



# My Teradyne Benefits

Health, Wealth, Peace of Mind

## Welcome to 2025 Benefits Open Enrollment

**October 22 - November 6, 2024**

This year's Open Enrollment period is **October 22 - November 6, 2024**, 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 Litepoint 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.litepoint.com/benefits](http://www.litepoint.com/benefits).

If your spouse or significant other has benefit questions, they can also contact the HR Service Center directly by emailing [hr.service.center@teradyne.com](mailto:hr.service.center@teradyne.com) or by phone at 978-370-3041.

*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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# 2025 OPEN ENROLLMENT HIGHLIGHTS

## 2025 Open Enrollment Highlights

- LitePoint will continue to provide 100% premium free medical, dental, and vision coverage for employees and their eligible covered dependents.
- Employees enrolled in the Health Investment Plan will see their deductible increase to \$1,650 individual / \$3,300 family; out-of-pocket max will be \$4,300 individual / \$8,550 family.
- Employees enrolled in the Kaiser HSA plan will see their deductible increase to \$1,650 individual / \$3,300 family; out-of-pocket max will be \$3,300 individual / \$6,600 family.

## Important Updates to Your HSA and FSA Reimbursements Accounts

For 2025, **you must make an active election** if you want to have any of these pretax benefits.

### Important reminders:

- **Health Care FSA** increased the annual contribution to \$3,300 (projected limit) and the annual rollover to \$660 (projected rollover amount).
  - **Dependent Care FSA** now has a grace period which gives you two and half months at the end of the year to incur eligible expenses, as long as you are actively employed. Participants will have until March 15, 2025 to incur 2024 Plan Year Election and March 15, 2026 to incur 2025 Plan Year Elections.
- ! If enrolled in the **Health Investment Plan** or **Kaiser HSA**, your **2024 HSA** employee election **will not carry forward to 2025**. In order to have payroll deductions in 2025, an active election will need to be made.

## Enhanced Member Advocacy Support through Carenet

MyAdvocate, a Personal Health Assistant, will be available to our employees and dependents at no cost. MyAdvocate will act as an extension of our Human Resources staff and will be available as a resource to escalate and assist in resolving your benefit issues. Their services are designed to make your life easier by helping to navigate the complexities of the healthcare system while saving you time, money, and frustration. Some examples of their services are:

- Assistance with claims or billing issues
- Eligibility determination and coordination of benefits
- Finding the highest quality in-network doctors
- Comparing treatment costs in your area
- Explaining benefits in easy to understand language
- Education on Medicare and Exchange enrollment processes

Service will be available 24/7. When you start a case, a Care Coordinator gathers information and refers you to an Advocate who will remain with you until your issue is resolved. This program is available to you, your family members living in your home, your parents and parents-in-law at no cost.

More information will be available at <https://www.litepoint.com/careers/benefits/>.

# ENROLLING IN YOUR BENEFITS

## Open Enrollment Decisions and Reminders

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

- Any changes to medical, dental and vision care coverage.
- Elect an annual amount for all pretax 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 \$660 (projected amount) to be carried over 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 Benefitfocus.
- View/Update Life Insurance Beneficiary Designation via Benefitfocus.
- Election or cancellation of MetLife Legal Plan.
- For family coverage, remember to select each dependent to be covered.

**Important:** Due to Healthcare Reform and 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 **Benefitfocus** during Open Enrollment to provide this information.

## How to Make Changes to Your Benefits



Thrive is accessed through Single Sign On [here](#).



Benefitfocus is accessible through a Single Sign On tile through Thrive. There is also a link to Benefitfocus under the My Info section on your Thrive homepage.

If you do NOT take action during Open Enrollment, your current 2024 benefit elections will carry forward over to 2025 except the following: Dependent Care FSA, Health Care FSA and Health Savings Account (HSA) elections. If you want a 2025 election for those benefits, you must make an active election 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. Your benefit changes must be consistent with the life event. 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
- A significant cost increase to one of your health care plans



## YOUR MEDICAL PLAN COVERAGE

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Teradyne will continue to offer the existing Blue Cross Blue Shield plans for all employees, as well as the Kaiser plans for California. Note: Preventive 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.litepoint.com/benefits](http://www.litepoint.com/benefits) under 2025 Open Enrollment.

