



Build a Better You

Build a Better You

At Plexus, our team members are our top priority. It's apparent what continues to set Plexus apart is our team of talented and dedicated individuals whose everyday actions fulfill our company's vision of creating the products that build a better world. We value our team's diverse perspectives, backgrounds and experiences, as well as their commitment to each other, our customers and our communities.

Plexus is passionate about positively impacting the lives of our team members and recognizes the importance of health and wellbeing in order to live better, plan better and work better. We are committed to providing benefits, programs and healthcare plans that support the overall wellbeing of our team members and their families, including their physical, emotional and financial health. We also remain committed to providing our team with attractive benefit options at costs lower than the industry average.

As we approach our annual open enrollment period, I encourage you to review our current programs highlighted within this guide. I also encourage you to utilize the ALEX[®] tool to help determine the most cost-effective solutions for your needs. Should you have any questions when reviewing options, your local Human Resources team is ready to help.

Thank you for your commitment to living out our vision of creating the products that build a better world. I am continually reminded of your passion and dedication to drive our company's success. I hope in the coming year, Plexus can support your journey of building a healthy foundation, a stronger future and a better world. I wish you and your families a memorable and healthy 2023.

Todd Kelsey
Chief Executive Officer

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* Medicare Part D Creditable Coverage Notice located on pages 23-24

At Plexus, we're about building a better world through our day-to-day work and through our commitment to offering benefits and programs that help our people thrive.

Here's an overview of everything we offer to support you—and the people you love.

Live Better



Build a healthy foundation
Live your best life with comprehensive health and insurance benefits, a wide range of wellbeing programs and more.

Health Coverage

- Medical coverage
- Prescription drug coverage
- Dental coverage
- Vision coverage


Wellbeing

- Virgin Pulse, plus:
 - RethinkCare (personal wellbeing solution)
 - Foodsmart by Zipongo (healthy eating)
 - Wellbeats (virtual fitness training)
 - Smoking cessation
- Health Coach
- Francis Investment Counsel (financial counseling, college planning, retirement planning)

Employee Assistance Program (EAP)

Plexus Discounts

Plan Better



Build a stronger future
Save money on health and dependent care, protect your family from unexpected financial hardship, build retirement savings and take advantage of special Plexus discounts.

Healthcare Accounts

- Health Savings Account
- Healthcare Flexible Spending Account
- Dependent Care Flexible Spending Account

Plexus Corp. 401(k) Retirement Plan

Voluntary Benefits


- Critical Illness Insurance
- Accident Insurance
- Hospital Indemnity Insurance

Identity Protection Insurance

Income Protection Benefits

- Company-paid Basic Life and Accidental Death and Dismemberment (AD&D) Insurance
- Voluntary Supplemental Life and Accidental Death and Dismemberment (AD&D) Insurance
- Disability insurance

Work Better



Build a better world
Be engaged, challenged and inspired through fulfilling work, a supportive environment and continued professional and personal development.

Career Development

Tuition Reimbursement

Paid Holidays and Time Off

Paid Parental Leave

Plexus Gives Back

- Paid Volunteer Time Off
- Charitable match

Employee Resource Groups

Continuous Feedback Culture

Onsite Employee Engagement

Dress for Your Day



Five Things to Know Before You Enroll

Plexus is committed to providing resources and support that make it easy to choose the benefits that are right for you.

- 1 No action, no coverage.**
Make sure to check out usbenefits.plexus.com after reading this guide to learn more about your benefit options. If you do not enroll by the enrollment deadline, you will not have Plexus benefits for 2023.
- 2 Employee eligibility.**
As a Plexus employee who works at least 30 hours per week, you are eligible for all the benefits covered in this guide. If you work less than 30 but more than 20 hours per week, you are eligible for Basic Life and Accidental Death and Dismemberment (AD&D) Insurance, the Employee Assistance Program (EAP), the Plexus Wellbeing Program through Virgin Pulse and the Plexus Corp. 401(k) Retirement Plan.
- 3 Dependent eligibility.**
Visit usbenefits.plexus.com under Getting Started for more information about dependent eligibility.
- 4 Verify your dependents.**
It is important that you enroll only dependents that are eligible for Plexus' plans. **Any dependents added for 2023 benefits who were not previously verified must complete the verification process.** Download the necessary forms from **Connect > PLXS-CORP > Human Resources > Benefits, Wellness & Recognition > Benefits > AMER > U.S. Benefits**. Return them with any requested documentation by the deadline shown on the forms.
- 5 Is your spouse eligible for employer-subsidized medical coverage elsewhere?**
If yes and he or she is covered under your Plexus medical plan, you will pay an extra \$175 per month.

Newly Hired? Welcome to Plexus!

Review this guide to learn about your Plexus benefits and then enroll within 31 days of your eligibility date. If you do not enroll during this period, you will not receive any healthcare coverage, unless you experience a qualified life event later in the year or enroll in the next Open Enrollment period.

Need Help Deciding?

Visit ALEX at www.myalex.com/plexus/home to:

- Learn more about your benefits
- Decide which plans are right for you
- Estimate your healthcare costs
- See how Health Savings Accounts (HSAs) work



Meet
alex[®]

Your Checklist for Open Enrollment—and Beyond

Choosing your 2023 benefits is a big decision. And making the most of your coverage isn't always easy either. Plexus is committed to providing resources and support that can help—both during enrollment and throughout the year.

Enrolling Through Workday

- 1 Log on to your Workday account at <https://wd5.myworkday.com/plexus/d/home.html>. If accessing Workday from home, you will need to enter your network login credentials.
- 2 Go to the "Inbox."
- 3 Select the "Open Enrollment Change" task.
Note: If you're a new hire, select "Benefit Change – New Hire."
 - If you enroll in a Consumer Choice option, be sure to also elect the Health Savings Account (HSA) to receive the Plexus contribution.
 - Verify or add your spouse and/or dependents to your coverage or as beneficiaries. You will need to provide their names, birthdates, Social Security numbers, genders, and addresses.
- 4 Review your elections, select "I Agree" and then click "Submit."
- 5 Print your **confirmation page** and keep it for future reference.

Your Enrollment Checklist

- Read this guide and visit usbenefits.plexus.com.
- Visit ALEX at www.myalex.com/plexus/home.
- Go to www.welcometouhc.com/plexus to compare your medical options and get more details.
- Contact Francis Investment Counsel at www.moneyadviceatwork.com/plexus or download the mobile app for spending account guidance.
- Contact your local HR representative if you have questions.
- Enroll by the deadline.

Mid-Year Changes

You can enroll or make a change to your benefits during the year if you have a qualified life event such as:

- Change in marital status, number of dependents (i.e., birth, death or adoption), employment status for you, your spouse or dependent impacting coverage, or a change in dependent eligibility (i.e., attaining age 26).
- Medicare or Medicaid entitlement causing gain or loss of coverage;
- Gain or loss of other coverage through your spouse or for your dependent
- Receipt of a Qualified Medical Child Support Order (QMCSO); and
- Job status changes.

You may add or terminate coverage, change coverage levels (i.e., from single to family coverage), and add or remove dependents. You cannot change plans mid-year (i.e., from Consumer Choice 2000 to CMP). **Note:** Be sure to make changes within 31 days of the event in Workday and provide support for the event.

Benefit deductions will be withheld from your paycheck beginning on the effective date of your benefits.

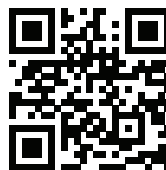
Please enroll by the Open Enrollment deadline or, if you are newly eligible, as soon as possible.

