

Your 2025 Compucom Benefits

January 1–December 31, 2025

Welcome

Your benefits are an important part of your overall compensation. We are pleased to offer a comprehensive array of valuable benefits to protect your health, your family, and your way of life. This summary should answer some of the basic questions you may have about your benefits. For full details regarding your benefits, contact information, and rates, review the 2025 Compucom Benefits Guide.

Eligibility

You are eligible for benefits if you work 30 or more hours per week. You may also enroll your eligible family members under certain plans you choose for yourself. Eligible family members include:

- Your legally married spouse
- Your registered domestic partner (RDP) and/or their children, where applicable by state law
- Your biological children, stepchildren, adopted children, or children for whom you have legal custody (age restrictions may apply); disabled children age 26 or older who meet certain criteria may continue on your health coverage

When Coverage Begins

You must complete the enrollment process within 30 days of your date of hire; if you enroll on time, coverage is retroactively effective on the date of hire. If you fail to enroll on time, you will **NOT** have benefits (except for company-paid benefits).

Associates hired after January 1, 2025, are eligible for the short-term disability (STD) plan on the first of the month following 90 days of service.

Overview of Benefits

Health Plans

Medical

We are proud to offer you a choice of medical plans that provide comprehensive medical coverage. The plans also offer many resources and tools to help you maintain a healthy lifestyle.

- **UMR (UnitedHealthcare) Traditional PPO**—This plan pays the full cost of qualified in-network preventive care services. You pay the full cost of non-preventive health care services until you meet the annual deductible; you may also have to pay a fixed dollar amount (copay) for certain services.
- **UMR (UnitedHealthcare) Protection HSA**—The high-deductible health plan (HDHP) works similarly to a traditional PPO. You pay the full cost of non-preventive health care services until you meet the annual deductible and once you meet the deductible, you pay a percentage of your health care expenses (coinsurance). This plan pairs with a health savings account (HSA) that lets you set aside pre-tax dollars to help offset your annual deductible and pay for qualified health care expenses.
- **Surest Medical Plan**—Starting in 2025, we are offering a new plan option to help you save on out-of-pocket medical costs. This plan has no deductible and offers fixed member copays to help you know what to expect financially before you receive care.

Quantum Health

Associates enrolled in one of the UMR (UnitedHealthcare) medical plans have access to Quantum Health at no additional cost. Engage with a Care Coordinator to receive personalized health care guidance with:

- Claims, billing, and benefit questions
- Searching for in-network providers near you
- Limiting your health care costs
- Nurse support to help you maintain or improve your health

Call a Care Coordinator at 866-885-1474. Download the Quantum Health app for on-the-go access to all of your UMR medical, dental, vision, and Rx cards.

Livongo

Livongo provides modern diabetes management for you and your family members at no cost to you. Through Livongo, you have access to:

- An advanced blood glucose meter that provides real-time support (even if you're out of range) and optional alert settings
- Unlimited strips and lancets
- One-on-one coaching including personalized meal plans and nutritional advice
- Livongo expert coaches to help create a personalized action plan with insights and recommendations to fit your unique needs

Overview Of Benefits (Continued)

Dental

Two plans, provided by Guardian, offer you the freedom and flexibility to use the dentist of your choice. You have the choice between the DPPO Without Orthodontics and the DPPO With Orthodontics. You will maximize your benefits and reduce your out-of-pocket costs if you choose a dentist who participates in the Guardian network.

Vision

The VSP vision plan gives you the freedom to seek care from the provider of your choice. You will maximize your benefits and reduce your out-of-pocket costs if you choose a provider who participates in the VSP network.

Health Savings Account (HSA)

The UMR (UnitedHealthcare) Protection HSA medical plan comes with an HSA. The HSA lets you set aside pre-tax dollars to help offset your annual deductible and pay for qualified health care expenses.

After you satisfy the wellness requirement, Compucom will contribute \$500 annually to your HSA if you enroll in associate-only coverage and \$1,000 annually if you enroll yourself plus a spouse, child(ren), or yourself plus your spouse and dependents. Employees become eligible for the employer HSA contribution after one year of participation. You must contribute to the HSA for the entire quarter to receive the employer contribution for that quarter.

Flexible Spending Accounts (FSAs)

We provide you with an opportunity to participate in our FSAs administered through Fidelity. FSAs allow you to set aside a portion of your income, before taxes, to pay for qualified health care and/or dependent care expenses.

