

## Rewards you will love in the United States



Ours is a welcoming, supportive and close-knit community, with experienced colleagues ready to help you grow. Along with the benefits below, at Computershare, you'll find new friendships, a strong sense of belonging and an inclusive culture that appreciates and recognises individual contributions.


### Quick Links

 Paid time off and bonus rewards

 Health and wellbeing

 Save for your future

 Flexible work

 Global opportunities

### Paid time off and bonus rewards

#### **Paid time off**

We provide a bank of paid days off to be used for vacation, sick days, and personal days. These are in addition to state or city-mandated paid sick time.

#### **Paid parental leave**

We offer up to twelve weeks of paid leave for birth parents and up to six weeks for non-birth (adoptive) parents and surrogates.

#### **Paid volunteer leave**

We offer one paid day each year to volunteer for a cause of your choice.

#### **Performance bonuses and instant recognition awards**

Your effort will be recognised and appreciated.

#### **Employee discount programs**

We've partnered with other organisations to offer you discounts for items such as tickets to Broadway shows, mobile phone service, tech equipment and much more.



# Health and wellbeing



## Annual wellness reimbursement program

All employees are eligible to participate and receive a reimbursement of up to \$125 maximum every 12 months for participation in fitness programs and activities.

## Medical and prescription plan

For employees based in the US we offer several different Employee Health Plans to provide you with the flexibility to choose a plan that meets your and your family's needs.

Anthem/BCBS (or CIGNA Local Plus in Colorado) offers a traditional In-Network and Out-of-Network Provider structure for all covered services. Our PHCS/MultiPlan/VBP offers a traditional In-Network and Out-of-Network Provider structure for covered Physician Office Visit and Ancillary Services, and a value-based payment (VBP) structure for covered Facilities Services.

Within each of these platforms, three plan options are available:

Plan A, Plan C, and HSA. This covers a range of health care services including:

- > Single and family coverage
- > Physician office visits
- > Hospital services
- > Emergency and urgent care services
- > Laboratory and imaging services
- > Short-term rehabilitative therapy
- > Maternity care services
- > Behavioural health

## Prescription drug plan coverage

Pharmacy benefits for all Computershare medical plan participants are administered by MaxorPlus. Members use an insurance card provided by MaxorPlus for pharmacy benefits and Maxor Mail Order Pharmacy offers a convenient, cost-effective way to order prescribed maintenance medications for direct delivery to your home.

## Health Savings Account (HSA)

Available to employees selecting coverage under a Computershare HSA medical plan. Our HSA gives employees a tax-free mechanism to pay for unreimbursed qualified medical expenses, including the deductible. The funds may be used at your discretion to pay for qualified medical expenses.

## Dental Insurance

Computershare dental enrollees have access to two networks, Delta Dental PPO and Delta Dental Premier managed fee-for-service. There are 95,400 Delta Dental PPO and 171,500 Delta Dental Premier dentist locations nationwide.

## Vision Insurance

We offer you and your dependents a flexible plan that gives you open access to any eye care provider. Coverage includes eye exams and glasses or contacts for each person.

## 24 hour physician consultation service

We offer our employees and dependents covered by a Computershare medical plan a 24 hour/day service that offers virtual consultations with US Board-Certified physicians. Consultations can occur either by phone (24 hours/day) or video chat (7am to 9pm).

### **Life insurance**

We provide basic life insurance at no cost to employees. Supplemental Life Insurance and Supplemental Accidental Death and Dismemberment is also available to purchase for yourself, your spouse and for dependent children between the ages of 2 weeks and 26 years.

### **Short-Term Disability Insurance**

At no additional cost we provide 60% of your base weekly salary up to maximum benefit of \$2,500 per week.

### **Long-Term Disability Insurance**

Long-term disability coverage provides 60% of base monthly earnings up to a maximum benefit of \$12,500 per month. You must be disabled for 180 days before benefits are payable to you. The coverage is provided to all full-time, active employees at no cost.

### **Flexible Spending Accounts (FSA)**

Set aside money on a pre-tax basis to pay for qualified healthcare expenses not covered by insurance and qualified dependent care services. Computershare offers three types of FSA accounts: Healthcare FSA, Limited Purpose FSA and a Dependent Care FSA.

### **Critical illness, accident and hospital indemnity plans**

Provides a financial cushion with a lump sum payment should you or a covered family member experience a covered event.

### **Employee Assistance Program**

EmployeeConnect will provide confidential guidance and resources for you or an immediate household family member for the following:

- › In-person help for short term issues
- › Toll free telephone and web access 24 hours a day
- › Unlimited phone access to legal, financial, and work-life services
- › Discount on in-person consultations with network attorneys
- › Financial consultations and referrals
- › Work/life help finding assistance with childcare, movers, pet-sitting, vacation planning and more

### **TravelConnect**

A unique plan that provides resources to you and your family in the event of any medical or safety-related issues that occur while you are travelling at least 100 miles from home. On Call International can help you arrange treatment for emergency medical services at a nearby facility equipped to handle your medical situation. Medical evacuation and transportation are included, and when the patient is able to travel, On Call International will arrange for and pay for the trip home.



## Save for your future



### **401(k) Retirement Savings Plan**

All qualifying employees who have worked the qualifying hours can enroll in the Computershare 401(k) Retirement Plan.

### **Employee Stock Purchase Plan**

Eligible employees are offered a 15% discount off the fair market price of every purchase of Computershare stock within the plan, with a minimum contribution of \$10 per paycheck.

### **529 College Savings Plan**

Savings accumulate to pay college expenses for employees, children or grandchildren.

### **Individual Retirement Accounts (IRA)**

Invest up to the annual IRS limit each year in a Traditional or Roth IRA for yourself, your spouse, and/or your children through convenient payroll deductions.

### **Credit Union**

Offers traditional banking products and services, often with better loan and savings rates than traditional banks.

### **Bank at Work**

Employees are eligible to participate in the Bank at Work program offered by PNC Bank. This program may include free checking with minimum balance and direct deposit, and discounts for other banking services.

### **Auto, homeowner and pet insurance**

All employees have the opportunity to purchase auto, homeowners/renters/condo, boat owners and pet insurance coverage at discounted group rates.

### **Estate Guidance**

LifeKeys provides resources to assist in planning for you and your family's future. You will have access to online will preparation, resources to help you with identity theft and an online library of information on money and investing, family and relationships, health and wellness, work and education and leisure and home.

### **Legal Services**

MetLife Legal Plans provide legal services for you and your eligible dependents (your spouse and unmarried dependent children) such as: Wills and estate planning, Civil litigation defence, Purchase, sale, or refinancing of your primary or secondary residence.

### **Commuter Benefits Program**

Our Commuter Benefits Program enables you to pay public transportation, van pool, or parking expenses you incur for your commute to work with pre-tax money, up to the IRS maximum.



## Global opportunities



Everyone at Computershare has the chance to grow and pursue career development, in fact many of our leaders today started with us in junior positions.

We have:

- › Over 60,000 learning resources available through your work or personal device
- › Live learning events
- › Skills benchmarks, designed to assess your skill level on over 500 topics
- › Professional development support and Employee Resource Groups



## Flexible work



We support and encourage flexible working wherever we can to help you find the best balance between work and lifestyle.

We offer:

- › A hybrid work model with opportunities for flexible hours
- › A supportive approach to help you balance work and life
- › Continuous learning opportunities
- › Empowerment in your role

**These benefits apply as of September 2023 and may be subject to change**

