

USA Employee Benefits Overview: 2022



Introduction

LTI recognizes the value of benefits to employees and their families. The Company (“LTI”) supports employees by offering a comprehensive and competitive benefits program. Eligibility for each benefit is governed by the terms and conditions of the applicable plan. For more information regarding benefit programs, please refer to the applicable Summary Plan Descriptions (SPDs), which can be obtained from the Human Resources Department. To the extent the information provided here conflicts with the SPD or full plan document, the full plan document will control.

Health Insurance Coverage

LTI provides employees with four (4) options for medical plans in addition to one dental and one vision plan.

Medical Coverage:

LTI offers health insurance through Cigna to employees and their families (spouse and unmarried children under the age of 26). Health Insurance Coverage is effective from your date of hire in USA provided you enroll within 31 days of joining. Enrollment can also be done during Qualified Life Event (QLE) or during open enrollment.

Medical Insurance details are given below:

| | Plan A (OA Plus Base) | Plan B (OA Plus Low) | Plan C (OA Plus HDHP) | Plan D (OA Plus HDHP with HSA) |
|--|--------------------------------|--------------------------------|---------------------------------|--------------------------------------|
| Services | In-Network | In-Network | In-Network | In-Network |
| Annual Deductible: Individual/Family | \$500/\$1,000 *(Embedded) | \$1,000/\$2,000 *(Embedded) | \$1,500/\$3,000 *(Embedded) | \$1,500/\$3,000 *(Non-Embedded) |
| Out-of-Pocket Maximum: Individual/Family | \$2,000/\$4,000 *(Embedded) | \$4,000/\$8,000 *(Embedded) | \$6,000/\$12,000 *(Embedded) | \$6,000/\$12,000 *(Embedded) |
| Coinsurance (to be paid by Employee) | 15% | 20% | 30% | 30% |
| PCP Copay | \$10 | \$20 | 30% after deductible | 30% after deductible |
| Specialist Copay | \$20 | \$40 | 30% after deductible | 30% after deductible |
| Urgent Care Copay | \$35 | \$35 | 30% after deductible | 30% after deductible |
| Services | Out-of-Network | Out-of-Network | Out-of-Network | Out-of-Network |
| Annual Deductible: Individual/Family | \$2,000/\$4,000 | \$3,000/\$6,000 | \$6,000/\$12,000 | \$6,000/\$12,000 |
| Out-of-Pocket Maximum: Individual/Family | \$4,000/\$8,000 | \$6,000/\$12,000 | \$12,000/\$24,000 | \$12,000/\$24,000 |
| Coinsurance (to be paid by Employee) | 35% after deductible | 40% after deductible | 50% after deductible | 50% after deductible |

*Embedded deductible—no single individual on a family plan will have to pay a deductible higher than the individual deductible amount.

**Non-Embedded deductible—the total family deductible must be met before CIGNA starts paying coinsurance for an individual member.

Prescription Drug (Rx) Coverage:

If you are enrolled in one of LTI health insurance plans, you are automatically provided with prescription drug benefits through CIGNA Express Scripts. This program also provides a Home Delivery pharmacy.

Prescription Drug Coverage details are given below:

| Cigna Prescription Drug Coverage | | | | |
|--|---|---|---|---|
| | Plan A In-Network | Plan B In-Network | Plan C In-Network | Plan D In-Network |
| Rx subject to medical deductible | No | No | No | Yes |
| Prescription Coverage Retail (up to 30-day supply) | Generic: \$10 Brand: \$25 Non-Preferred: \$40 Specialty: \$40 | Generic: \$10 Brand: \$25 Non-Preferred: \$40 Specialty: \$40 | Generic: \$10 Brand: \$25 Non-Preferred: \$40 Specialty: \$40 | Generic: \$10 Brand: \$25 Non-Preferred: \$40 Specialty: \$40 |
| Prescription Coverage Mail Order (31 to 90-day supply) | Generic: \$20 Brand: \$50 Non-Preferred: \$80 Specialty: \$40 (Limited to 30day supply) | Generic: \$20 Brand: \$50 Non-Preferred: \$80 Specialty: \$40 (Limited to a 30day supply) | Generic: \$20 Brand: \$50 Non-Preferred: \$80 Specialty: \$40 (Limited to a 30day supply) | Generic: \$20 Brand: \$50 Non-Preferred: \$80 Specialty: \$40 (Limited to a 30day supply) |

Dental Coverage:

LTI offers dental insurance through the CIGNA DPPO plan. You may choose whether you use a participating dentist or not. The network is extensive, and the benefits are similar in- or out-of-network.; however, your benefit level is higher if you use in-network providers. Preventive care is covered at 100% under both in-or out-of-network (subject to plan limits).

