

What you need to know and do →



Enhancing your benefits

# What's changing for 2021

Benefits Annual Enrollment:  
October 19 – November 3, 2020  
(until 5 p.m. Central time)



Your **NEW** one-stop shop for  
all Rewards and Benefits info

Life Is On

**Schneider**  
Electric



## We heard you.

At Schneider Electric, part of our Rewards philosophy is caring for you and providing you choice and personalized benefits. We conducted a Total Rewards Survey last fall as well as periodic focus groups in several locations to hear what you think of your benefits and what is important to you and your family.

Some of the key things we heard you want:

- More flexibility and opportunities to balance work and personal lives
- Better vision benefits and more network providers in rural areas
- Upfront HSA funding of the Company contribution
- New services to meet the demands of caring for your loved ones
- Easy-to-find information on benefits and all rewards offered

### **You spoke. We listened.**

Your feedback helped shape the **many benefit enhancements we're making for 2021**. These changes are designed to deliver what you value and have asked for, while keeping benefits affordable for you and the Company in the long term. But we're going *beyond* benefits, with **New Ways of Working** — which is a set of flexible, innovative programs to help you balance your life and manage your time. Check out more details on the following pages.



## Your one-stop resource

The new **Rewards@Schneider** is your one-stop online resource for personalized information about your rewards from Schneider Electric such as your:

- Benefits, including Annual Enrollment resources
- Compensation
- Performance & Development
- Recognition



Bookmark **Rewards@Schneider** so you can easily find your personalized information. Access Rewards@Schneider by clicking on the new Rewards@Schneider icon on your desktop or directly from SPICE, Yammer or support@Schneider. *Outside of the Schneider Electric network?* Visit the direct link to the right.



# Annual Enrollment for 2021 benefits



2021 Annual Enrollment

This is your **once-a-year opportunity** to choose the benefit options that best meet your and your family's needs. Decide wisely. Read up on **what's new for your benefits starting January 1, 2021**. Then follow the **enrollment checklist** to ensure you have the coverage you want in 2021.

## Benefit changes and what's new for 2021

### New Ways of Working

We get it: you need flexibility to balance work and the rest of your life, especially your commitments to caring for others. Through New Ways of Working, you can take care of what — and who — matters most.

### New PTO purchase program\*

During Annual Enrollment, you can **elect to purchase additional paid time off (PTO)** to use the following year:

- If you're normally eligible for 5 or 6 weeks of PTO, you can purchase 3 or 5 days.\*\*
- If you're normally eligible for 3 or 4 weeks of PTO, you can purchase 3, 5 or 10 days.\*\*

#### How it works:

- You pay for purchased PTO through before-tax payroll deductions over the next calendar year at your current rate of pay. The amount you pay can change during the year as your salary changes.
- All regular, accrued PTO (Company-paid PTO), including any carryover, must be used *before* using purchased PTO.
- Purchased PTO cannot be carried over to the next year.
- If you do not use all of your purchased PTO by the end of the year, you will be refunded for your purchased PTO by your final paycheck in December.
- If your employment ends, any unused, purchased PTO will be paid out on your final paycheck.



**NOTE:** PTO purchase is available if you were hired by October 1, 2020. Otherwise, PTO purchase is not available in the year you are hired. You can only make changes during the Annual Enrollment period each year.

For more details, visit [Rewards@Schneider](mailto:Rewards@Schneider).

### Additional holiday\*

Schneider Electric will **celebrate Martin Luther King Jr. Day** by giving this as a paid day off to all U.S. non-union employees, increasing to 12 total paid holidays each year. Refer to [Rewards@Schneider](mailto:Rewards@Schneider) for the 2021 holiday schedule.

\* Does not apply to Oxford union.

\*\* These will be noted as hours when purchasing in BenefitsLink. One day of purchased PTO equals 8 hours, regardless of the number of hours you are normally scheduled to work in a day.