Protection Benefits

Life and AD&D Insurance

This coverage, offered through Sun Life, provides your named beneficiary(ies) with a benefit in the event of your death. Supplemental coverage is available for you and your eligible dependents.

Disability Insurance

Short-term and long-term disability insurance options through Sun Life provide benefits that replace part of your lost income if you become unable to work due to a covered injury or illness.

Legal Coverage

A comprehensive, affordable legal solution is offered through LegalShield. LegalShield provides members with coverage for a variety of services.

Identity Theft Protection

Monitors participants' personal identifiable information (PII) from all angles, including all three major credit bureaus. This service is provided through IDShield.

Work-Life Benefits

Employee Assistance Program (EAP)

The confidential EAP, provided through TELUS, is dedicated to supporting the emotional health and well-being of our associates and their families. Additional resources are available on a wide range of work, health, and life topics.

Voluntary Benefits

- **Sun Life Accident Insurance**—Softens the financial impact of an accidental injury by paying a benefit to you to help cover the unexpected out-of-pocket costs
- **Sun Life Critical Illness**—Receive a lump-sum benefit if you are diagnosed with a covered condition that you can use however you would like
- **Sun Life Hospital Indemnity Insurance**—Reduces costs by paying you or a covered dependent a benefit to help cover your deductible, coinsurance, and other out-of-pocket costs

Commuter

You can contribute monthly on a pre-tax basis into your Fidelity Commuter account to pay for transit expenses, which means you end up paying less in taxes and taking home more of your paycheck.

Retirement

Invest in yourself with help from the Fidelity 401(k) retirement savings plan, which includes a company match.

Medicare Education

We offer Medicare education and enrollment support through Allsup. Allsup's team of licensed Medicare agents are available to help review Medicare plans available in your area, answer questions, and determine the plan that best fits the needs and preferences of the Medicare-eligible individual.

Nationwide Pet Insurance

Get preferred group pricing and cash back on eligible vet bills based on your reimbursement level. You have the freedom to use any vet, anywhere. There is no network and no required pre-approvals. This insurance covers dogs, cats, birds, ferrets, reptiles, and other exotic pets.

As a reminder, this is a snapshot of the full suite of benefits offered to you. We encourage all associates to review the 2025 Compucom Benefits Guide for full details and contact information.

Overview Of Benefits (Continued)

Discount Programs

- **Working Advantage and GuidanceResources Online**—Gives you exclusive, 24/7 access to the Working Advantage discount network. Save up to 60% on a wide selection of products and services, including electronics, health and fitness, museums and city passes, home and garden, Broadway shows, merchant gift certificates, and more!
- **The Compucom Sonic Automotive Vehicle Purchase Program**—Provides our associates and their immediate family members exclusive benefits, including exclusive pricing on thousands of new and used vehicles at Sonic Automotive's 150 dealerships nationwide. Associates will have access to their own dedicated VIP vehicle consultant and Compucom associate pricing. Sonic Automotive's VIP and Concierge Services Team will provide initial search support, test drives, purchase details, and vehicle delivery from any Sonic Automotive dealership.
- **LifeMart**—Access LifeMart anytime, anywhere to save money on your health and wellness needs. Benefits include discounts on gyms, diet services, groceries, everyday items, pet products, childcare and more.
- **Tickets At Work**—To support your personal and financial well-being, you have access to exclusive deals and limited-time offers on the experiences, products, and services you need and love.

Cellphone Eligibility

U.S. associates may be eligible for a cellphone stipend based on position. Please contact your manager regarding eligibility.

PTO

PTO benefits are provided to associates for rest, relaxation, and personal pursuits. You receive a minimum of 10 days annually, which increases with seniority level. PTO is awarded in monthly increments unless otherwise required by applicable law.

- **Six paid holidays**—including New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day
- **Six floating holidays**—three granted in January and three in July

Wellness Credit Incentive

If you enroll in a UMR medical plan, you will be eligible to earn the Wellness Credit. The annual preventive exam is a requirement each year between January 1–November 30 to be eligible for the Wellness Credit in the following year; your enrolled spouse or domestic partner must also complete the requirement.

Non-Tobacco User Discount

If you enroll in an eligible Non-Tobacco User Discount option, you may reduce your biweekly medical premium.