## SUPPLEMENTAL HEALTH VOLUNTARY BENEFITS

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### Aetna Voluntary Benefits

#### Critical Illness Insurance

Critical Illness coverage can help you focus on your health and ease financial worries during a difficult time. This coverage can protect your finances by paying cash benefits when you're diagnosed with a serious condition, such as a heart attack, end-stage renal failure, or cancer.

#### Accident Insurance

You can't plan for accidents, but you can protect yourself financially in the event of one. Aetna Accident Insurance can help cover expenses related to an injury caused by a covered accident. You receive cash benefits if you or an eligible covered dependent is injured at home or at work, no matter what's covered by your medical plan or other insurance.

#### Hospital Indemnity Insurance

Maybe you're expecting to have a hospital stay – or maybe not. The Aetna Hospital Indemnity Plan pays benefits when you have a hospital stay due to an illness, injury, surgery or delivering a baby. It's an extra layer of financial protection when you really need it.

More plan information and rates can be found on [www.litepoint.com/benefits](http://www.litepoint.com/benefits). Information is also available at [www.teradynevoluntarybenefits.com](http://www.teradynevoluntarybenefits.com).



### NortonLifeLock ID Theft Plan

How can I help keep my identity safer? NortonLifeLock monitors fraudulent use of your Social Security number, name, address, or date of birth in applications for credit and services.

If you become a victim of identity theft, an Identity Restoration Specialist will personally handle your case and help restore your identity. In addition to a daily credit score, cell phone takeover monitoring, and dark web monitoring, NortonLifeLock includes device protection for your personal desktops, laptops, cell phone, and tablets. Help protect you and your family's identity and devices with NortonLifeLock Benefit premier! More information about plan information and rates can be found on [litepoint.com/benefits](http://litepoint.com/benefits).

# 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
- Online fitness memberships, subscriptions, programs, or classes
- Cardiovascular and strength-training equipment for fitness that is purchased for use in the home, such as stationary bikes, weights, exercise bands, treadmills, and fitness machines
- **Excludes:** Personal trainers, 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](https://bluecrossma.com/myblue) or call the Member Service number on your ID card.

## 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: 20% 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](https://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 Scripts' 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.

### Smart90 Pharmacy Network

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.\*

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\*\*
3. Visit your favorite app store to download the Express Scripts® mobile app

\* 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.

\*\* 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 pretax 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 2025 contribution: \$3,300 (projected limit)</li> <li>• Use to pay: Out-of-pocket medical, dental and vision expenses (deductibles, copays, eyeglasses, dental work, etc.)</li> <li>• Up to \$660 (projected limit) 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 2025 contribution: \$3,300 (projected limit)</li> <li>• Use to pay: Out-of-pocket dental and vision expenses</li> <li>• Up to \$660 (projected limit) 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 2025 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 elder care facilities</li> <li>• Not available for health care expenses; applies ONLY to qualified dependent care expenses</li> <li>• Dependent Care FSA now has a grace period which gives you two and half months at the end of the year to incur eligible expenses, as long as you are actively employed. Participants will have until March 15, 2025 to incur 2024 Plan Year Election and March 15, 2026 to incur 2025 Plan Year Elections.</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.litepoint.com/benefits](http://www.litepoint.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 \$315,000 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 100% 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 2025 Employer HSA Contribution by January 4, 2025.

# 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 pretax dollars into interest-bearing deposit accounts or mutual funds (once the minimum balance is reached).\*

*\*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?