Build a Better You

Live Better

Plan Better

Work Better



Scan the QR code to access your benefit options on usbenefits.plexus.com



Live Better

Build a healthy foundation

Live your best life with comprehensive health and insurance benefits, a wide range of wellbeing programs and more.

Your Medical Coverage

You have a choice of three medical plans administered by UnitedHealthcare (UHC):

- CMP
- Consumer Choice 2000
- Consumer Choice 4000*

The CMP is a traditional Preferred Provider Organization (PPO) plan.

The Consumer Choice options are high deductible health plans (HDHPs) that are designed to work with a tax-advantaged Health Savings Account (HSA).

How Your Medical Coverage Works

While our plans differ in how costs are shared, they work in much the same way:

Deductible	Coinsurance	Your Out-of-Pocket Limit
You pay 100% until your deductible is met. Network preventive care is covered 100% and not subject to the deductible. For the CMP, you may pay a copayment for some expenses, including doctor visits and prescriptions.	Once you meet your deductible, the plan will begin to pay a percentage of your eligible healthcare costs; you and the plan will share the expenses. You'll always pay less when you stay in the network. If you go out of the network, you pay more.	Once you reach your out-of-pocket maximum, the plan will pay 100% of eligible expenses for the rest of the plan year.

Your HSA

If you enroll in a Consumer Choice plan, be sure to also enroll in the HSA, so you can receive Company contributions. Plexus will contribute \$650 for individual coverage or \$1,000 for family coverage. Company contributions are made per paycheck and are prorated based on your coverage effective date. You can use the money in your HSA to help meet your deductible, or save it for retirement! For more information, see page 13.



If You Have Family Coverage

Each family member enrolled in the CMP has an individual deductible and out-of-pocket maximum. Under the Consumer Choice plans, your family's combined healthcare costs are used to meet one deductible and one out-of-pocket maximum. Visit usbenefits.plexus.com to learn more.

Preventive Care vs. Diagnostic Care

Preventive Care:

Helps you stay healthy before you have symptoms; annual screenings are an example of preventive care; covered at 100% in-network.

Diagnostic Care:

Helps when you have symptoms or need follow-up care after a preventive visit. When you get diagnostic care, you may share some of the costs through copayments, coinsurance or deductibles.

Visit www.myuhc.com to make sure your doctor is in-network. Refer to the Summary Plan Description on usbenefits.plexus.com to see what services are preventive. You can also contact UHC for more information about covered services.

* If you enroll in the Consumer Choice 4000 medical plan, you will automatically be enrolled in Basic Critical Illness Insurance at no additional cost based on your medical coverage level. Plexus pays the premium but will withhold tax for the premium amount to ensure any benefit received is tax-free. This will appear on your paycheck as Critical Illness imputed income.

How the Medical Plans Compare

This table is a summary of the benefits provided under the Plexus medical plans. Check out the Summary of Benefits and Coverage (SBC) at usbenefits.plexus.com for more details.

	CMP		Consumer Choice 2000		Consumer Choice 4000	
	In-network	Out-of-network	In-network	Out-of-network	In-network	Out-of-network
Deductible, coinsurance and out-of-pocket maximum						
Deductible (amount you pay before the plan starts paying benefits each year)	\$1,500 Employee \$3,000 Employee + Spouse/ Child(ren) \$4,500 Family	\$3,000 Employee \$6,000 Employee + Spouse/ Child(ren) \$9,000 Family	\$2,000 Employee \$3,000 Employee + Spouse/ Child(ren) \$4,000 Family	\$2,000 Employee \$3,000 Employee + Spouse/ Child(ren) \$4,000 Family	\$4,000 Employee \$6,000 Employee + Spouse/ Child(ren) \$8,000 Family	\$4,000 Employee \$6,000 Employee + Spouse/ Child(ren) \$8,000 Family
Coinsurance	20%	40%	20%	40%	20%	40%
Out-of-pocket maximum (the most you will pay out of pocket in a given calendar year)	\$4,000 Employee \$8,000 Employee + Spouse/ Child(ren) \$12,000 Family	\$7,500 Employee \$15,000 Employee + Spouse/ Child(ren) \$22,500 Family	\$4,000 Employee \$6,000 Employee + Spouse/ Child(ren) \$8,000 Family (Individual \$7,150)	\$5,000 Employee \$10,000 Employee + Spouse/ Child(ren) \$15,000 Family	\$6,000 Employee \$9,000 Employee + Spouse/ Child(ren) \$12,000 Family (Individual \$7,150 dependent tiers)	\$8,000 Employee \$12,000 Employee + Spouse/ Child(ren) \$16,000 Family
Medical services (what you pay after meeting deductible)						
Emergency room	\$250 copay; then 20%	\$250 copay; then 20%	20%	20%	20%	20%
Primary Care Provider office visit	\$30 copay; 20%	40%	20%	40%	20%	40%
Preventive Services/ Well baby	Fully covered	Fully covered	Fully covered	Fully covered	Fully covered	Fully covered
Specialist office visit	\$60 copay; 20%	40%	20%	40%	20%	40%
Ambulance	20%	20%	20%	40%	20%	40%
All other medical	20%	40%	20%	40%	20%	40%
Critical Illness	Optional		Optional		Critical Illness coverage is automatically included	

Support When and Where You Need It

Your Plexus medical coverage includes:

- **Virtual visits**—talk to a provider 24/7 via computer, tablet or phone. Learn more at www.myuhc.com.
- **2nd.MD**—connect to board-certified, leading specialists across the country to get a second opinion on a diagnosis, treatment plan and more within three to five days. Visit www.2nd.md/plexus or call 866-269-3534.
- **Mental health**—turn to our plan's behavioral health coverage if you're struggling. Log on to www.myuhc.com to find a provider or schedule a behavioral health virtual visit.
- **Advocate4Me™**—get help with your benefits, navigating claims and finding high-quality, cost-effective care. Register and sign in at www.myuhc.com or call 844-210-5456.



Your Prescription Drug Coverage

Your medical plan includes prescription drug coverage, administered by OptumRx®. You'll pay less at the pharmacy when you stay in the OptumRx network. You can also save money by exploring lower-cost alternatives, such as generic medications, or by signing up for our mail-order program for medications you take regularly for any physical and mental health conditions.

		CMP*		Consumer Choice Plans**	
		Retail (30 days)	Mail Order (90 days)	Retail (30 days)	Mail Order (90 days)
Preventive Medications	Generic (Tier 1)	0%	0%	0%	0%
	Brand Formulary (Tier 2)	\$35 Min./ \$150 Max.	\$87.50 Min./ \$375 Max.	20%	20%
	Non-Formulary (Tier 3), and Specialty	\$60 Min./ \$150 Max.	\$150 Min./ \$375 Max.	20%	20%
Other Medications	Generic (Tier 1)	\$10 Min./ \$150 Max.	\$25 Min./ \$375 Max.	20%	10%
	Brand Formulary (Tier 2)	\$35 Min./ \$150 Max.	\$87.50 Min./ \$375 Max.	20%	10%
	Non-Formulary (Tier 3), and Specialty	\$60 Min./ \$150 Max.	\$150 Min./ \$375 Max.	20%	10%

* Under CMP, there is a 25% coinsurance which is subject to the minimum and maximums listed.

** All medications under the Consumer Choice plans are subject to the deductible prior to the application of coinsurance except for preventive medications.

Frequently Asked Questions

Looking for more details about OptumRx and your prescription drug coverage? Review the Frequently Asked Questions (FAQs) document in the Prescription Drug Coverage section at usbenefits.plexus.com.