## Care@Work benefits

Through Care@Work, Schneider Electric gives you:

- 5 days per year of **Company-subsidized back-up child care, adult/elder care or pet care for last-minute emergencies** when full-time care is not available, and
- A free **care.com** premium membership.

### Back-up care

When you need emergency care, you pay only \$5 per hour for in-home care or \$10 per day for care in a Care@Work center:

- Access centers or in-home providers that are **care.com** employees or from fully vetted partner agencies.
- Use your own personal network (such as a neighbor, family member, friend).

### Care.com membership

- Browse the large, national network of local caregivers or providers.
- Post a job describing your needs for housekeeping, pet sitting or child care.
- Set up interviews, access background check options and pay your providers through **care.com**.
- Access tools, articles, blogs, calculators to help make more informed hiring decisions.

Look for more information on how to use the program at **Rewards@Schneider** and additional announcements coming soon!

## Changes for your health and well-being

### Increased medical benefit coverage for cardiac, knee, hip, maternity and spine services

If you need services related to **cardiac, knee, hip, maternity or spine and choose a Blue Distinction® Center+**, you will receive a higher level of coverage: 10% coinsurance rather than 20%, as part of your BCBSIL medical plan coverage.

Providers in the Blue Distinction Center+ are within the BCBS national network and have demonstrated their commitment to high-quality care, resulting in better overall outcomes for patients and lower costs.



#### Questions on your BCBSIL benefits? On choosing a Blue Distinction Center+?

You can contact a health advocate by calling the number on the back of your BCBSIL ID card: **877-557-3417**.



## Enhanced vision benefits through EyeMed

We are moving the vision plan from Spectera to **EyeMed, with improved vision coverage and a larger overall provider network.** EyeMed’s network includes more independent ophthalmologists and optometrists along with many popular retail chains such as Walmart, MyEyeDr., America’s Best, Sam’s Club, Target, Eyemart Express and Eyeglass World.

### Highlights include:

- Reduced material copay from \$25 to \$15
- Increased frames and contacts coverage (referred to as an allowance) from \$175 to \$200
- Additional discounts through EyeMed’s various partners such as Sunglass Hut and International Travel Solutions. Find the details in your 2021 Benefits Guide at [Rewards@Schneider](mailto:Rewards@Schneider).

### Out-of-network providers can be low-cost ←

**Did you know you can still use out-of-network providers as part of our new EyeMed vision plan?** When you use an out-of-network provider such as Costco, Visionworks and/or Warby Parker, you will be reimbursed up to the out-of-network allowance. Review all of your options. Depending on where you go, an out-of-network provider could end up being lower cost than an in-network boutique. **NOTE:** You will have to pay out of pocket and file a claim to be reimbursed for out-of-network providers. See the summary chart below for specifics. Plus, you can use your HSA or Health Care FSA (if you participate) to pay for your out-of-pocket costs.

### 2021 Vision plan summary

Items in **blue** below are enhancements for 2021 (lower copays and higher allowances).

Plan provision*	In-network	Out-of-network
Frequency of coverage	Exam, lenses, and frames once every calendar year (resetting in January of every year)	
You pay copayments/Plan pays up to the allowance below, you pay the rest		
Exams	\$10 copayment	Up to \$60 allowance
Lenses (standard plastic)	<b>\$15 copayment</b> unless progressive lenses, then \$70 to \$190 copayment	\$50 to \$90 allowance depending on lens type
Frames	20% off balance over <b>\$200 frame allowance</b>	<b>Up to \$140 allowance</b>
Contacts (materials only; in lieu of lenses)	Conventional: <b>15% off balance over \$200 allowance</b>	<b>Up to \$200 allowance</b>
	Disposable: <b>up to \$200 allowance</b>	
	Medically necessary: \$0 (paid in full)	<b>Up to \$210 allowance</b>
Contact lens fitting	Up to \$40 copayment	Not covered

\* Coverage allows for one pair of eyeglasses or contacts each year, but not both.



