

My Teradyne Benefits

Health, Wealth, Peace of Mind



2020 Enrollment Presentation

What's New for 2020

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 lesson our health care costs. 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% and **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.

What's New for 2020

(continued)

New Programs for 1/1/2020 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, copayments will now be lower. Note: there is 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.

Those Enrolled in a BCBS Plan 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. Available starting 1/1/20 if you:

- 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.

From your desktop:

- Log on at grandrounds.com/Teradyne and 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 and create an account

New Kaiser Acupuncture and Chiropractic Benefits

Office Visits

- Office visits under the Kaiser HAS: \$15 copay after deductible, up to 20 visits per year.
- Under the Kaiser HMO plan: \$15 copay up to 20 visits per year.

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

New BCBS Acupuncture Benefits

Acupuncture Office Visits

Acupuncture is covered in-network:

- **PPO & EPO:** at a \$40 copay; no deductible.
- **Health Investment Plan:** 10% after deductible.

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

Note: BCBS already covers Chiropractic office visits

BCBS Acupuncture Coverage

To find a preferred provider: Visit Blue Cross Blue Shield of MA website at bluecrossma.com/findadoctor

Those Enrolled in a BCBS Plan 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 or call the Member Service number on your ID card.

Those Enrolled in a BCBS Plan

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.

Those Enrolled in a BCBS Plan

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.

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

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

Hyatt Legal Benefits – Now for Your Parents Too

Provides affordable legal help for you, your spouse and dependents for the 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 14,000 attorneys nationwide to consult by phone or in person.

Services Available to Parents

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 notes

Consider a Flexible Spending Account (FSA)

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

Health Care FSA

(medical, Rx, dental and vision expenses)

Maximum 2020 contribution: \$2,750

Use to pay: Out-of-pocket medical, dental and vision expenses (deductibles, copays, eyeglasses, dental work, etc.)

Up to \$500 annual rollover

Not available if you enroll in the Health Investment Plan with HSA, or Kaiser_HSA (CA only)

Available only if you enroll in Advantage Blue (EPO) or Blue Care Elect Preferred (PPO), or Kaiser HMO (CA only)

Limited Purpose Health Care FSA

(dental and vision expenses)

Maximum 2020 contribution: \$2,750

Use to pay: Out-of-pocket dental and vision expenses, and only those medical expenses that **don't** count toward the deductible

Up to \$500 annual rollover

Not available if you enroll in Advantage Blue (EPO) or Blue Care Elect Preferred (PPO), or Kaiser HMO (CA only)

Available only if you enroll in the Health Investment Plan with HSA, or Kaiser_HSA (CA only)

Dependent Care FSA

(dependent day care expenses)

Maximum 2020 contribution: \$5,000

Eligible Dependents: Children under age 13 or another dependent who relies on you for more than half of his or her support, such as a disabled elderly parent. The dependent must live in the same principle residence as you at least half the year.

Eligible Expenses: Qualified day care expenses such as a day care or eldercare center, babysitters, after school programs and day camps.

Not available for health care expenses or residential homes.

Estimate Carefully: Use It or Lose It

Short Term Disability – Outside CA

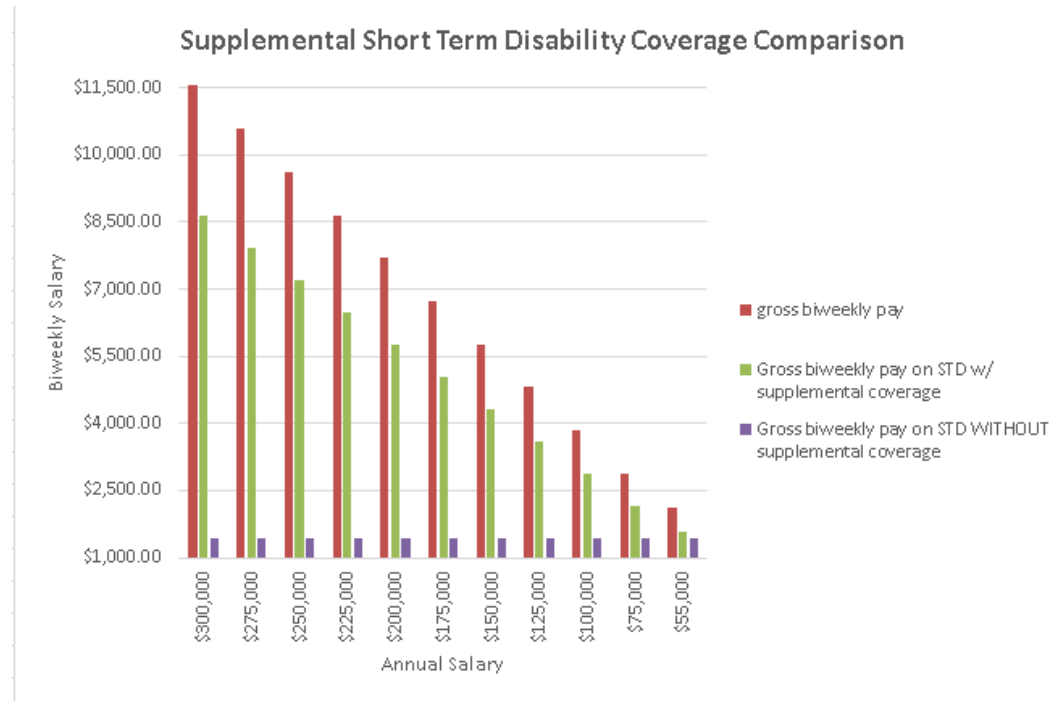
Company provided Basic Short Term Disability protects the first \$50,000 of your income: 75% of \$50,000 for the first 13 weeks and 60% of \$50,000 for weeks 14-26.