Note: UHC reserves the right to reclassify drugs based upon scientific/medical research. Make sure you understand how your prescription is classified. This can affect whether a prescription is covered and at what cost. To confirm whether a medication is covered in-network and what tier the medication falls under, go to www.myuhc.com.



Your Dental Coverage

Good dental health is important to your overall wellbeing. That's why Plexus gives you the choice to enroll in one of three dental plans offered through Delta Dental of Wisconsin: Basic, Standard or Enhanced.

Comparing the Plans

Delta Dental offers two provider networks—PPO and Premier. Both are considered in-network, but you may pay more at a Premier provider. Dentists in the Delta Dental PPO network offer the best pricing, which helps you stretch your annual maximum benefit.

Regular diagnostic and preventive services are important to maintain good oral health. These services are covered at 100%. Take a look at the summary chart below and assess your dental needs to ensure you choose the plan that works best for you and your family.

Know Your Oral Health Score

Your oral health can impact your overall health. Take the myDentalScore online assessment and see how your smile scores. Then, discuss the results with your dentist during your next exam.

Visit emds3.previser.com/ddwi/plexus to find out your score.

Keep Your Smile Healthy and Happy with News and Tips from Delta Dental

Explore grin!, a quarterly e-magazine from Delta Dental featuring oral health news, notes and entertainment. Subscribe to grin! at www.deltadentalwi.com/s/grin.

Need More Frequent Dental Cleanings?

Your dental coverage includes more frequent dental cleanings and/or fluoride treatments for people with certain medical conditions. The service is provided through Delta Dental of Wisconsin's Evidence-Based Integrated Care Plan (EBICP). For more information, view the Summary Plan Description on usbenefits.plexus.com.

	Basic	Standard	Enhanced
Individual Annual Maximum	\$1,000	\$1,500	\$2,000
Deductible			
Individual	\$50	\$50	\$25
Family	\$150	\$150	\$75
Diagnostic & Preventive Services (exams, cleanings, X-rays, sealants, fluoride treatments)	100%	100%	100%
Basic Services (fillings, endodontics, extractions)	50%	80%	90%
Major Services (crowns, bridges)	50%	50%	80%
Orthodontia (lifetime maximum)	0%	50%, up to \$1,500	50%, up to \$2,000

Your Vision Coverage

Our vision plan is provided through UnitedHealthcare’s Spectera Eyecare Network. Enjoy the convenience of having the same provider for both vision and medical benefits. Designed to help you and your family with routine eye care costs, the plan covers annual eye exams at 100% if you seek services with a UnitedHealthcare (UHC) provider. Other covered services are listed in the table below.

Be sure to review the Summary Plan Description (SPD) and other policy documents for details. Go to usbenefits.plexus.com under **Health**.

Your Eyes: Windows to Your Overall Health

Using your preventive benefit to get a routine eye exam isn’t just good for your vision; often, it can uncover the early signs of an underlying health condition such as diabetes or high blood pressure.

Visit www.myuhcvision.com to find a participating provider. An ID card is not required.

	In-network	Out-of-network
Exam	100%	Up to \$75
Contact Lenses (in lieu of frame and eyeglass benefits)	6 boxes every 12 months or up to \$150 allowance	Up to \$100
Frames	Up to \$150	Up to \$100
Lenses Clear, standard, plastic or glass (in lieu of contact lenses)	Single 100% Bifocal 100% Trifocal 100%	Single - up to \$50 Bifocal - up to \$60 Trifocal - up to \$80
LASIK	Up to 35% off the national average price of LASIK through QualSight LASIK	

To view additional benefits and discounts offered through UnitedHealthcare Vision, visit usbenefits.plexus.com.



Personalized Enrollment Suggestions from ALEX

Want expert help with your enrollment decisions? Ask ALEX!

Offered through Jellyvision, ALEX is an entertaining, online guide to your Plexus benefits that can:

- Answer questions
- Provide personalized advice
- Help you find the coverage that’s best for you

Get acquainted at www.myalex.com/plexus/home.

Your Wellbeing

Virgin Pulse

We recognize that when it comes to your total wellbeing, there is power in making it personal. The Plexus Virgin Pulse rewards program provides new insights into your health habits, empowering you to be your healthy best. It's available to all employees.

- **Set goals**
- **Complete a variety of activities** to earn Pulse Points.
- **Receive support and encouragement**
- **Get healthy!**
- **Earn rewards!** All employees can earn Pulse Cash up to \$100 per quarter, \$400 annually, for each activity tracked in Virgin Pulse. Purchase fitness gear at the Virgin Pulse online store or gift cards to popular retailers or use your Pulse Cash to donate to a nonprofit.

Not interested in tracking? That's okay! Virgin Pulse includes an ecosystem of wellbeing resources to support your wellbeing and help you be at your best.

Wellbeats: Virtual fitness platform offering 30+ channels and 700 classes with something for every age, stage, interest and ability.

RethinkCare: Mindfulness solution focused on reducing stress and improving mental health with three collections: Learn to Meditate, Reduce Stress and Anxiety, and Be Happier, plus 374 audio and video sessions and 1,000 articles and exercises backed by MDs, PhDs and certified experts.

Foodsmart by Zipongo: Food and nutrition offering that makes it easy to eat healthy with meal planning tools, a robust recipe library, instant grocery ordering and healthy meal delivery.

Ex Program by Truth Initiative: Digital tobacco cessation program that personalizes your quitting journey through an interactive, self-paced, multi-media approach.

Important Notes

- To activate your Virgin Pulse account, go to join.virginpulse.com. You will need your Plexus employee ID number found on your ID badge.
- Have a disability or medical condition? There may be other ways to participate. Visit the Virgin Pulse Support page at <https://virginpulse.zendesk.com/hc/en-us> or complete the contact form at <https://app.member.virginpulse.com/#/zendesk/support>.
- These rewards are taxable. They'll appear as Virgin Pulse Imputed Income on your paycheck as soon as administratively possible.



Health Coach

ThedaCare Wellness at Work provides motivational health coaching, face-to-face or virtually, to inspire and teach you how to lose weight, stop smoking and achieve your fitness goals for sustained results.

These health coaches create unique action plans for many key health and wellness issues, such as:

- Weight loss
- Improved nutrition
- Exercise and fitness
- Stress management
- Tobacco cessation
- Blood pressure and cholesterol reduction
- Increased energy

In addition, there are many programs on various topics promoted throughout the year. Contact health.coach@plexus.com for more information.

Financial Wellbeing

Francis Investment Counsel offers investment advice services to Plexus Corp. 401(k) Retirement Plan participants and employees—all at no cost to you.

In addition to helping with retirement planning and changes to your retirement account, advisors can help with overall financial wellbeing—including debt management, college planning and more. Francis also provides free webinars throughout the year on relevant financial topics. Visit www.moneyadviceatwork.com/plexus to find more information.

Employee Assistance Program (EAP)

You do not need to be enrolled in a Plexus medical plan to utilize the EAP.

Our Employee Assistance Program, offered through Optum, is available to all Plexus employees and their family members. to offer support and resources for all aspects of your wellbeing. The EAP offers 24/7 confidential support for managing anxiety and depression, parenting, family and relationship problems,

chronic conditions, substance abuse, child and elder care support, convenient services, educational resources and more!

- **Face-to-face counseling/services:** Three appointments are included at no cost, per issue, per member, per year.
- **Help over the phone:** Get help with a variety of life's needs by calling **866-366-0378**.
- **Online resources:** Visit www.liveandworkwell.com and use access code **Plexus** for unlimited access to a wide range of information, tools and resources.

