that, over time, can feel like first-dollar coverage
- Realize better saving what you would otherwise pay in higher premium contributions and get an HSA contribution from Teradyne
- Still have deductible waived for certain preventive care medications - Visit [www.teradyne.com/benefits](http://www.teradyne.com/benefits) for a listing for more information and a listing of applicable medications.



## Teradyne Can Help You Save for Future Health Expenses

***Have you thought about the cost of health care as part of your retirement strategy?***

*According to the latest retiree health care costs estimate calculated by Fidelity Benefits Consulting, a 65-year-old couple retiring this year is estimated to need \$285,000 to cover medical expenses throughout retirement.*

For a complete list of IRS-allowable health care expenses, refer to IRS Publication 969 and 502 at [www.irs.gov](http://www.irs.gov).

Teradyne funds 50% of the plan deductible up front for each of the HSA plans.

Employee HSA contributions are available for use consistent with year-to-date payroll contributions.

Teradyne will front end load the 2020 Employer HSA Contribution by January 15, 2020.

# HEALTH SAVINGS ACCOUNT

In partnership with the Health Investment Plan and the Kaiser HSA (CA only), your Fidelity HSA is a federal tax exempt, portable, personal account. This plan provides a vehicle for employees to contribute pre-tax dollars into interest-bearing deposit accounts or mutual funds (once the minimum balance is reached).<sup>1</sup>

<sup>1</sup> Contributions, investment earnings, and distributions may or may not be subject to state taxation. See your tax professional for more information on state implications of HSA's if you live in CA or NJ.

*Did you know that approximately 95% of Teradyne employees with family level coverage would have been financially "better off" if they had elected a medical plan partnered with an HSA account?*

2020 Health Investment Plan	Individual	Individual plus one	Family
Calendar Year Plan Deductible	\$1,400	\$2,800	\$2,800
Out of Pocket Maximum**	\$3,550	\$7,100	\$7,100
Employer Contribution	\$700	\$1,400	\$1,400
Employee Contribution	\$0 - \$2,850	\$0-\$5,700	\$0-\$5,700
<b>Total combined contribution cannot exceed*</b>	\$3,550	\$7,100	\$7,100

2020 Kaiser HSA	Individual	Individual plus one	Family
Calendar Year Plan Deductible***	\$1,500	\$3,000	\$3,000
Out of Pocket Maximum	\$3,000	\$6,000	\$6,000
Employer Contribution	\$750	\$1,500	\$1,500
Employee Contribution	\$0 - \$2,800	\$0 - \$5,600	\$0 - \$5,600
<b>Total combined contribution cannot exceed*</b>	\$3,550	\$7,100	\$7,100

Note: If you enroll in Medicare Part A and/or Part B, you can no longer contribute pre tax dollars to an HSA. Please contact the HR Service Center if you and/or spouse will reach age 65 in upcoming year and are in the Health Investment Plan or Kaiser HSA.

\* Change for Individual to \$3,550, up from \$3,450 in 2019; Change for Family and Individual plus to \$7,100, up from \$7,000 in 2019.

\*\* Embedded out of pocket max of \$3,550 up from \$3,500 per family member for Individual Plus One and Family Tiers

\*\*\* Each member's deductible in a family of two or more members cannot exceed \$2,800.

**Note:** Catch-up contribution maximum for 2020 equals \$1,000. Members age 55 and older are eligible to make annual catch up contributions until age 65.

## You can be reimbursed, in part, from your Fidelity HSA for specific healthcare services, including:

- Deductibles for covered medical services
- Deductibles for prescription drugs
- Co-insurance incurred for out-of-network care for covered medical services
- Doctor's office visit copayments
- Prescription drug copayments
- Eligible dental, vision, and over-the-counter (OTC) medications





# DECISION MAKING TOOLS AND RESOURCES

## Teradyne Healthcare Calculator

Are you sure you are choosing the right medical plan for you & your family? Test out our new, easy to use, Teradyne Healthcare Calculator to find out!

Based on information about your expected medical care needs and other inputs you provide, the modeling tool compares potential plan costs, together with your savings opportunities. The modeling tool can also show the projected value of an HSA over time.

You may already be enrolled in the right plan for your situation, but you may not be.

**Click here** to model health plan costs for your individual needs. You can also access the modeling tool on the 2020 Open Enrollment website at [www.teradyne.com/benefits](http://www.teradyne.com/benefits).