Employees often think only catastrophic events would cause them to require disability insurance. The reality is that any non-work related illness or condition in which you have an overnight hospital stay or are out of work for 5 consecutive days in which a doctor deems you disabled would also fall under this policy.

Please review the table & graph below for your annual salary to understand what your biweekly pay would be with & without STD coverage.

Supplemental Short Term Disability – Outside CA

annual base salary	gross biweekly pay	Gross biweekly pay on STD w/ supplemental coverage	Gross biweekly pay on STD WITHOUT supplemental coverage	approximate biweekly cost of supplemental coverage
\$300,000	\$11,538.46	\$8,653.85	\$1,442.31	\$27.69
\$275,000	\$10,576.92	\$7,932.69	\$1,442.31	\$24.92
\$250,000	\$9,615.38	\$7,211.54	\$1,442.31	\$22.15
\$225,000	\$8,653.85	\$6,490.38	\$1,442.31	\$19.38
\$200,000	\$7,692.31	\$5,769.23	\$1,442.31	\$16.62
\$175,000	\$6,730.77	\$5,048.08	\$1,442.31	\$13.85
\$150,000	\$5,769.23	\$4,326.92	\$1,442.31	\$11.08
\$125,000	\$4,807.69	\$3,605.77	\$1,442.31	\$8.31
\$100,000	\$3,846.15	\$2,884.62	\$1,442.31	\$5.54
\$75,000	\$2,884.62	\$2,163.46	\$1,442.31	\$2.77
\$55,000	\$2,115.38	\$1,586.54	\$1,442.31	\$0.55



Supplemental Short Term Disability is \$0.24 per \$,1000 of salary over \$50,000

Short Term Disability –CA Only

Company provided Basic Short Term Disability protects the first \$50,000 of your income: 75% of \$50,000 for the first 13 weeks and 60% of \$50,000 for weeks 14-26