Real Appeal

Designed to help you make lasting lifestyle changes, Real Appeal is a digital weight-loss program that has helped Plexus employees and family members lose 1,400+ pounds since 2020. It's available at no additional cost as part of your enrollment in a UnitedHealthcare medical plan.*

Enroll and participate in up to 52 weeks of engaging, customized support. The program offers group sessions with a live virtual coach as well as videos, customized digital coaching and online tracking tools. You'll also receive a Success Kit—with scales, workout DVDs, recipes, blender and more. Learn more and enroll at plexus.realappeal.com.

* Real Appeal is available at no additional cost to all enrolled employees and qualified family members with a body mass index (BMI) of 23 or greater, subject to eligibility.

Plexus Discounts

BenefitHub Marketplace is your home for saving on thousands of items all through an easy-to-use, exclusive discount marketplace.

BenefitHub negotiates the best discounts on the market for you and many of the offers include additional cash back to make it the best overall value to you. The diverse platform includes discounts on travel, hotels, restaurants, car rentals, your favorite local establishments and much more!

Visit plexusdiscounts.benefithub.com to register. When creating your account, enter referral code **NFNWMB** and start saving today.



Plan Better

Build a stronger future

Save money on health and dependent care, protect your family from unexpected financial hardship, build retirement savings and take advantage of special Plexus discounts.

Healthcare Accounts

Plexus offers an HSA and two FSAs to help you cover health and/or dependent care expenses tax-free.

Health Savings Account (HSA)

Our Consumer Choice medical plans are designed to work with an HSA. You can use our HSA, administered by Optum Bank®, to help cover out-of-pocket healthcare expenses, including your deductible. Your unused balance rolls over each year and accumulates tax-free.

	2023 IRS annual maximum	Plexus annual contribution	Employee annual maximum payroll contribution
Single	\$3,850	\$650	\$3,200
Family*	\$7,750	\$1,000	\$6,750

* Family includes Employee + Spouse and Employee + Children coverage levels.

Both your contributions and company contributions apply to these limits. If you are 55 or older, you can make an additional \$1,000 catch-up contribution.

You can change your contribution amount during Open Enrollment or at any time during the year by submitting an HSA Change benefit event in Workday.

You must elect the HSA to receive Plexus contributions even if you don't plan to contribute to the HSA yourself.

HSA Highlights

- 1 It's yours to keep, similar to a personal bank account.
- 2 There's no "use it or lose it" rule. Your HSA balance rolls over and accumulates, year after year.
- 3 When your balance reaches \$1,000, you can invest your HSA much like your 401(k) plan.
- 4 You get a triple-tax advantage. Contributions are pre-tax, your account grows tax-free and you're not taxed on the money you use to pay qualified medical expenses.
- 5 It's easy to use. Pay qualified expenses with your Optum Bank debit card (sent within 45 days after you first enroll). Or save your money and medical receipts and request reimbursement in the future.

To Be Eligible for a Health Savings Account:

- You must be covered under one of the Consumer Choice medical plans.
- You cannot be covered under any other health plan, including a spouse's FSA.
- You cannot be enrolled in Medicare, TRICARE® or VA benefits.
- You cannot be claimed as a dependent on another person's tax return.

Questions about your eligibility or HSAs in general? Visit www.irs.gov or contact Optum Bank.

Healthcare Flexible Spending Account

If you enroll in the CMP medical option or waive medical coverage, you can save pre-tax dollars in a Healthcare FSA through payroll deductions. Your contributions can be used to help cover medical, dental and vision expenses not covered by your health plan.

How the Healthcare FSA works

Your entire annual election amount is available at the beginning of each year to reimburse your eligible expenses for that year.

Annual contribution

Minimum	Maximum
\$100	\$2,600

Dependent Care Flexible Spending Account

The Dependent Care FSA allows you to save money tax-free to help pay for eligible daycare or eldercare expenses that enable you to work and/or attend school full time. This account **will not** pay for healthcare expenses for your dependents.

How the Dependent Care FSA works

Under the Dependent Care FSA, you will be reimbursed up to the amount in your account when you request reimbursement.

Annual contribution

Minimum	Maximum
\$100	\$5,000 for a married couple \$2,500 if you are single or married and file separately

Resources

- For more information on FSAs, visit usbenefits.plexus.com.
- For a complete list of eligible Healthcare FSA expenses, visit www.irs.gov/forms-pubs/about-publication-502.
- For a complete list of eligible Dependent Care FSA expenses, visit www.irs.gov/forms-pubs/about-publication-503.

FSA Highlights

- The potential tax savings is like getting a discount on eligible expenses equal to your tax rate.
- **Any money left in your Healthcare and/or Dependent Care FSA will not carry over into the next plan year.**

Using Your FSA

- You must enroll in one or both FSAs during Open Enrollment or as a new hire. Otherwise, you'll have to wait until Open Enrollment for the next year (unless you have a qualified life event that allows you to change your coverage mid-year).
- You must incur eligible expenses between Jan. 1 (or the date your participation begins if enrolling as a new hire) and Dec. 31 of the plan year. There is no grace period or carryover, although you can submit 2023 claims through March 31, 2024.
- You will receive an FSA debit card to pay for eligible expenses where accepted. If enrolled in Plexus medical coverage, you can sign up at www.myuhc.com to automatically submit your medical out-of-pocket claims directly to your Healthcare FSA for reimbursement. Other expenses may be submitted to UnitedHealthcare for reimbursement.



401(k) Retirement Plan

Plexus wants you to be financially prepared when you are ready to retire, which is why we offer the Plexus Corp. 401(k) Retirement Plan—administered by T. Rowe Price. The plan’s key features include:

- **Matching contributions:** Plexus matches 100% on the first 4% of pay you defer.
- **Immediate 100% vesting:** This means you “own” all of the money in your account and can take it with you if you leave the company.
- **Pre-tax contributions:** Lower your current taxable income by making pre-tax contributions. You’ll defer taxes on your contributions, matching contributions and any investment earnings until you receive funds from your account.
- **Roth contributions:** Pay taxes on your contributions now so you can withdraw the funds tax-free in the future. Investment earnings will never be taxed if you meet certain distribution requirements. And you’ll defer taxes on your matching contributions, same as with before-tax contributions.
- **Tax-free growth of investment earnings:** As long as the money stays in your account, it is tax-free.
- **Range of investment options:** So you can choose the mix that’s right for you.

Free Student Loan Education!

- Log on to your account at rps.troweprice.com, and then click the “Plan & Learn” tab on the homepage to find the Student Loan Center. You’ll find:
- Insightful quick-read articles that clearly explain student loan issues and potential options.
- Free educational resources that may help if you are planning for and managing education costs while also saving for retirement.

Ready to Enroll in the 401(k)?

Make sure you’ve selected your beneficiary.

When you name a beneficiary for your plan account—and keep it updated as life changes—you help ensure that your savings will be distributed the way you want in the event of your death.

Protect yourself from cyberfraud.

Be sure to establish an online account with T. Rowe Price and periodically review your account. It is best practice to have multi-factor authentication enabled.

Have questions?

Go to www.plexus401k.com to get started and/or get more details.