| Dental Plan | In-Network |
|---|---|
| Annual Deductible | \$50 individual /\$150 family |
| Preventive & Diagnostics (Oral exams, cleanings etc.) | 0%; no deductible |
| Max Plan Payout | YR 1: \$2000; YR 2: \$2100; YR 3: \$2200; YR 4: \$2400 |

Vision Coverage:

LTI offers the option to elect vision coverage through CIGNA. The vision benefit is designed to provide routine preventive care such as eye exams, eyewear and other vision services. This benefit utilizes the CIGNA Vision Network, and there are no claim forms to complete when you visit an in-network provider.

| Vision Plan | Frequency | In-Network |
|-------------|-----------------|--|
| Eye Exams | Every 12 months | 100% after \$20 copay |
| Frames | Every 12 months | \$20 materials copay; \$180 for frames |

Health Insurance Costs:

| Level of Coverage | Employee Payroll Contributions 2022 Bi-weekly (26 paystubs/year) | | | | | Dental | Vision |
|-----------------------|---|----------|---------|---------|--------------------------|--------|--------|
| | Medical | | | | Plan A (OA Plus Base) | | |
| | | | | | | DPPO | Vision |
| Single | \$80.05 | \$67.82 | \$48.92 | \$47.81 | \$6.00 | \$1.00 | |
| Employee + Spouse | \$130.08 | \$105.62 | \$64.49 | \$63.37 | \$7.00 | \$3.00 | |
| Employee + Child(ren) | \$130.08 | \$105.62 | \$64.49 | \$63.37 | \$7.00 | \$2.00 | |
| Family | \$165.66 | \$130.08 | \$72.26 | \$71.16 | \$8.00 | \$4.00 | |

Employee Assistance & Work/Life Support program

The Company provides employees with an Employee Assistance Program (“EAP”) through Cigna at no cost, which is available to assist employees and their immediate family members with a variety of personal and family issues that may impact life at home or at work. The EAP provides 24/7 support through a toll free # **1877-622-4327** or at mycigna.com. The service is free, confidential and offers consultations on relocations/emotional health/legal matters/financial matters/home/life referrals/suicide awareness and prevention/critical incident response (natural calamity) etc. the EAP also offers behavioral awareness sessions and wellness seminars.

Tax Savings Programs

Health Savings Account (HSA):

LTI offers employees who are enrolled in a High Deductible Health Plan (HDHP) i.e. Plan D, a Health Savings Account (“HSA”) through Paychex. The HSA enables employees to take advantage of tax savings and set aside funds for eligible healthcare expenses. The annual maximum contribution amount under HSA account is subject to IRS limits.

401(K) Retirement Saving Program:

The Company recognizes the importance of saving for retirement and offers a 401(k) plan, with no employer contribution.

Healthcare Flexible Spending Accounts (FSA):

Employees are eligible to contribute on a pre-tax basis to a Flexible Saving Account (“FSA”) on the date of hire. FSA is offered through Paychex. The annual maximum contribution to the FSA is subject to IRS limits.

Dependent Care Flexible Spending Account:

LTI offers employees the opportunity to set aside up to \$5,000 per plan year for individuals or married couples filing jointly, or \$2,500 for a married person filing separately for eligible dependent care expenses.

Commuter Benefits (Transportation and Parking Expenses):

LTI provides commuter benefits through WageWorks to allow employees to pay for commuting expenses (train/bus/subway/parking/meter garages etc.) through pre-tax payroll deductions subject to the annual IRS limits.

Leave Benefits

- Max PTO accrual is 15 days (120 hours)
- Sick Leaves Utilization & Carryforward guidelines will be based on Work locations
- **Advanced Paid Time Off (APTO):** 24 hours (max) a year
- **Bereavement Leave:** 24 hours (max) of paid leave a year
- **Parental Bonding Leave:** 24 hours (max) of paid leave-per every instance.
- **Jury Duty** – 1 day (max) of paid leave a year
- **Time off to Vote** – 2 hours
- 10 Declared holidays (Only for LTI offices)

| Leave Types/per year | Work Location | |
|----------------------|--|-----------------------|
| | CA, MN, WA (applicable in these 3 states only) | Rest of USA |
| Paid Time Off (PTO) | 10 Days (80 hours) | 10 Days (80 hours) |
| Sick Leaves | 10 Days (80 hours) | 7 Days (56 hours) |

Leave year: January to December

Basic Life/AD&D and Voluntary Life Insurance:

All employees are covered by LTI's Basic Life and AD&D insurance benefits equal to 1.5 X annual bi-weekly* salary (minimum of \$175,000, up to a maximum of \$1 million). LTI pays 100% of the cost for basic life insurance. Dependents (spouse and children) are not covered under this benefit. Please refer to benefit plan for more details.