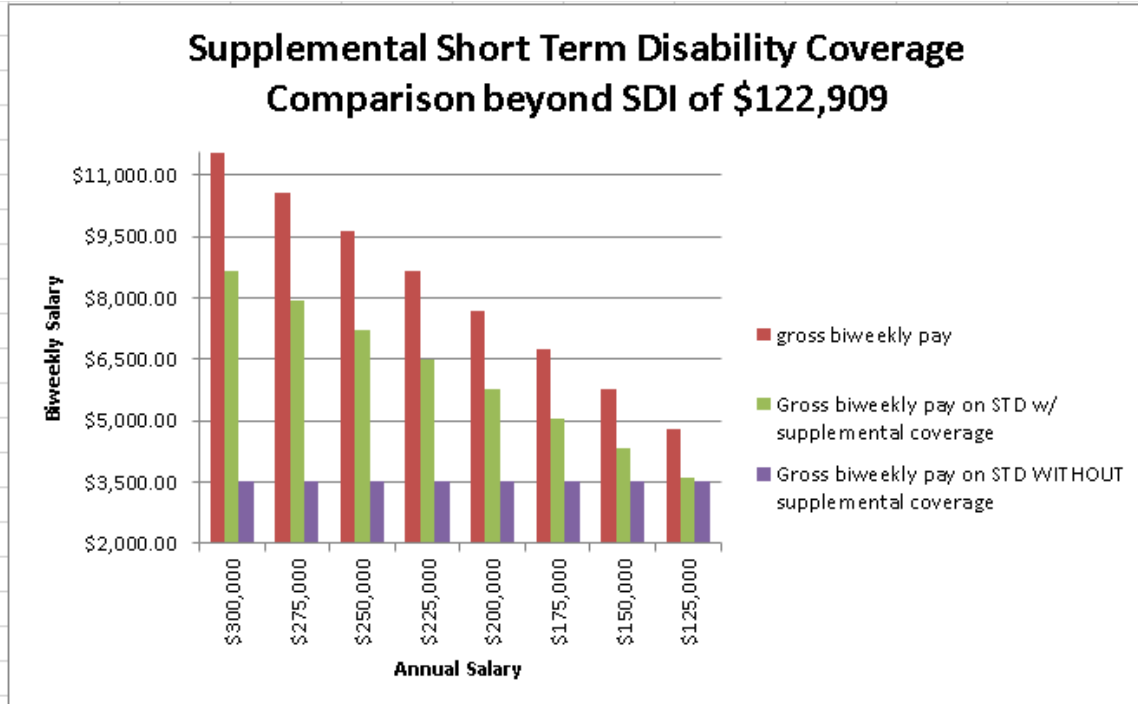
Employees in California that waive this coverage will be covered at 75% of the state wage base for the first 13 weeks and 60% of the state wage base for weeks 14-52. The state wage base for 2020 is \$122,909.

Employees often think only catastrophic events would cause them to require disability insurance. The reality is that any non-work related illness or condition in which you have an overnight hospital stay or are out of work for 5 consecutive days in which a doctor deems you disabled would also fall under this policy.

Please review the table & graph below for your annual salary to understand what your biweekly pay would be with & without STD coverage.

Supplemental Short Term Disability – CA Only

annual base salary	gross biweekly pay	Gross biweekly pay on STD w/ supplemental coverage	Gross biweekly pay on STD WITHOUT supplemental coverage	approximate biweekly cost of supplemental coverage
300,000	\$11,538.46	\$8,653.85	\$3,545.45	\$19.61
275,000	\$10,576.92	\$7,932.69	\$3,545.45	\$16.84
250,000	\$9,615.38	\$7,211.54	\$3,545.45	\$14.07
225,000	\$8,653.85	\$6,490.38	\$3,545.45	\$11.30
200,000	\$7,692.31	\$5,769.23	\$3,545.45	\$8.53
175,000	\$6,730.77	\$5,048.08	\$3,545.45	\$5.76
150,000	\$5,769.23	\$4,326.92	\$3,545.45	\$2.99
125,000	\$4,807.69	\$3,605.77	\$3,545.45	\$0.22



Supplemental Short-Term Disability is \$0.24 per \$1,000 for coverage above taxable wage base

What's the Best Plan for You?

All Your Teradyne Medical Options Provide:

- In-network preventive care that's free to you
- The same provider network
- Coverage for the same eligible expenses

The Only Difference: How, and How Much, You Pay

Premium Contributions

(deducted from your pay)

A fixed cost, no matter **how much or how little** you use the plan

Out-of-Pocket Costs

(deductible, coinsurance, copayment)