Income Protection Benefits

Company-Paid Basic Life and AD&D Insurance

Plexus offers Life and Accidental Death and Dismemberment (AD&D) Insurance benefits to protect you and your family in the event of your death or serious injury. All Plexus employees who work at least 20 hours per week will receive company-paid Basic Life and AD&D Insurance in the following amounts, based on employment status:

- **Hourly employees:** 1x your annual base salary, up to \$125,000
- **Salaried/non-exempt employees:** 1.5x your annual base salary, up to \$500,000

Supplemental Life Insurance

For added protection, you can purchase supplemental life insurance for yourself, your spouse and your child(ren) at affordable rates. You may elect additional coverage for:

- 1 **Yourself;** up to \$500,000, not to exceed 10x your annual earnings
 - Guaranteed Issue is \$150,000
 - Rates based on age
- 2 **Your spouse;** up to \$250,000, not to exceed 50% of your election
 - Guaranteed Issue is \$75,000
 - Rates based on age
- 3 **Your child(ren);** up to \$10,000
 - Flat rate applies

As a new hire or when newly eligible, you may elect up to the Guaranteed Issue amount without Evidence of Insurability (EOI). As a late entrant, you are subject to EOI for any amount elected. For EOI, you will receive a task in your Workday inbox. Click "Complete Unum Statement of Health" to complete. When done, click "Submit" to remove the task from your Workday inbox.

Supplemental AD&D Insurance

You are eligible to purchase up to \$500,000 in Supplemental AD&D Insurance. You may elect \$10,000 to \$500,000 of coverage in increments of \$10,000, not to exceed 10x your annual earnings.

Disability Coverage

The Plexus Short-Term Disability (STD) and Long-Term Disability (LTD) programs protect your pay if you are unable to work because of an illness or injury.

You are eligible for this coverage the first of the month following 90 days of employment. Plexus pays 100% of the premium and automatically enrolls you once you've met the eligibility period.

STD	LTD
100% of regular pay for the first 8 weeks and 60% for weeks 9 through 26*	Up to 60% of regular pay to a maximum of \$12,000 per month*

* The length of time you receive STD and/or LTD benefits is dependent upon medical certification by your healthcare provider and governed by the terms of the plan(s) as stated in their respective plan document(s).

Unum Administers Plexus Life, Disability and FMLA Benefits

You have access to a secure and easy way to submit claims or leaves online by visiting www.unum.com. You can also:

- Access and download claim forms and other documents.
- File claims and leave requests paper-free, 24/7.
- Sign and submit authorization forms.
- Upload documents by computer or using Unum's mobile app.
- Review claim status and recent transactions.
- Update personal and provider information.
- Register for direct deposit if applicable.

Voluntary Benefits: Added Protection for You and Your Family

Financial Protection

Plexus offers three voluntary benefits through Voya Financial to give you added financial protection if you experience a serious illness or accident:

- **Critical Illness Insurance:** Pays a \$5,000 lump-sum benefit if you or a family member covered under this plan is diagnosed with a covered illness or disease, such as heart attack, stroke, organ failure or cancer.
- **Accident Insurance:** Supplements your primary health insurance by providing benefits for specific injuries and events resulting from a covered accident. Benefits are provided regardless of other medical or disability benefits you receive.
- **Hospital Indemnity Insurance:** Provides a single lump-sum benefit if you or a family member covered under this plan is hospitalized for a covered condition. Benefit amount is based on the number of days spent in the hospital if you have a covered stay on or after your coverage date.

The cash payments provided through these programs can be used for any purpose, including health insurance deductibles and copayments, childcare and home healthcare. Premiums are deducted from your pay post-tax so the benefit amount paid is tax-free. This coverage is guaranteed issue, which means no medical questions or tests are required when you enroll. If you leave Plexus or retire, you can take the coverage with you. It's fully portable.

Annual Wellness Benefit

Both the Accident and Hospital Indemnity coverage include an annual wellness benefit that makes these optional programs even more affordable:

Accident	Hospital Indemnity
<ul style="list-style-type: none">• \$150 for both employee and spouse• \$75 per child, up to \$300 maximum	<ul style="list-style-type: none">• \$75 for both employee and spouse• \$37 per child, up to \$150 maximum

Annual Wellness Benefit Examples

Health screening tests covered by the Wellness Benefit include, but are not limited to:

- Annual physical exam (adults)
- Biometric screenings
- Colonoscopy
- Mammography
- Routine eye exam
- Routine dental exam
- And more!

You can file an online wellness claim for each covered person with Voya, and you can receive your benefit by check or via direct deposit. Visit usbenefits.plexus.com under **Voluntary Benefits** to find out how to file a claim with Voya and more.

Identity Protection

Allstate Identity Protection Pro Plus offers next evolution identity protection from a wide range of identity threats. This optional coverage gives you access to the Allstate Digital Footprint™, a simple way for you to see and secure your online information. It also includes comprehensive real-time alerts, reimbursement for fraud-related losses, like stolen 401(k) plan and HSA funds or fraudulent tax returns, and more.

Get the Full Scoop

Questions? Visit usbenefits.plexus.com > **Identity Protection** to get more details about this program.



Work Better

Build a better world

Be engaged, challenged and inspired through fulfilling work, a supportive environment and continued professional and personal development.



Your Growth and Success

Career Development

Our people create our best Plexus. Whether through technical training or leadership development opportunities, we encourage all employees to look for ways to grow and develop.

Developing your career requires time and commitment. The Plexus Development Process helps employees define areas of opportunity and specific activities you can do to build out effective development goals to support your career aspirations. We cultivate a learning culture through tools, such as our internal training platform, our Leadership Development Library and the opportunity to engage in third party accredited development tools.

Check out the [Learning & Development SharePoint](#) page at [PLXS-CORP > Human Resources > Learning & Development](#) for details.

Tuition Reimbursement

Plexus offers tuition reimbursement (maximum \$5,250 per calendar year) of pre-approved expenses for courses that are part of certain degree-seeking programs. Eligible expenses include tuition, registration fees, application fees, book and study guide fees, lab fees and transcript fees. Ask your HR Representative for more information.

Paid Parental Leave

Life can pull you in many directions. We take the time to provide programs to help you manage your professional and personal lives so you can be successful at both. Plexus' paid parental leave provides up to two weeks of pay to assist and support new parent relationships with a newborn or a newly placed child.

Paid Holidays and Time Off

Plexus provides time off so you can recharge, relax and spend quality time with family and friends—through paid holidays, vacation and sick time.

Employee Resource Groups

Be you! Diversity, equity and inclusion are vital for Plexus' ability to grow and innovate in a fast-changing environment. Employee Resource Groups (ERGs) are an integral component of Plexus' commitment to help us drive meaningful relationships and fostering the development of our teammates. Plexus has three established ERGs: Women in Network, Plexus Young Professionals and Unus Plexus. More information on each ERG can be found on [Connect](#).

Plexus Gives Back

As a community partner, Plexus is committed to improving the communities where our employees work and reside.

Plexus offers a Charitable Match program that matches employee contributions to a qualified charity. More information is available on [Connect](#).

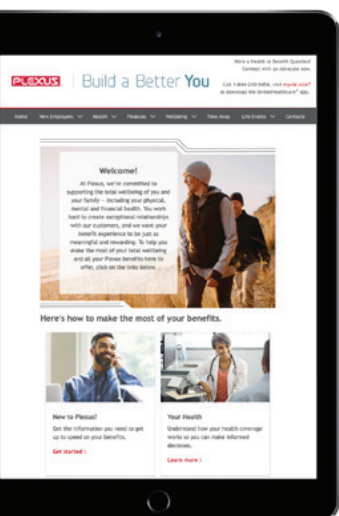
Community service has a positive impact on everyone at Plexus and supports a continuous cycle of wellbeing that neither begins nor ends at our facilities. To provide additional engagement and involvement opportunities in our communities, Plexus provides eligible employees the opportunity to take up to eight hours of volunteer paid time off each calendar year.