## MORE RESOURCES

- Teradyne Open Enrollment Website: [www.teradyne.com/benefits](http://www.teradyne.com/benefits)
- Plan Comparisons and Summary Plan Descriptions [www.teradyne.com/benefits](http://www.teradyne.com/benefits)
- Compare Cost Estimates: [www.bcbsma.com](http://www.bcbsma.com) Under Find a Doctor
- [www.401k.com](http://www.401k.com) (look under the Health Savings Account tile)
- HR Service Center  
978-370-3041  
[hr.service.center@teradyne.com](mailto:hr.service.center@teradyne.com)

## Compare with Castlight

With Castlight, users can shop for, learn about, and manage their healthcare, all on one convenient site. Castlight will help you find the best care, for the best price. The information is personalized to your benefits, your location, and your healthcare needs.

All covered employees, spouses and over age 18 dependents have access to this resource when enrolled in a Blue Cross Plan.

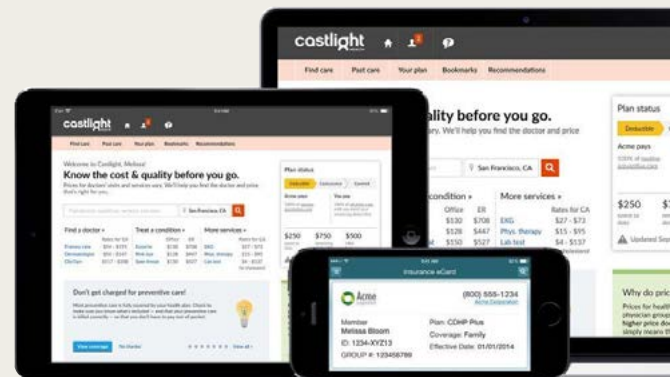
For medical services you will find a wide range of prices, depending on where you go. Out-of-pocket costs for a standard office visit can range from \$80 to \$250. For other types of visits, lab tests, and x-rays, the range can be even larger! It really pays to know the prices so you can make smart healthcare decisions.

Castlight also organizes all of your healthcare claims in one place, so payments are easy to track. Monitor your deductible and review step-by-step explanations of what you've spent, all on one convenient site.

### **Trying to decide if the Health Investment Plan is the right plan for you?**

Log into Castlight to assess what your healthcare claims have been for the last few years. All claim information is consolidated and easy to review under Past Care.

With the ability to quickly see what volume of medical claims you and your family have been driving, you have the information you need to determine if you are in the 95% of Teradyne employees that would be financially better off in the Health Investment Plan.



# YOUR DENTAL COVERAGE

The dental plan will continue to be covered by the Delta PPO Plus Premier program which combines two of Delta Dental's national dental networks, Delta Dental PPO and Delta Dental Premier, giving you access to dentists that participate in both. This plan covers preventative, basic restorative, major restorative dental services and orthodontia.

Learn more at [www.deltadentalma.com](http://www.deltadentalma.com) or contact customer service at 1-800-872-0500.

## Delta Dental's Mobile App

Delta Dental's mobile app gives you access to dentist search, claims and coverage, ID card and more! You can also securely access your dental claims, you can check the status of your most recent dental claims, and contact Delta Dental.

## New Feature! Dental Care Cost Estimator

An easy to use tool that provides estimated cost ranges for common dental care needs for dentists in your area. See what dentists charge both in and out of network for the most common dental treatments

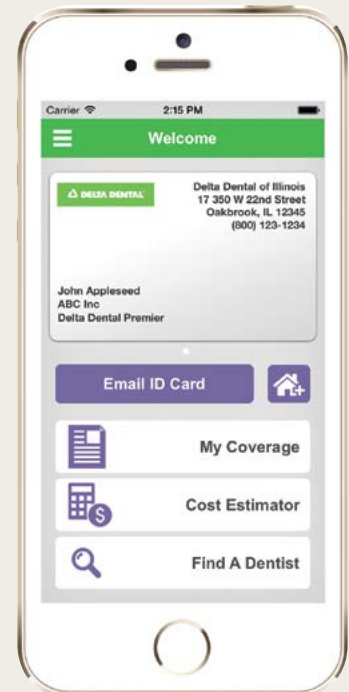


## Dental Plan At A Glance

	Type I: Preventive	Type II: Basic Restorative	Type III: Major Restorative
<b>Annual Deductible</b>	None	Calendar Year Deductible: \$50 per Individual on Type II & III services, \$150 per family. Limitations do apply.	
<b>Services</b>	Covered at 100% in- and out-of-network	Covered at 80% in- and out-of-network	Covered at 50% in- and out-of-network
<b>Orthodontia</b>	Covered at 50 percent of the maximum plan allowance charges to any age. \$1,500 separate lifetime maximum. Orthodontia benefits will be prorated if treatment began prior to the effective date or after the termination date with Teradyne.		
<b>Calendar Year Maximum</b>	\$1,500 per person		

## TAKE ADVANTAGE OF THE DELTA DENTAL MOBILE APP

Delta Dental's mobile app is available for smartphones and tablets using iOS (Apple) or Android. To download and install the app on your device, visit the App Store (Apple) or Google Play (Android) and search for Delta Dental.