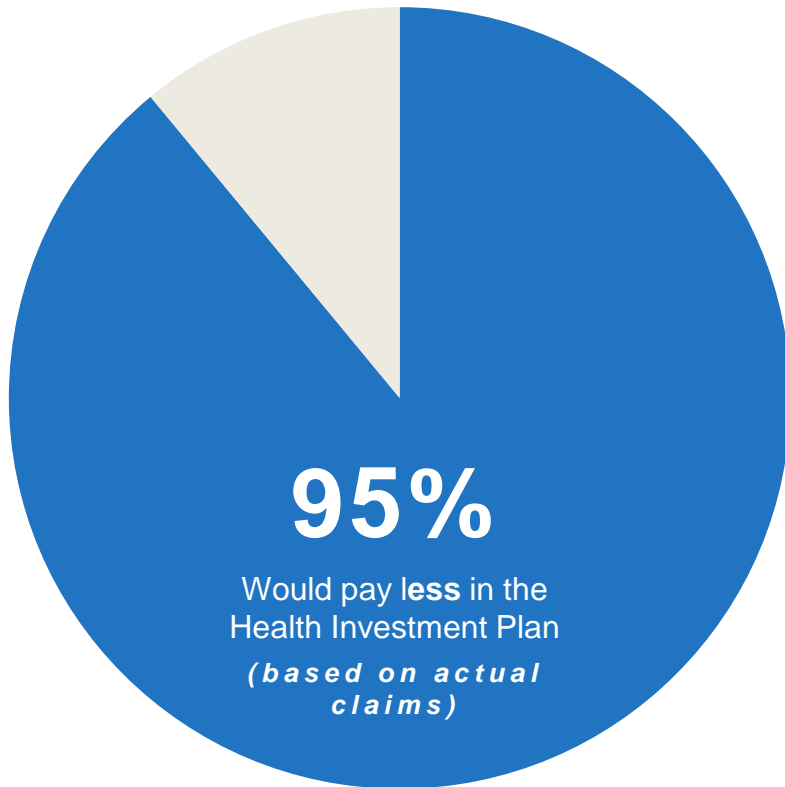
Varies by the amount of care you need

Capped by your **out-of-pocket maximum**

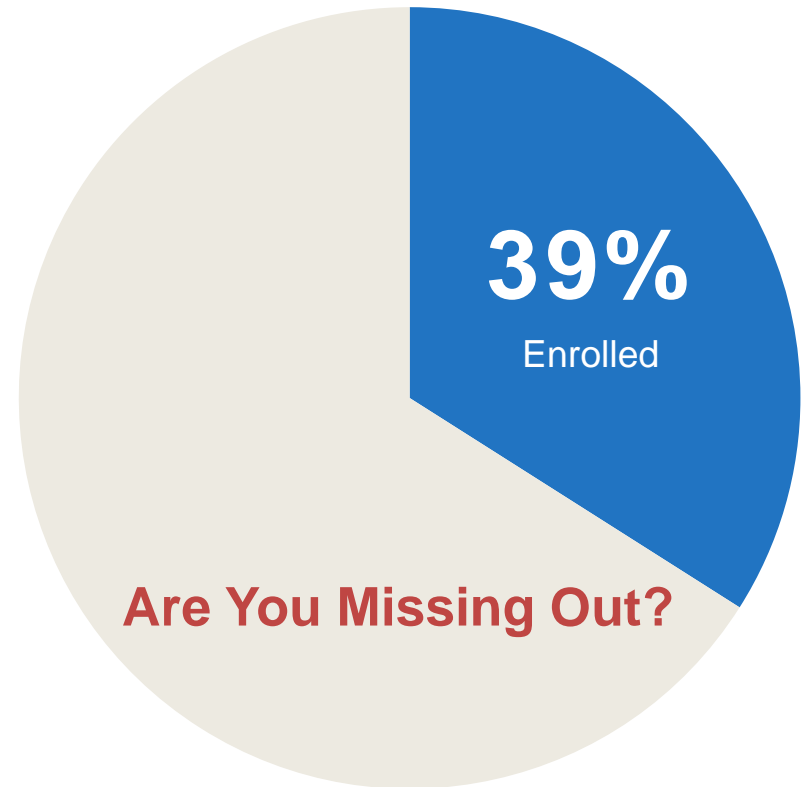
Are You Getting the Best Value?

For most, the best value is the **Health Investment Plan**

The **best value** for **95%**



But only **39%** are enrolled



What Do the 39% Know?


- ✓ Realize they are **better off saving** what they otherwise would pay in higher premium contributions
- ✓ Use the HSA to make it easier to save
- ✓ Get an HSA contribution from Teradyne
- ✓ Use the money if they need it—keep it if they don't



I'm in control

Does this sound like you?

"I'd rather **have control of my money** than spend it on higher premium contributions. By saving, I've got money set aside to pay any bills. But now, I've got 'upside' potential. If our family's health is good and we don't need a lot of care, **the money stays with me.**"



What if you saved this difference in an HSA instead?

	2020 Premium Contribution Difference vs. Health Investment Plan (Annual, Rounded)		
Coverage level	Health Investment Plan	PPO	EPO
Individual	\$1,257	+ \$1,257	+ \$766
Employee + one	\$2,513	+ \$2,515	+ \$1,534
Family	\$3,769	+ \$3,773	+ \$2,301

What Do the 39% Know?

I'm saving for retirement

- ✓ Realize that **only** the Health Investment Plan provides a way to save for medical expenses in retirement—tax-free
- ✓ Like knowing you can never lose your HSA contributions; savings can continue to grow over time, with no limit
- ✓ Choose how to invest their HSA balances, just as they do their 401(k)
- ✓ Unlike a 401(k), HSA funds are **never taxable** so long as they are used to pay eligible health care expenses

Does this sound like you?

