



MAKE AN IMPACT AND LIGHT UP YOUR FUTURE WITH OUR ICONIC BRANDS

Providing benefits that help you take charge of your health.

1. Healthcare

Medical Benefits

Newell Brands offers the choice of three high deductible medical plans. We partner with Anthem for your network of providers and processing your medical claims. All plans are Health Savings Account (HSA) compatible and cover the same services. You pay the full Anthem negotiated rates for all services, including prescription drugs, until you meet the deductible. All in-network preventive care is covered at 100%, and mental health services are fully covered after the deductible.



Dental: Newell Brands offers the choice of three dental plans. Two PPO plans and an HMO plan. Each plan covers preventive care at 100%, such as oral exams, routine cleanings and X-rays.



Vision: The Company offers a comprehensive Vision Plan that includes annual exam and retail discounts. The Vision Plan covers exams at a \$10 copay and prescription eyeglasses at a \$20 copay with a \$140 frame allowance.



Health Savings Account (HSA): An HSA lets you save pre-tax money for eligible health care expenses. You can open one with any Newell Brands medical plan, and the annual Company contribution can range from \$250 to \$900, based on your plan and coverage tier.



Health Care Flexible Spending Account (FSA): A Health Care Flexible Spending Account (FSA) lets you use pre-tax dollars for medical, dental, vision, and prescription expenses. It's available only if you've waived medical coverage and can't be used with an HSA-compatible High Deductible Health Plan.



Dependent Care FSA (DCFSA): The company offers you the opportunity to enroll in a Dependent Care Flexible Spending Account (DCFSA). A DCFSA is a pre-tax benefit account that allows you to use pre-tax dollars to pay for qualified childcare or eldercare services.



Support and Savings for Your HealthCare

- **Annual Physical Reward:** Save \$600 annually for getting a physical exam. To qualify, you must have completed an annual physical within the last plan year or get one within 90 days of your new hire effective date.
- **Tobacco Cessation Support:** Including tobacco cessation aids at no cost to you.
- **Lantern Supplemental Surgery Benefit:** Medical plan participants have access to Lantern, a full concierge service to help manage your surgical procedure.

2. Income Protection Benefits

Basic life and AD&D life insurance is provided by Prudential to all eligible full-time employees at one time your annual salary. You may choose to purchase additional insurance coverage: supplemental employee, spouse/domestic partner, and child.

Disability

Short-Term Disability (STD): After 90 days of employment short-term disability coverage is available at no cost to you.

Long-Term Disability (LTD): Is available at no cost to full-time salaried employees. All hourly employees have the option to purchase LTD coverage.

Voluntary Benefits: All voluntary benefits plans (accident, critical illness and hospital indemnity) provide additional coverage to employer-sponsored benefit plans.

3. Family Support

- Paid Parental Leave
- Back up Dependent and Pet Care & Educational Support
- Pet Insurance
- Family Building Benefits (Fertility, Adoption & Surrogacy)
- Education Assistance



4. Retirement 401(k)

401(k) Employee Savings Plan: Newell partners with Fidelity to help you prepare for retirement by offering a 401(k) savings plan. In addition to immediate vesting, some key features include:

- 6% Company match-Every dollar you save, up to 6% of your eligible earnings, doubles with the 6% match made by Newell Brands. Contribute at least 6% to take advantage of the full match.
- Traditional and Roth options are offered to all eligible employees.
- Automatic Enrollment: New hires will be enrolled automatically in the plan at a 3% contribution rate.

5. Time Away

Paid Time Off (PTO): Newell Brands provides you with PTO/vacation for planned and unexpected absences. You can also earn additional PTO as your years of service grow.

Holidays: Newell provides you with nine company-designated holidays and two floating holidays. Hourly employees should refer to their location hand books.

We understand there are times that you need to be away from work including the loss of a family member, fulfilling your civic duty, or serving your country. These are additional benefits offered by Newell.

- Bereavement Leave
- Military Leave
- Jury Duty
- Family & Medical Leave
- Personal Leave

6. Wellbeing Programs

Employee Assistance Program: Provides free confidential services for all U.S. employees.

Sydney Health: Provides employees with access to digital ID cards, view health plans and programs, find care, and earn rewards for healthy habits.

Active & Fit Direct: Offers discounted pricing with over 12,700 gyms, personalized health coaching and on-demand work out videos.

Purchasing Power Program: Allows you to make purchases online and pay for them with payroll deductions. 6 or 12-month payment options available, no interest or credit checks.

Benepace Product Discounts: Offers exclusive discounts on products and services you use every day. Discounts on things like tires, car rentals, hotels and more.

Virta Diabetes and Weight Management Program: Eligible employees have access to this program to help manage type 2 diabetes or prediabetes and achieve weight loss.

We also offer a variety of discount programs to help you save, such as commuter benefits, Legal & Identity Theft Protection and Home & Auto insurance.