# YOUR VISION COVERAGE

Vision Service Plan (VSP) offers significant benefits when you use a participating provider. You are always free to see the provider of your choice, but you save money when you choose a participating provider or affiliate.

Visit [www.VSP.com](http://www.VSP.com) or call 1-800-877-7195 for more details on your vision benefit and exclusive savings and promotions for VSP members.

## Vision Plan At A Glance

Plan Design	VSP Vision Care	
	In-network copay	Out-of-network reimbursement amounts
<b>Schedule for Exams</b>	1x every plan year covered in full	
<b>Payment Amount for Exams</b>	\$15 copay	\$46
<b>Schedule for Lenses</b>	Lenses covered in full every plan year	
<b>Payment Amount for Lenses</b> <ul style="list-style-type: none"> <li>• Single vision, lined bifocal and lined trifocal lenses</li> <li>• Polycarbonate lenses for dependent children</li> <li>• Lens enhancements for standard progressive lenses</li> </ul>	\$15 copay     \$0 copay	Single vision-\$47 Lined Bifocal-\$66 Lined Trifocal-\$85
<b>Schedule for Contact Lenses (in lieu of glasses)*</b>	1x every plan year	
<b>Payment Amount for Contact Lenses</b> <ul style="list-style-type: none"> <li>• When you choose contacts instead of glasses, your \$150 allowance applies to the cost of your contacts.</li> <li>• The contact lens fitting and evaluation exam is in addition to your vision exam to ensure proper fit of contacts.</li> </ul>	Up to \$60 copay for contact lens fitting & evaluation. No copay applies for contact lens purchase.	\$105
<b>Schedule for Frames</b>	1x every other plan year	
<b>Payment Amount for Frames</b>	Frame of your choice covered up to \$150 Plus 20% off any out-of-pocket costs	\$45



# PROTECTION BENEFITS

## Basic Life and Supplemental Life Insurance

Teradyne's Life Insurance Plan provides basic coverage of 1.5 times your annual earnings. Teradyne pays the entire cost of Basic Life coverage. You may also choose to purchase supplemental life insurance and Accident, Death & Personal Loss coverage for up to five times your annual earnings. You pay a low group premium for this coverage. Your combined Basic and Supplemental Life Insurance cannot exceed \$1,500,000.

Teradyne employees can purchase spouse/domestic partner and dependent child life insurance at a low group rate, shown on 2020 rate sheet charts. Individuals cannot receive coverage under the Plan as both an employee and a dependent (both spouses work at Teradyne).

## Short Term Disability

The STD Plan is an income protection plan that provides you with replacement income if you're hospitalized overnight or if you're out of work due to a non-work-related illness or accident.

You'll receive 75 percent of your covered salary for the first 90 days of your disability, and 60 percent for the next 90 days (in California, this may be the next 275 days). CA employees will be required to purchase supplemental coverage up to the CA State Taxable wage base.

### Basic Short Term Disability

If you are an eligible employee, you are automatically enrolled in the basic plan. Teradyne pays the full cost for this coverage. The basic plan covers your salary up to \$50,000 per year.

### Supplemental Short Term Disability

Employees are encouraged to enroll in Supplemental Short Term Disability that will provide income protection up to their model compensation.

Employees will be able to use Flex Paid Time off (PTO) to make up any income shortfall.

## Long Term Disability

Teradyne will continue to provide Long Term Disability to you at no cost. The benefit pays 60% of your pre-disability earnings less income you may receive from other sources (e.g., Social Security), up to the monthly maximum of \$20,000. For alcohol/drug and mental/nervous related disabilities, the plan will limit the benefit to 24 months coverage.

## Business Travel Accident Insurance

All regular employees are provided with Business Travel Accident (BTA) Insurance which covers you when you are travelling on company business. You're automatically covered if you are a regular employee. Teradyne covers the entire cost of the plan. Coverage is 5x annual salary with a minimum benefit of \$150,000 and a maximum of \$1,000,000.