Resources for You

Get more information at usbenefits.plexus.com or contact our plan service providers directly.

Benefit	Plan Service Provider	Telephone	Website
401(k) Plan	T. Rowe Price ●	800-922-9945	www.plexus401k.com
Dental	Delta Dental ●	800-236-3712	www.deltadentalwi.com
EAP	Optum ●	866-366-0378	www.liveandworkwell.com (access code: <i>Plexus</i>)
Financial Advice	Francis Investment Counsel ●	866-232-6457	www.moneyadviceatwork.com/plexus
FMLA, STD and LTD	Unum ●	866-779-1054	www.unum.com/claims
HSA	Optum Bank ●	844-210-5456	www.optumbank.com
Health Coach	ThedaCare Wellness at Work	N/A	health.coach@plexus.com
Identity Protection	Allstate ●	800-789-2720	https://www.allstateidentityprotection.com/
Life Insurance	Unum	866-779-1054	www.unum.com/claims
Medical, Vision and FSAs	UnitedHealthcare ●	844-210-5456	www.myuhc.com
Plexus Discounts	BenefitHub Marketplace ●	N/A	plexusdiscounts.benefithub.com (referral code NFNWMB)
Prescription Drug	OptumRx	844-210-5456	www.myuhc.com
Voluntary Benefits	Voya Financial	855-663-8692	https://presents.voya.com/EB/LandingPage/PlexusCorp
Wellbeing Support	Virgin Pulse ●	888-671-9395	member.virginpulse.com

● Download apps from Google Play and the Apple App Store.



Enrollment Reminders

- 1 Visit ALEX at www.myalex.com/plexus/home for benefit overviews and enrollment guidance.
- 2 Get more detailed information at usbenefits.plexus.com.
- 3 Complete your enrollment in Workday. Be sure to print your benefits confirmation page for future reference.
- 4 Be sure to elect beneficiaries for your life insurance, 401(k) plan and HSA. Life insurance beneficiaries are completed in Workday. You'll need to log on to your 401(k) and HSA accounts to designate your beneficiaries for those benefits.
- 5 Return to Workday if you need to make benefit changes during 2023. **Pro tip:** Mid-year changes are only allowed if you have a qualified life event AND you submit within 31 days of event.



Terms to Know

We've used some terms in this guide that may be unfamiliar to you. UHC maintains an up-to-date glossary of key health plan terms (such as deductible, coinsurance, copayment, formulary and many others) and their definitions, here:

<https://www.justplainclear.com/en>

Legal Notices

To communicate benefits information to our employees effectively and in a timely manner, we provide the legally required health, welfare and retirement plan disclosures to you on **Connect > PLXS-CORP > Human Resources > Benefits, Wellness & Recognition > Benefits > AMER > U.S. Benefits**. Required Annual Notices may also be found on **Connect**. However, you may receive some notices on paper via the U.S. mail in order to comply with the applicable laws that govern our plans.

Under this method of delivering electronic disclosures and notices, you will be notified via company email when a new disclosure or notice is posted or when existing documents or notices are modified. Please note, if you would like a paper copy of any disclosure document or notice, you may print the information from **Connect > PLXS-CORP > Human Resources > Benefits, Wellness & Recognition > Benefits > AMER > U.S. Benefits**, contact your HR representative or contact the Benefits team at PLXS-GHQ.Benefits.Team@plexus.com.

This document also serves as a Summary of Material Modification (SMM) and describes important changes in the Plexus Corp. medical plans (collectively, "Plan") sponsored by Plexus Corp. (the "Company"). This SMM is intended to update and supplement the Summary Plan Description (SPD) booklet for the Plan. The Plan changes described in this document supersede any contrary provisions contained in the SPD, although the remainder of the SPD will remain in effect. This document together with the Plan's SPD make up your official summary plan description; please keep them together and refer to them as necessary. If there is any discrepancy between this SMM or the Summary Plan Description and the Plan document, the Plan document will govern.

The Company reserves the right to end, suspend or amend its benefit plans and programs at any time, for any reason, in whole or in part. Receipt of enrollment materials with respect to a benefit does not imply eligibility or coverage for that benefit. Providing employees with enrollment materials does not create any rights with respect to any benefit beyond those provided in the applicable plan documents. The plan administrator will determine eligibility for Plexus benefit plans.

HIPAA Special Enrollment Notice

If you are declining enrollment for yourself or your dependents (including your spouse) because of other health insurance or group health plan coverage, you may be able to enroll yourself or your dependents in this plan if you or your dependents lose eligibility for that other coverage (or if the employer stops contributing towards your or your dependents' other coverage). However, you must request enrollment within 31 days after your or your dependents' other coverage ends (or after the employer stops contributing toward the other coverage).

In addition, if you have a new dependent as result of marriage, birth, adoption, or placement for adoption, you may be able to enroll yourself and your dependents. However, you must request enrollment within 31 days after the marriage, birth, adoption, or placement for adoption.

Special enrollment rights also may exist in the following circumstances:

- If you or your dependents experience a loss of eligibility for Medicaid or a state Children's Health Insurance Program (CHIP) coverage and you request enrollment within 60 days after that coverage ends; or
- If you or your dependents become eligible for a state premium assistance subsidy through Medicaid or a state CHIP with respect to coverage under this plan and you request enrollment within 60 days after the determination of eligibility for such assistance.

Note: The 60-day period for requesting enrollment applies only in these last two listed circumstances relating to Medicaid and state CHIP. As described above, a 31-day period applies to most special enrollments.

To request special enrollment or obtain more information, contact your HR Representative or the Benefits team via email PLXS-GHQ.Benefits.Team@plexus.com.

Women's Health and Cancer Rights Act

As a participant of the Health and Welfare Plan for Employees of Plexus Corp (the "Plan"), if you have had or are going to have a mastectomy, you may be entitled to certain benefits under the Women's Health and Cancer Rights Act of 1998 (WHCRA). For individuals receiving mastectomy-related benefits, coverage will be provided in a manner determined in consultation with the attending physician and the patient, for:

- All stages of reconstruction of the breast on which the mastectomy has been performed;
- Surgery and reconstruction of the other breast to produce a symmetrical appearance;
- Prosthesis; and treatment of physical complications at all stages of the mastectomy, including lymphedemas.

These benefits will be subject to deductible and coinsurance that are consistent with those established for similar benefits under the Plan.

If you would like more information on WHCRA benefits, please contact:

U.S. Benefits team

PLXS-GHQ.Benefits.Team@plexus.com

Phone: 888-208-9005

Summaries of Benefits and Coverage (SBCs)

As required by the Affordable Care Act, Summaries of Benefits and Coverage (SBCs) are available on **Connect > PLXS-CORP > Human Resources > Benefits, Wellness & Recognition > Benefits > AMER > U.S. Benefits** or usbenefits.plexus.com. If you would like a paper copy of the SBCs free of charge, you may also email a Benefits representative at PLXS-GHQ.Benefits.Team@plexus.com.



Important Notice from Plexus Corp. About Your Prescription Drug Coverage and Medicare

Please read this notice carefully and keep it where you can find it. This notice has information about your current prescription drug coverage with Plexus Corp. (administered by UHC) and about your options under Medicare's prescription drug coverage. This information can help you decide whether or not you want to join a Medicare drug plan. If you are considering joining, you should compare your current coverage, including which drugs are covered at what cost, with the coverage and costs of the plans offering Medicare prescription drug coverage in your area. Information about where you can get help to make decisions about your prescription drug coverage is at the end of this notice.