2025 Health Investment Plan with HSA	Individual	Individual Plus One	Family
Calendar Year Plan Deductible	\$1,650	\$3,300	\$3,300
Out-of-Pocket Maximum**	\$4,300	\$8,550	\$8,550
Employer Contribution	\$1,650	\$3,300	\$3,300
Employee Contribution	\$0 - \$2,650	\$0 - \$5,250	\$0 - \$5,250
Total combined contribution cannot exceed*	\$4,300	\$8,550	\$8,550

2025 Kaiser HSA	Individual	Individual Plus One	Family
Calendar Year Plan Deductible***	\$1,650	\$3,300	\$3,300
Out-of-Pocket Maximum	\$3,300	\$6,600	\$6,600
Employer Contribution	\$1,650	\$3,300	\$3,300
Employee Contribution	\$0 - \$2,650	\$0 - \$5,250	\$0 - \$5,250
Total combined contribution cannot exceed*	\$4,300	\$8,550	\$8,550

**Note:** Catch-up contribution maximum for 2025 equals \$1,000. Members age 55 and older are eligible to make annual catch-up contributions until age 65.

\* Change for Individual to \$4,300, up from \$4,150 in 2024; Change for Family and Individual plus to \$8,550, up from \$8,300 in 2024.  
 \*\* Embedded out-of-pocket max of \$4,300 per family member for Individual Plus One and Family Tiers.  
 \*\*\* Each member’s deductible in a family of two or more members cannot exceed \$3,300.

**You can be reimbursed, in part, from your Fidelity HSA for specific health care services, including:**

- Deductibles for covered medical services
- Deductibles for prescription drugs
- Coinsurance 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

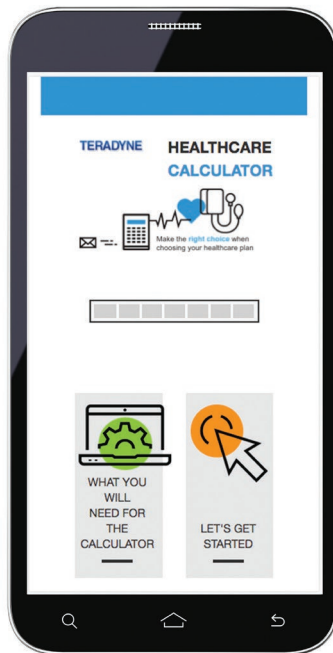
## Teradyne Healthcare Calculator

Are you sure you are choosing the right medical plan for you & your family? Test out our 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 modeler tool on the 2025 Open Enrollment website at [www.litepoint.com/benefits](http://www.litepoint.com/benefits).



## More Resources

- Teradyne Open Enrollment Website: [www.litepoint.com/benefits](http://www.litepoint.com/benefits)
- Plan Comparisons and Summary Plan Descriptions [www.litepoint.com/benefits](http://www.litepoint.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 [hr.service.center@teradyne.com](mailto:hr.service.center@teradyne.com)  
1-978-370-3041

## Included Health

Included Health provides expert medical opinions, treatment decision support and assistance with finding a high-quality in-network physician in your area. This program is offered to Teradyne employees enrolled in a BCBS-MA or Kaiser medical plan and their immediate and extended family at no cost.

Included Health can help 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. Include Health can handle all of the details.

## TELUS Health

TELUS Health is an Employee Assistance Program designed to help employees in their personal or work life. They offer support and services for different aspects of your life, including mental health support. TELUS Health is completely free and available to employees and their dependents 24/7. Enrollment in Teradyne benefits is not required to use the TELUS Health services.

Website: [one.telushealth.com](http://one.telushealth.com)

Username: TeradyneUS

Password: EAP

Phone Number: 1-800-635-0606

# 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 preventive, 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.

## 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.

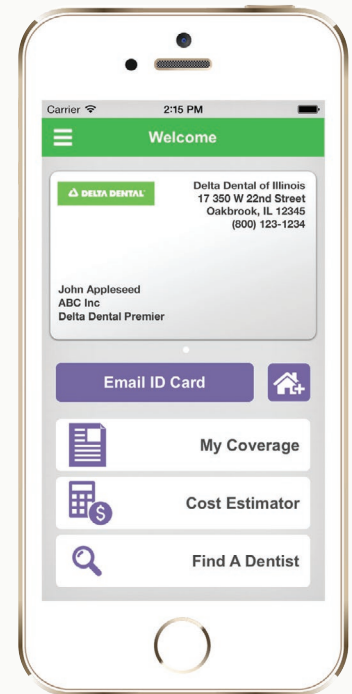


## Dental Plan at a Glance

	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 Basic Life Insurance Plan provides basic life coverage of 1.5 times your model compensation up to \$1,000,000. Teradyne pays the entire cost of Basic Life coverage. You may choose to purchase optional supplemental life insurance and Accident, Death & Personal loss coverage up to 5x your model compensation up to \$1,000,000. You pay a group premium for this coverage based on your age. Note that 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 2025 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 (STD)

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 full base salary.