“Who knows what Medicare and Social Security will be like when I retire? Even if nothing changes, I know I’ll have out-of-pocket costs. It makes sense to save for them through the HSA—where I can pay these expenses tax-free—rather than through a 401(k), where distributions are taxable income.”

Coverage level	2020 HSA Contribution Maximum				
	IRS Maximum		Teradyne Contribution	Maximum Employee Contribution	
	Under 55	55+		Under 55	55+
Individual	\$3,550	\$4,550	\$700	\$2,850	\$3,850
Employee + dependent(s)	\$7,100	\$8,100	\$1,400	\$5,700	\$6,700

What Do the 39% Know?

- ✓ Regardless of your age, taking a longer-term view is a smart way to think about medical coverage
- ✓ Like the idea of building up an HSA balance that, over time, can feel like first-dollar coverage
- ✓ Use the HSA to make it easier to save

I'm thinking longer-term

After age 65, HSA funds can be used:

- For non-medical expenses, subject to regular income tax, but without penalty
- Tax-free on qualified medical expenses, including Medicare premiums

Does this sound like you?

“I see how regular savings over a few years can **add up pretty quickly**. I feel protected from high health care costs this year—and in the future.”

Consider These Examples



Amanda

- Low expenses all three years
- Single (married in year 2; adds spouse to plan for year 3)



David

- Relatively healthy
- Accident during year 2 costing \$35,000



Greg

- Married with family coverage
- Managing chronic conditions
- Planning for retirement; eligible to make annual catch-up contributions

Amanda's Example



- Low expenses all three years
- Single (married in year 2; adds spouse to plan for year 3)
- After **Year 1**, with Teradyne's (\$700) and her own HSA contributions (\$960), Amanda has enough HSA funds to cover her individual deductible in year 2.
- In **Year 2**, as Amanda decides to increase her contribution to her HSA (up to \$1,200), she has enough to cover her family deductible for her and her spouse in Year 3.

David's Example



- Relatively healthy
- After **Year 1**, with Teradyne's and his own HSA contributions, David has enough HSA funds to cover his individual deductible in year 2.
- In **Year 2**, David has an accident, which cost \$35,000. David is protected by the out-of-pocket maximum (\$3,550) and has saved enough in his HSA (\$4,340) to cover the amount.
- In **Year 3**, David has enough to cover 93% of the individual out-of-pocket maximum.

Greg's Example



- Married with family coverage
- Managing chronic conditions
- Planning for retirement; eligible to make annual catch-up contributions
- **Years 1 and 2**: Greg chooses to save aggressively for retirement, up to \$6,700 each year, and not use his HSA for his annual out-of-pocket costs.
- **Year 3**: Greg is protected by the out-of-pocket maximum; he also chooses to use HSA funds to pay this out-of-pocket amount.

Health Investment Plan FAQs

Frequently Asked Questions

- If I know my medical expenses are high, am I better off in the PPO or EPO?
- What if I think I can't afford to contribute to an HSA?
- How do I get reimbursed from the HSA?



Health Investment Plan FAQs

“If I know my medical expenses are high, am I better off in the PPO or EPO?”

ANSWER

Not necessarily. Even if you are planning to have surgery, see the doctor a lot or take several maintenance drugs, you may still find that the Health Investment Plan is the best value for you.

We encourage everyone to do the math. We’ve made it easy through the Teradyne Healthcare Calculator, powered by Fidelity. Customize the tool to fit your unique circumstances, and find the plan that truly offers you the best value.



Try it for yourself!

Visit www.teradyne.com/benefits

Health Investment Plan FAQs

“What if I think I can’t afford to contribute to an HSA?”

ANSWER

Everyone needs to save for out-of-pocket expenses—regardless of the plan you choose. The Health Investment Plan difference: you can save for those expenses *tax-free*. That’s **like getting a discount** on your share of medical costs.

If you find it hard to save, start small. Then gradually increase your contribution rate over time.

Remember: you can start, stop or change your HSA contribution rate **at any time**, so you’re not locked in if you’re suddenly hit with an unexpected expense.

Your smartest move: Save for the out-of-pocket maximum, no matter what plan you’re in. That way, you’ll be prepared for your worst-case financial scenario, and have peace of mind.



Health Investment Plan FAQs

“How do I get reimbursed from the HSA?”