Voluntary (Supplemental) Life insurance Supplemental Life insurance is an additional layer of coverage employees may purchase to help financially protect their families. Employees can purchase supplemental life coverage for themselves, a spouse and their children at the time of joining or during open enrollment only.

Benefits are as follows:

Employee: Employees can elect the lesser of 8 times their annual bi-weekly* salary or \$1,000,000 in \$10,000 increments. The minimum election is \$10,000.

Spouse: Employees can elect up to the lesser of 50% of the amount the employee elected or \$100,000 in \$5,000 increments. The minimum election is \$5,000.

Child: Employees can elect up to \$15,000 in \$5,000 increments.

* For bi-weekly salary, refer to your latest pay stub



Cigna Voluntary Health Benefits

LTI offers the following additional voluntary health benefit: **Accidental Injury Insurance, Critical Illness Insurance and Hospital Care Indemnity Insurance** through Cigna. Employees contribute to these plans through post-tax payroll deductions. Employees can enroll at the time of joining or during open enrollment only.

Unemployment Insurance and Workmen's Compensation

All employees are covered by Unemployment Insurance and Workers' Compensation Insurance as applicable.

Short & Long-Term Disability (STD & LTD)

LTI offers short-term and long-term disability coverage. Short-term disability pays 60% of an employee's gross weekly earnings for up to 13 weeks in the event of a covered sickness or injury. If an employee becomes totally disabled and cannot work for an extended period, long-term disability benefits pay 60 percent of the employee's gross monthly pre-disability earnings subject to the policy limits.

LTI Privileges USA Discount Programs

Employees have access to online saving tools that allow you, your family members, and friends to take advantage of corporate rates and discounts at over 20,000 national and local merchants.

Wellness Programs

Healthy Pregnancy, Healthy Babies:

Employees can enroll in the Healthy Pregnancies, Healthy Babies program, through our CIGNA Health Insurance program, to help you and your baby stay healthy during your pregnancy and in the days and weeks following your baby's birth. Get live support 24 hours a day, 7 days a week. Get rewarded (\$150/\$75) when you participate and complete the program. Call 1-800-Cigna-24 (800-244-6224) or visit myCigna.com for more information.

Telehealth Services:

Telehealth services are offered as part of the CIGNA Medical plan through MDLIVE. Cigna's Virtual Visits lets you get the care you need from board-certified providers —including most prescriptions—for a wide range of minor conditions without leaving your home or office. When, where and how it works best for you!

CIGNA Healthy Rewards:

As part of the CIGNA Medical plan, you can enjoy discounts and savings on a wide range of health and wellness related services and more. No doctor's referral or claim forms are needed. Call 1-800-870-3470 or visit myCigna.com

Weight Management Plan:

Offered as part of CIGNA Medical plan, CIGNA provides support to help you reach your goal of maintaining a healthy weight – all without the fad diets. Create a personal healthy-living plan that will help you build your confidence, be more active and eat healthier. And, you'll get the support you need to stick with it.

Tobacco Cessation:

Offered as part of CIGNA Medical plan, you can get the help you need to finally quit tobacco. Create a personal quit plan with a realistic quit date. And, get the support you need to kick the habit for good. You'll even get free over-the-counter nicotine replacement therapy (patch or gum).

Stress Management:

Offered as part of CIGNA Medical plan, you can get help lowering your stress levels and raising your happiness levels. Learn what causes your stress in your life and develop a personal stress management plan. And, get the support you need to help you cope with stressful situations – both on and off the job. Call 1-800-Cigna-24 (800-244-6224), or visit myCigna.com or login to myCigna APP.

About this document

** Information provided in this document is just an overview of LTI Benefits program. LTI reserves the right to amend or terminate these benefits at any time. It is not a legal document and shall not be construed as a guarantee of benefits nor of continued employment at the company. All benefit plans are governed policies and plan documents. Benefit premiums may be changed without notice at the LTI's discretion. This reserved right may be exercised for any reason. Eligibility for each benefit is governed by the terms and conditions of the applicable plan. For more information regarding benefit programs, please refer to the applicable Summary Plan Descriptions (SPDs), which can be obtained from the Human Resources Department. To the extent the information provided here conflicts with the SPD or full plan document, the full plan document will control.*

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