There are two important things you need to know about your current coverage and Medicare's prescription drug coverage:

1. Medicare prescription drug coverage became available in 2006 to everyone with Medicare. You can get this coverage if you join a Medicare Prescription Drug Plan or join a Medicare Advantage Plan (like an HMO or PPO) that offers prescription drug coverage. All Medicare drug plans provide at least a standard level of coverage set by Medicare. Some plans may also offer more coverage for a higher monthly premium.
2. Plexus Corp. has determined that the prescription drug coverage offered by the Plexus Corp. Health Plan administered by UHC is, on average for all plan participants, expected to pay out as much as standard Medicare prescription drug coverage pays and is therefore considered Creditable Coverage. Because your existing coverage is Creditable Coverage, you can keep this coverage and not pay a higher premium (a penalty) if you later decide to join a Medicare drug plan.

When Can You Join a Medicare Drug Plan?

You can join a Medicare drug plan when you first become eligible for Medicare and each year from Oct. 15 to Dec. 7.

However, if you lose your current creditable prescription drug coverage, through no fault of your own, you will also be eligible for a two (2) month Special Enrollment Period (SEP) to join a Medicare drug plan.

What Happens to Your Current Coverage If You Decide to Join a Medicare Drug Plan?

If you decide to join a Medicare drug plan, your current Plexus Corp. coverage will not be affected. You should compare your current coverage (including the drugs that are covered) with the coverage and cost of the plans offering Medicare prescription drug coverage in your area.

When the Medicare Part D benefit becomes available, you will still have the same prescription drug coverage with Plexus. The Plexus plan is the primary payor when your coverage for the plan's benefits is based on current employment with Plexus. If you elect the Consumer Choice 2000 or 4000 plan, the pharmacy benefit offers 80% coverage after deductible.

All Plexus plans offer you 100% coverage on certain wellness medications. The medications on this list are subject to change based on the IRS definition of "preventative." In addition, your current coverage pays for other health expenses, in addition to prescription drugs, and you will still be eligible to receive all of your current health and prescription drug benefits if you choose to enroll in a Medicare prescription drug plan.

If you do decide to join a Medicare drug plan and drop your current Plexus Corp. coverage, be aware that you and your dependents will not be able to get this coverage back.

When Will You Pay A Higher Premium (Penalty) To Join A Medicare Drug Plan?

You should also know that if you drop or lose your current coverage with Plexus Corp. and don't join a Medicare drug plan within 63 continuous days after your current coverage ends, you may pay a higher premium (a penalty) to join a Medicare drug plan later.

If you go 63 continuous days or longer without creditable prescription drug coverage, your monthly premium may go up by at least 1% of the Medicare base beneficiary premium per month for every month that you did not have that coverage. For example, if you go nineteen months without creditable coverage, your premium may consistently be at least 19% higher than the Medicare base beneficiary premium. You may have to pay this higher premium (a penalty) as long as you have Medicare prescription drug coverage. In addition, you may have to wait until the following October to join.

About Your Prescription Drug Coverage and Medicare, continued

For More Information About This Notice Or Your Current Prescription Drug Coverage

Contact the person listed below for further information:

U.S. Benefits team

PLXS-GHQ.Benefits.Team@plexus.com

888-208-9005

Note: You'll get this notice each year. You will also get it before the next period you can join a Medicare drug plan, and if this coverage through Plexus Corp. changes. You also may request a copy of this notice at any time.

For More Information About Your Options Under Medicare Prescription Drug Coverage

More detailed information about Medicare plans that offer prescription drug coverage is in the "Medicare & You" handbook. You'll get a copy of the handbook in the mail every year from Medicare. You may also be contacted directly by Medicare drug plans.

For more information about Medicare prescription drug coverage:

- Visit www.medicare.gov
- Call your State Health Insurance Assistance Program (see the inside back cover of your copy of the "Medicare & You" handbook for their telephone number) for personalized help
- Call **800-MEDICARE (800-633-4227)**. TTY users should call **877-486-2048**.

If you have limited income and resources, extra help paying for Medicare prescription drug coverage is available. For information about this extra help, visit Social Security on the web at www.socialsecurity.gov, or call them at **800-772-1213 (TTY 800-325-0778)**.

Remember: Keep this Creditable Coverage notice. If you decide to join one of the Medicare drug plans, you may be required to provide a copy of this notice when you join to show whether or not you have maintained creditable coverage and, therefore, whether or not you are required to pay a higher premium (a penalty).

Effective September 2021

Coverage for Adult Children

Adult children may be eligible for coverage under Plexus Corp.'s health, dental, vision and optional life and accident plans. The eligibility rules for adult children and enrollment information are available on **Connect > PLXS-CORP > Human Resources > Benefits, Wellness & Recognition > Benefits > AMER > U.S. Benefits** or usbenefits.plexus.com.

Adult children who aren't already covered under your plan(s) may be added during Open Enrollment or within 31 days of a qualifying life event. Adult children who are already covered under your plan(s) may also be dropped during Open Enrollment or within 31 days of a qualifying event.

Reminder of Availability of Privacy Notice

Plexus Corp. wants to remind plan participants and beneficiaries of the Health and Welfare Plan for Employees of Plexus Corp. (the "Plan") that the Plan has issued a Health Plan Privacy Notice that describes how the Plan uses and disclosed protected health information (PHI). You can obtain a copy of the HIPAA Privacy Notice upon your written request to the Human Resources Department, at the following address: Plexus Corp., Attn: Benefits, PO Box 156, Neenah, WI 54957

If you have any questions, please contact a Benefits representative at PLXS-GHQ.Benefits.Team@plexus.com.

Notice Regarding Wellness Program

The Plexus Wellbeing Program is a voluntary wellness program available to all U.S. employees. The program is administered according to federal rules permitting employer sponsored wellness programs that seek to improve employee health or prevent disease, including the Americans with Disabilities Act of 1990, the Genetic Information Nondiscrimination Act of 2008, and the Health Insurance Portability and Accountability Act, as applicable, among others. If you choose to participate in the wellness program you will be asked to complete a voluntary health risk assessment or "HRA" that asks a series of questions about your health-related activities and behaviors and whether you have or had certain medical conditions (e.g., cancer, diabetes, or heart disease). You may also be asked to complete a biometric screening, which will include a blood test for glucose, cholesterol, BMI, and blood pressure. You are not required to complete the HRA or to participate in the blood test or other preventive medical examinations.



However, employees who choose to participate in a biometric screening or other preventive medical examinations, if offered, may be eligible for a taxable monetary incentive of up to \$100 rewarded within the Virgin Pulse platform. Although you are not required to complete the HRA or participate in a biometric screening or preventive screening, only employees who do so will receive this incentive.

Additional incentives of up to \$100 a quarter (\$400 annually) may be available for employees who participate in certain health-related activities through the Virgin Pulse platform. The activities may include tracking steps or sleep, workout activity, reading daily cards, practicing mindfulness, setting goals, and more. If you are unable to participate in any of the health-related activities or achieve any of the health outcomes required to earn an incentive, you may be entitled to a reasonable accommodation or an alternative standard. You may request a reasonable accommodation or an alternative standard by contacting Virgin Pulse at **888-672-9395** or by completing the contact form at: <https://virginpulse.zendesk.com/hc/en-us/requests/new>.