ANSWER

It's **easy** to pay or be reimbursed from your HSA.

- **Use your HSA debit card.** Use it to pay qualified expenses at point of sale, such as filling a prescription, or for an invoice you receive in the mail. Request cards for your covered dependents, too.
- **Use Fidelity BillPay for Health Savings Accounts.** This online bill paying service lets you pay health care providers, companies and individuals—or reimburse yourself.
- **Use a Fidelity HSA checkbook.** Use it to pay qualified expenses at point of sale or for an invoice you receive in the mail. Or write yourself a check for reimbursement.

Of course, you don't have to use your HSA to pay if you don't want to. You can pay expenses out of pocket with other funds, and allow your HSA balance to grow, tax-free. If you want to reimburse yourself later, you can do so at any time.



Make the Most Out of Your Health Plan



Join millions of people using Castlight to get more out of their health plan and benefits.



Get peace of mind



Find doctors you'll love



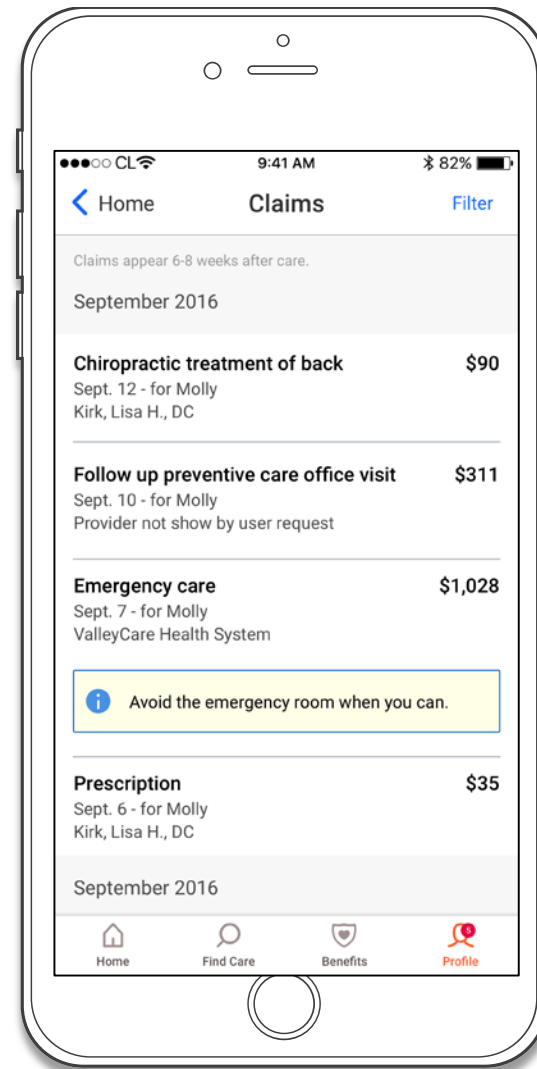
Feel great about your benefits

Castlight is only for employees and covered dependents over age 18 enrolled in a Blue Cross Plan

Get Peace of Mind

Clearly see what's covered by your plan, how much services will cost, and where you've spent your healthcare dollars.

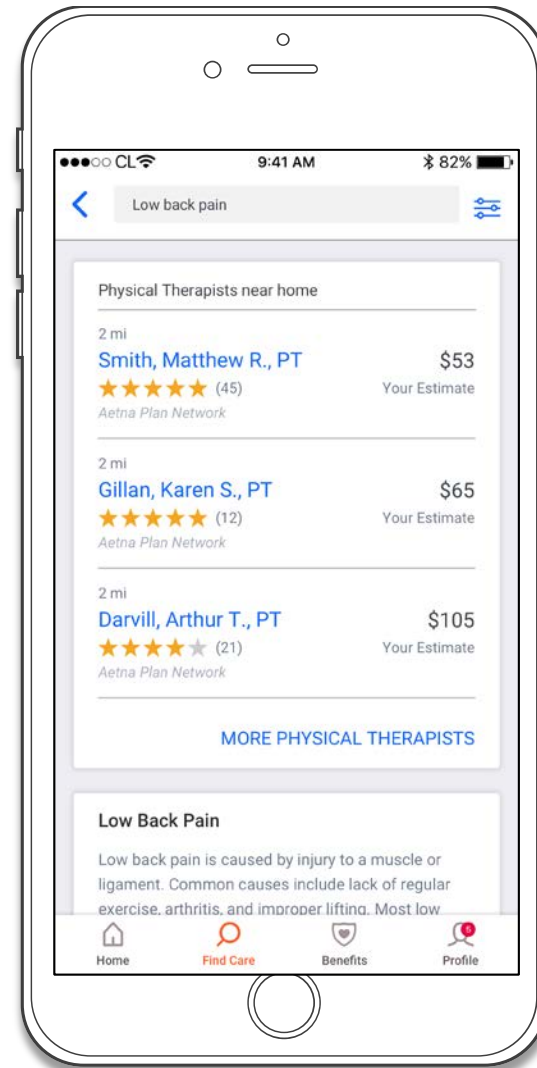
- Review your family's visits in an easy-to-read format
- See what you paid and why