As part of the coverage, you also have out-of-country accident and emergency sickness medical coverage that will provide a maximum benefit of \$100,000. In addition, the following array of services are provided: Travel Medical Assistance, Worldwide Travel Assistance, Security Assistance Services, VIP Concierge Services as well as Identity Theft Assistance.

## Parental Leave Policy

Regular full time and part time employees working 20+ hours are eligible for up to 4 weeks of paid parental leave (100% of Pay) following the birth of an employees' child or the placement of a child through adoption.

# FINANCIAL BENEFITS

## 401(k)

Employees are eligible to contribute up to to 50% of their eligible pay on a pretax or after-tax basis, or as Roth 401(k) contributions, up to the annual IRS limits. The combined annual limit for pretax and Roth contributions under the law is \$19,500\*. Participants who are age 50 and older may also make pretax and Roth contributions up to \$26,000. Combined, pretax, Company matching contributions, after-tax, and Roth 401(k) contributions cannot exceed \$57,000.

\*Projected

## Employee Stock Purchase Plan

The Stock Purchase Plan allows employees to set aside between 2 and 10 percent of their pay through payroll deductions over the course of the plan period. Eligible employees may purchase stock at a 15% discount on the market price on the final trading day of the purchase period. The enrollment window for ESPP will be **mid-December**. During this time employees can join or make changes. The HR Service Center will send out an employee memo when the window is open.

# OTHER BENEFITS

## Hyatt Legal Plan - Parents Plus - Now for Your Parents Too

Provides affordable legal help for you, your spouse, dependents as well as parents and parent-in-laws for many common legal issues your family faces, like:

- Money matters
- Home and real estate matters
- Estate planning and wills
- Vehicle and driving matters, such as traffic tickets
- Family and personal matters
- Civil lawsuits, and
- Elder care issues

Choose from more than 15,000 attorneys nationwide to consult by phone or in person.

## ADDITIONAL HELP AND INFORMATION

### Fidelity ([www.401k.com](http://www.401k.com))

- **Investment Performance & Research**—After login, open up the drop-down menu next to TERADYNE INC SAVINGS and click Investment Performance and Research.
- **Investment Education**—After login, click Library (top of screen) > Investing (scroll down under Browse All).
- **Calculators & Tools**—After login, click Planning (top of screen).
- **Virtual Workshops**—After login, click Library (top of screen) > Workshops (bottom of screen) > On Demand Workshops.

### Teradyne Financial Benefits Center

- Questions? Call 866-956-3097. Service associates are available to assist you Monday through Friday from 8:30 a.m. to midnight, Eastern Time.

All Hyatt Legal services are available to you, your spouse and your eligible dependents; the following are available to your parents and parents-in-law:

- Identity management services
- Promissory notes
- Deeds
- Mortgages
- Simple and complex wills
- Powers of attorney (healthcare, financial, childcare, immigration)
- Healthcare proxies
- Living wills
- Codicils
- Review of any personal legal document
- Demand letters
- Affidavits
- Elder care issues, including consultation and document review for Medicare, Medicaid, prescription plans, nursing home agreements, leases, and

# 2020 PLAN RATES

## ACTIVE EMPLOYEE AND COBRA PARTICIPANT PLAN RATES AS OF JANUARY 1, 2020

### Medical/Dental/Vision

	Active Employee						COBRA Participant Rates		
	Bi-Weekly			Monthly			Monthly		
	Individual	Employee plus one	Family	Individual	Employee plus one	Family	Individual	Employee plus one	Family
<b>Medical</b>									
<b>Advantage Blue (EPO)</b>	\$77.82	\$155.64	\$233.46	\$168.61	\$337.21	\$505.83	\$687.93	\$1,375.83	\$2,063.78
<b>Blue Care Elect Preferred (PPO)</b>	\$96.69	\$193.37	\$290.06	\$209.49	\$418.97	\$628.46	\$854.71	\$1,709.40	\$2,564.11
<b>Health Investment Plan</b>	\$48.32	\$96.65	\$144.97	\$104.70	\$209.40	\$314.10	\$427.17	\$854.35	\$1,281.53
<b>CIGNA International</b> (Expatriates only)	\$79.52	\$159.04	\$238.56	\$172.29	\$344.58	\$516.87	\$702.94	\$1,405.90	\$2,108.84
<b>Kaiser</b> (California only)	\$80.33	\$160.65	\$227.33	\$174.04	\$348.09	\$492.54	\$710.09	\$1,420.19	\$2,009.56
<b>Kaiser HSA</b> (California only)	\$61.47	\$122.95	\$173.97	\$133.20	\$266.39	\$376.94	\$543.44	\$1,086.87	\$1,537.93
<b>Dental</b>									
<b>Delta PPO Plus Premier</b>	\$5.75	\$11.55	\$20.17	\$12.45	\$25.02	\$43.70	\$50.81	\$102.09	\$178.31
<b>Vision</b>									
<b>Vision Service Plan (VSP)</b>	\$1.15	\$1.38	\$2.53	\$2.49	\$3.00	\$5.48	\$10.15	\$12.23	\$22.36