The information from your HRA and the results from your biometric screening will be used to provide you with information to help you understand your current health and potential risks, and may also be used to offer you services through the wellness program, such as online wellness coaching through Virgin Pulse. You also are encouraged to share your results or concerns with your own doctor.

Protections from Disclosure of Medical Information

We are required by law to maintain the privacy and security of your personally identifiable health information. Although the wellness program and Plexus Corp. may use aggregate information it collects to design a program based on identified health risks in the workplace, neither the Plexus Wellbeing Program nor Virgin Pulse or its partners will disclose any of your personal information either publicly or to the employer, except as necessary to respond to a request from you for a reasonable accommodation needed to participate in the wellness program, or as expressly permitted by law. Medical information that personally identifies you that is provided in connection with the wellness program will not be provided to your supervisors or managers and may never be used to make decisions regarding your employment.

Your health information will not be sold, exchanged, transferred, or otherwise disclosed except to the extent permitted by law to carry out specific activities related to the wellness program, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in the wellness program or receiving an incentive. Anyone who receives your information for purposes of providing you services as part of the wellness program will abide by the same confidentiality requirements. The only individual(s) who will receive your personally identifiable health information is Virgin Pulse and its partners in order to provide you with services under the wellness program.

In addition, all medical information obtained through the wellness program will be maintained separate from your personnel records, information stored electronically will be encrypted, and no information you provide as part of the wellness program will be used in making any employment decision. Appropriate precautions will be taken to avoid any data breach, and in the event a data breach occurs involving information you provide in connection with the wellness program, we will notify you immediately.

You may not be discriminated against in employment because of the medical information you provide as part of participating in the wellness program, nor may you be subjected to retaliation if you choose not to participate. If you have questions or concerns regarding this notice, or about protections against discrimination and retaliation, please contact:

U.S. Benefits team

PLXS-GHQ.Benefits.Team@plexus.com

Phone: **888-208-9005**

Plexus Corp.
Benefits Team
PO Box 156
Neenah, WI 54957-0156
Phone: **920-722-3451**



Plexus Corp. 2023 Benefits Cost by Pay Period

Rate Key

Weekly Deduction	-
Bi-weekly Deduction	-
*Rates may vary due to rounding	

MEDICAL PLANS						
	CMP		Consumer Choice 2000		Consumer Choice 4000	
	Your Cost	Plexus Cost	Your Cost	Plexus Cost	Your Cost	Plexus Cost
Employee Only	\$38.68	\$133.23	\$26.84	\$107.36	\$17.91	\$101.49
	\$77.36	\$266.45	\$53.68	\$214.72	\$35.82	\$202.98
Employee + Spouse	\$88.96	\$306.42	\$64.41	\$257.66	\$42.86	\$242.88
	\$177.92	\$612.85	\$128.83	\$515.32	\$85.72	\$485.76
Employee + Child(ren)	\$81.23	\$279.78	\$57.22	\$228.88	\$37.91	\$214.83
	\$162.45	\$559.55	\$114.44	\$457.77	\$75.82	\$429.65
Employee + Spouse + Child(ren)	\$113.33	\$390.35	\$91.25	\$365.02	\$60.54	\$343.06
	\$226.66	\$780.71	\$182.51	\$730.04	\$121.08	\$686.11

SPOUSAL SURCHARGE	
	\$40.38
	-
	\$80.77

DENTAL PLANS						
	Basic Dental		Standard Dental		Enhanced Dental	
	Your Cost	Plexus Cost	Your Cost	Plexus Cost	Your Cost	Plexus Cost
Employee Only	\$1.12	\$4.47	\$3.68	\$4.50	\$7.41	\$6.10
	\$2.24	\$8.94	\$7.36	\$9.00	\$14.82	\$12.21
Employee + Spouse	\$2.43	\$9.73	\$8.02	\$9.80	\$16.15	\$13.31
	\$4.86	\$19.47	\$16.04	\$19.60	\$32.29	\$26.62
Employee + Child(ren)	\$2.23	\$8.93	\$7.36	\$8.99	\$14.82	\$12.21
	\$4.46	\$17.86	\$14.72	\$17.98	\$29.64	\$24.41
Employee + Spouse + Child(ren)	\$3.57	\$14.29	\$11.77	\$14.39	\$23.71	\$19.53
	\$7.14	\$28.58	\$23.54	\$28.78	\$47.42	\$39.06

VISION PLAN		
	UnitedHealthcare	
	Your Cost	Plexus Cost
Employee Only	\$0.49	\$1.95
	\$0.98	\$3.90
Employee + Spouse	\$0.73	\$2.92
	\$1.46	\$5.84
Employee + Child(ren)	\$0.71	\$2.83
	\$1.42	\$5.66
Employee + Spouse + Child(ren)	\$0.97	\$3.90
	\$1.94	\$7.80

SUPPLEMENTAL LIFE INSURANCE			
Employee & Spouse Life, Cost per \$1,000			
Age of Employee /Spouse	Monthly Rate	Age of Employee /Spouse	Monthly Rate
<25	\$0.058	50-54	\$0.337
25-29	\$0.060	55-59	\$0.520
30-34	\$0.080	60-64	\$0.790
35-39	\$0.090	65-69	\$1.339
40-44	\$0.135	70-74	\$2.245
45-49	\$0.202	75+	\$2.245

SUPPLEMENTAL CRITICAL ILLNESS INSURANCE										
Age of Employee	0-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+
Employee Only	\$0.45	\$0.50	\$0.61	\$0.95	\$1.42	\$2.16	\$3.02	\$3.81	\$4.78	\$6.63
	\$0.90	\$0.99	\$1.22	\$1.89	\$2.84	\$4.32	\$6.05	\$7.62	\$9.55	\$13.27
Employee + Spouse	\$0.90	\$0.99	\$1.23	\$1.93	\$2.92	\$4.43	\$6.28	\$7.89	\$9.66	\$12.23
	\$1.80	\$1.98	\$2.47	\$3.85	\$5.84	\$8.86	\$12.55	\$15.78	\$19.32	\$24.46
Employee + Child(ren)	\$0.60	\$0.65	\$0.76	\$1.10	\$1.57	\$2.31	\$3.17	\$3.96	\$4.93	\$6.78
	\$1.20	\$1.29	\$1.52	\$2.19	\$3.14	\$4.62	\$6.35	\$7.92	\$9.85	\$13.57
Employee + Spouse + Child(ren)	\$1.05	\$1.14	\$1.38	\$2.08	\$3.07	\$4.58	\$6.43	\$8.04	\$9.81	\$12.38
	\$2.10	\$2.28	\$2.77	\$4.15	\$6.14	\$9.16	\$12.85	\$16.08	\$19.62	\$24.76

SUPPLEMENTAL AD&D INSURANCE	
Available to employees enrolled in Supplemental Life Insurance.	
Monthly Rates:	
\$0.025 per \$1,000 of coverage, up to \$500,000.	

HOSPITAL INDEMNITY INSURANCE					
Employee Only	\$2.43	Employee + Spouse	\$5.31	Employee + Child(ren)	\$4.27
	\$4.86		\$10.62		\$8.54
		Employee + Spouse + Child(ren)			\$7.15
					\$14.30

IDENTITY PROTECTION			
Employee	\$2.30	Family	\$4.14
	\$4.59		\$8.28

ACCIDENT INSURANCE					
Employee Only	\$2.89	Employee + Spouse	\$5.18	Employee + Child(ren)	\$5.82
	\$5.78		\$10.36		\$11.65
		Employee + Spouse + Child(ren)			\$8.11
					\$16.23