Find Doctors You'll Love

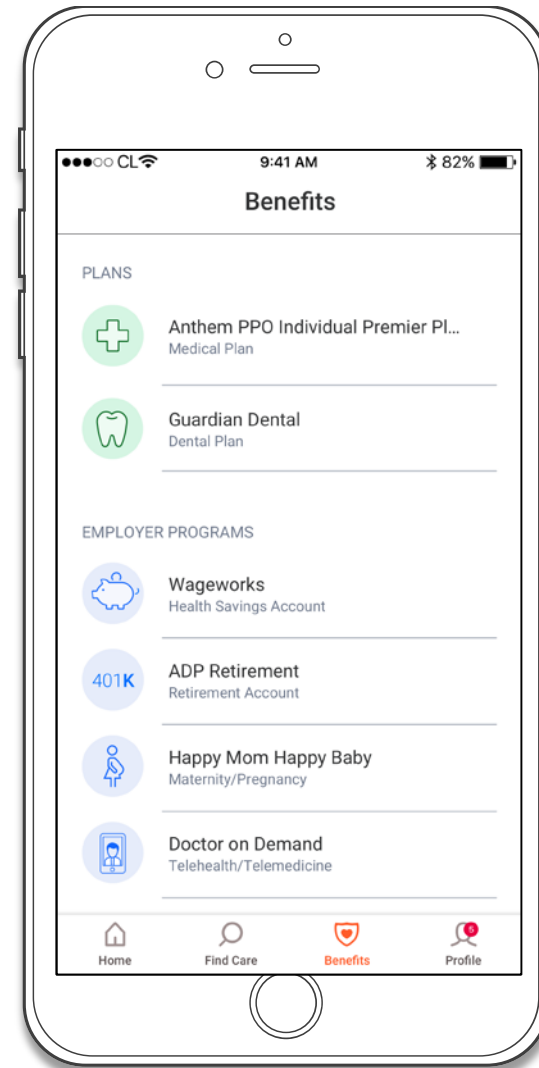
Search ratings and reviews from real people, and find high-quality doctors or specialists in your network and near you.

- Compare doctors and facilities based on quality, location, and cost
- Access contact information, patient reviews, quality information, and more