### Supplemental Life

Employee		Spouse/Domestic Partner						Child			
Age	Rate/ \$1,000	Age	Rate/ \$1,000	Monthly Cost for Each Coverage Option				Rate/ \$1,000	Monthly Cost for Each Coverage Option (One monthly cost covers all children in family)		
				\$10,000	\$25,000	\$50,000	\$100,000		\$5,000	\$10,000	\$15,000
< 25	0.070	< 25	0.060	\$0.60	\$1.50	\$3.00	\$6.00	\$0.145	\$0.73	\$1.45	\$2.18
25-29	0.070	25-29	0.060	\$0.60	\$1.50	\$3.00	\$6.00				
30-34	0.080	30-34	0.070	\$0.70	\$1.75	\$3.50	\$7.00				
35-39	0.090	35-39	0.080	\$0.80	\$2.00	\$4.00	\$8.00				
40-44	0.110	40-44	0.100	\$1.00	\$2.50	\$5.00	\$10.00				
45-49	0.140	45-49	0.130	\$1.30	\$3.25	\$6.50	\$13.00				
50-54	0.170	50-54	0.160	\$1.60	\$4.00	\$8.00	\$16.00				
55-59	0.230	55-59	0.220	\$2.20	\$5.50	\$11.00	\$22.00				
60-64	0.340	60-64	0.330	\$3.30	\$8.25	\$16.50	\$33.00				
65-69	0.510	65-69	0.500	\$5.00	\$12.50	\$25.00	\$50.00				
70-74	0.970	70-74	0.960	\$9.60	\$24.00	\$48.00	\$96.00				
75+	1.700	75+	1.690	\$16.90	\$42.25	\$84.50	\$169.00				

### Supplemental Short-Term

Active Employees Only	
<b>All states except California</b>	\$0.24 per \$1,000 for coverage of salary over \$50,000
<b>California</b>	\$0.24 per \$1,000 for coverage of salary over state wage base

### Hyatt Legal Plans

<b>Monthly Rate</b>	\$21.75
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# 2020 PLAN RATES

## EARLY RETIREE PLAN RATES AS OF JANUARY 1, 2020

	Monthly		Monthly	
	You reached age 55 with 10 Years of Service on or before 12/31/04		1/1/2020 Early Retiree Medical Change Subsidy by Age + Yrs of Service	
	<b>Blended Rates</b>		<b>Unblended Rates</b>	
	Retiree	Retiree plus spouse	Retiree	Retiree plus spouse
<b>Medical</b>				
<b>Advantage Blue (EPO)</b>	\$674.44	\$1,348.88	\$1,348.88	\$2,697.76
<b>Blue Care Elect Preferred (PPO)</b>	\$837.95	\$1,675.90	\$1,675.90	\$3,351.80
<b>Health Investment Plan</b>	\$418.79	\$837.58	\$837.58	\$1,675.16
<b>Kaiser (California only)</b>	\$696.17	\$1,392.34	\$1,202.32	\$2,404.63
<b>Kaiser HSA (California only)</b>	\$532.78	\$1,065.56	\$1,005.48	\$2,010.96
<b>Dental</b>				
<b>Delta Preferred Option Plus</b>	\$49.81	\$99.62	\$49.81	\$99.62
<b>Vision</b>				
<b>Vision Service Plan (VSP)</b>	\$9.95	\$11.99	\$9.95	\$11.99

The percentage of the premium you pay is based on your age, plus years of service as of 12/31/04.  
The early retiree premium you pay will never be less than the blended premium rates.

Your age plus years of service as of 12/31/04	Percentage of premium you pay	Percentage of premium Teradyne pays
80 or more	60%	40%
75, but less than 80	70%	30%
70, but less than 75	80%	20%
65, but less than 70	90%	10%
less than 65	100%	0%