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

## Long-Term Disability (LTD)

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

The Teradyne Business Travel Accident Insurance policy through AIG covers you when you are traveling on company business. Any benefit you may receive from this plan is in addition to any benefits provided through the group life insurance plan or other programs. You're automatically covered if you are a regular employee and Teradyne covers the entire cost of the plan. Coverage is 5x Annual Base Salary with a minimum benefit of \$150,000 and 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 \$1,000,000. In addition, the Plan has coverage for Emergency Medical Evacuation, Trip Interruption & Replacement Benefits, Trip Delay and Personal Property Benefits. There is also a wide array of other services provided: Travel Medical Assistance, Security Assistance, VIP Concierge, 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 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 \$23,500\*. Participants who are age 50 and older may also make pretax and Roth contributions up to \$31,500. Combined, pretax, Company matching contributions, after-tax, and Roth 401(k) contributions cannot exceed \$69,000. Changes to deferral elections or investment options can be done anytime by visiting [www.401k.com](http://www.401k.com) or by calling Fidelity directly at 1-866-956-3097. **However, now is a good time to log into your Fidelity account and review your 401(k) election.**

\*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 January - June 2025 plan period will take place in **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

## MetLife 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 17,500 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 Fidelity directly at 1-866-956-3097. Service associates are available to assist you Monday through Friday from 8:30 a.m. to midnight, Eastern Time.

All MetLife Legal Plan 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 (health care, financial, childcare, immigration)
- Health care 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

# 2025 PLAN RATES

## Plan Rates as of January 1, 2025

### Supplemental Life

Employee		Spouse/Domestic Partner					
Age	Rate/ \$1,000	Age	Rate/ \$1,000	Monthly Cost for Each Coverage Option			
				\$10,000	\$25,000	\$50,000	\$100,000
< 25	\$0.050	< 25	\$0.050	\$0.50	\$1.25	\$2.50	\$5.00
25-29	\$0.050	25-29	\$0.050	\$0.50	\$1.25	\$2.50	\$5.00
30-34	\$0.060	30-34	\$0.060	\$0.70	\$1.50	\$3.00	\$6.00
35-39	\$0.070	35-39	\$0.070	\$0.80	\$1.75	\$3.50	\$7.00
40-44	\$0.090	40-44	\$0.090	\$0.90	\$2.25	\$4.50	\$9.00
45-49	\$0.120	45-49	\$0.120	\$1.20	\$3.00	\$6.00	\$12.00
50-54	\$0.150	50-54	\$0.150	\$1.50	\$3.75	\$7.50	\$15.00
55-59	\$0.210	55-59	\$0.210	\$2.10	\$5.25	\$10.50	\$21.00
60-64	\$0.320	60-64	\$0.320	\$3.20	\$8.00	\$16.00	\$32.00
65-69	\$0.490	65-69	\$0.490	\$4.90	\$12.25	\$24.50	\$49.00
70-74	\$0.950	70-74	\$0.950	\$9.50	\$23.75	\$47.50	\$95.00
75+	\$1.680	75+	\$1.680	\$16.80	\$42.00	\$84.00	\$168.00

Child			
Rate/ \$1,000	Monthly Cost for Each Coverage Option <i>(One monthly cost covers all children in family)</i>		
	\$5,000	\$10,000	\$15,000
\$0.135	\$0.68	\$1.35	\$2.03

### Supplemental Short-Term Disability

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

### MetLife Legal Plan

Bi-Weekly Rate	\$10.27
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