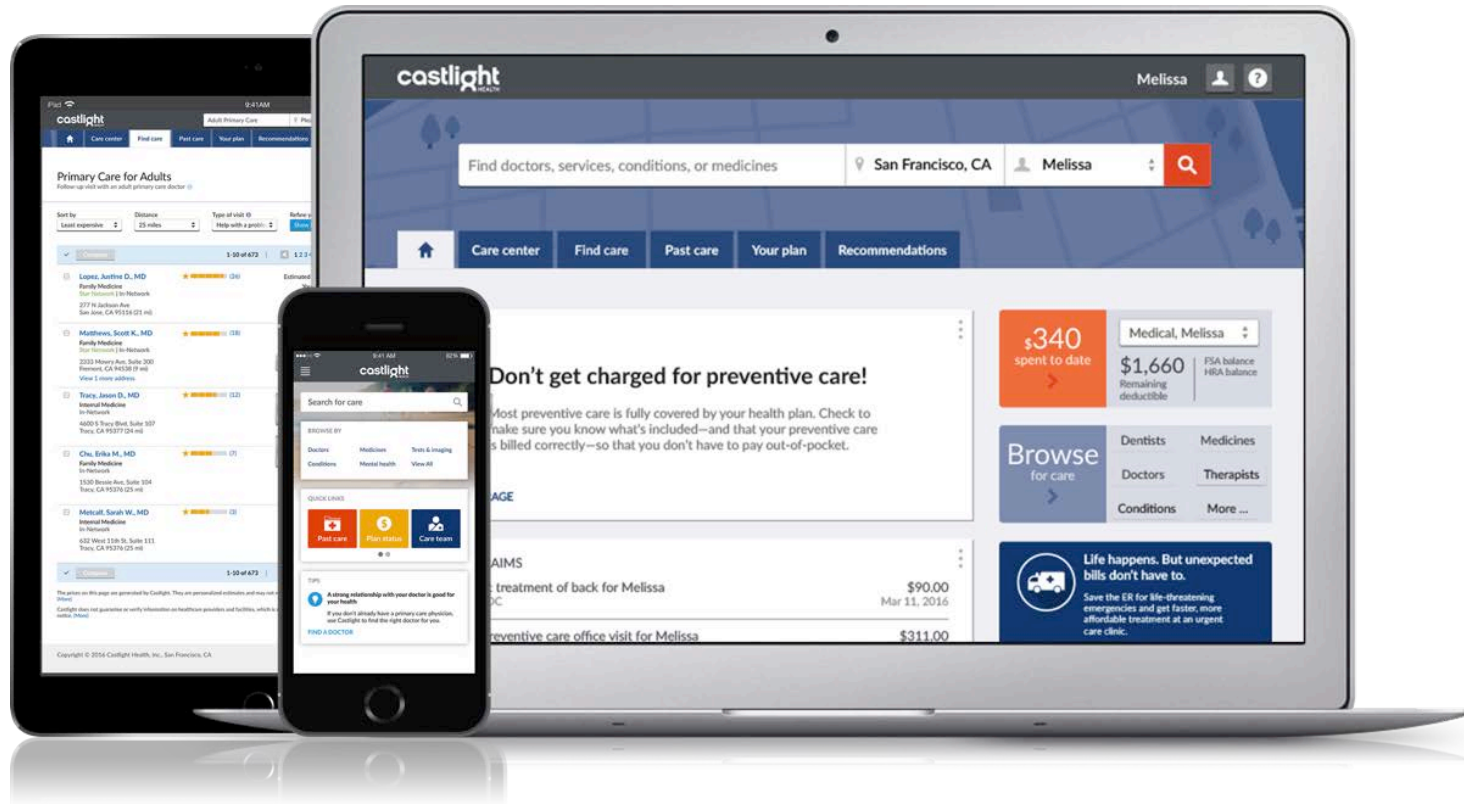
Feel Great About Your Benefits

Discover your well-being resources and see all your perks in once place.



Once You Complete Open Enrollment, Sign Up for Castlight.

www.mycastlight.com




If not currently under Blue Cross but electing it for 2020, you will not have access to Castlight Platform until after January 1, 2020.

Need Help Figuring it All Out?


We have resources to make it easier.

- Teradyne Open Enrollment Website: www.teradyne.com/benefits
- Plan Comparisons and Summary Plan Descriptions: www.teradyne.com/benefits
- Castlight Health: Past care detail, cost & quality data
- Teradyne Healthcare Calculator: Powered by Fidelity
- Compare Cost Estimates: www.bcbsma.com under “Find a Doctor”
- Go to: www.401k.com under the “Health Savings Account” tile
- HR Service Center
 - Phone: 978-370-3041
 - Email: hr.service.center@teradyne.com
 - URL: <https://gspk.co/s/03qr9fs>
 - Text2Engage: Text TER522 to 61759



What's Changing Video

Visit
<https://gspk.co/s/sskvplc>
OR
Text **TER375** to **61759**
OR
Look for this code:



Open Enrollment is Coming

Open enrollment period: October 28 – November 8, 2019

Be sure to attend a Benefits Fair:

Location	Date	Time	Address	Room Location
Teradyne Agoura Hills, CA	Monday, 10/28/2019	10:00 - 2:00pm	30701 Agoura Road Agoura Hills, CA	CCR 1 & 2
Teradyne/Eagle Test Buffalo Grove, IL	Tuesday, 10/29/2019	10:00 - 2:00pm	2200 Millbrook Drive Buffalo Grove, IL	Cafeteria
Teradyne North Reading, MA Bldg 600	Tuesday, 10/29/2019	10:00 - 2:00pm	600 Riverpark Dr. MS 700-2-1 N. Reading, MA	Conference Center
Teradyne/Nextest San Jose, CA	Wednesday, 10/30/2019	10:00 - 2:00pm	875 Embedded Way San Jose, CA	Employee Meeting Room
LitePoint San Jose, CA	Tuesday, 10/29/2019	10:00 - 2:00pm	180 Rose Orchard Ave San Jose, CA	