If you’re enrolled in the 2020 vision plan under Spectera, your coverage will carry forward to 2021 at the same coverage tier and dependents with EyeMed. Everyone who has vision coverage in 2021 will receive a **new ID card** from EyeMed by the end of 2020.

### Attend the EyeMed virtual benefits fair ←

You can also find out more details about EyeMed, find an in-network provider and get answers to frequently asked questions by attending an EyeMed virtual benefits fair at [eyemedvirtualbenefitfair.com](https://eyemedvirtualbenefitfair.com) / password EC44VWKR.



## New BCBS networks in Tennessee and New Jersey

If you live in Tennessee or New Jersey, you'll participate in a **new statewide BCBSIL provider network**. These local networks provide additional savings through lower negotiated rates for health care services. More than 95% of current in-network providers and facilities are also in these select networks; however, some providers are not in-network.

To see if your provider is in the network, or to find a new provider, go to [bcbsil.com](https://bcbsil.com) and click the Find a Doctor or Hospital link. Search as a guest > enter the location where you would like to search for care and then select the appropriate state network (i.e., New Jersey is the Horizon Managed Care Network, and Tennessee is Network S) or call your health advocate for assistance. **NOTE:** If you use a provider outside the select network, you will pay the separate out-of-network deductible and be subject to the out-of-network out-of-pocket maximum.

If you enroll for medical coverage for 2021 and live in Tennessee or New Jersey, you will receive a **new ID card** from BCBSIL by the end of 2020.



## Brand-name drug cost when generic is available

Generic drugs are FDA-approved to be safe and effective yet cost less than the brand-name versions. To **encourage the use of generics**, if you or your doctor requests a brand-name medication and indicates "dispense as written" when a generic equivalent is available, you will pay the generic copay **plus** the cost difference between the brand and the generic.

If you require the brand rather than the generic equivalent, you or your doctor may request a coverage review to waive the cost difference between the brand and generic medication. For more information, call Express Scripts at **888-772-5181**.

## Advanced opioid management

The **Advanced Opioid Management Program** is designed to help prevent opioid abuse by limiting initial prescription drug fills to a 7-day supply for adults and 3-day supply for children. The program includes physician care alerts to help flag problematic drug combinations (prenatal vitamin prescription or mental health prescription + opioid prescription), therapy duplication, and potential misuse/abuse. **Questions?** Contact Express Scripts at [express-scripts.com](https://express-scripts.com) or **888-772-5181**.

**Did  
you  
know ?**

### Employee Assistance Program (EAP) counseling visits increased

As of August 1, 2020, you and your household members are eligible for **8 free therapy counseling sessions per person per issue per year**. Counseling is available in-person or via BetterHelp virtual therapy, including phone, video, chat and text messaging options. EAP counselors are available 24/7 to help assess your individual situation and connect you with the right resources, tools and services.

Visit [magellanascend.com](https://magellanascend.com) or call **800-327-6936** to get started.

## Changes affecting your finances

### HSA and FSA contribution limits

#### 2021 Health Savings Account (HSA) contributions

Who is covered	Schneider Electric contribution	+	Your maximum contribution*	=	2021 IRS limit
Employee only	\$700	+	\$2,900	=	\$3,600
Family	\$1,400	+	\$5,800	=	\$7,200

\* If you turn age 55 by December 31, 2021, you can contribute an additional \$1,000.



**GOOD NEWS!** Schneider Electric will deposit the **full HSA Company contribution to your account by the end of January.** Remember, use your HSA to save and pay for eligible health care expenses tax-free — now and in the future.

**2021 Health Care FSA and Limited Use Health Care FSA:** The maximum employee annual contribution will be \$2,750, up from \$2,700.

**Dependent (Day) Care FSA limit for highly compensated employees:** Due to IRS compliance requirements, highly compensated employees (those who generally earn more than \$125,000 per year) will be limited to a \$4,000 maximum contribution per calendar year.

### 2021 employee costs

- **Medical coverage:** Medical plan costs will increase slightly, reflecting a rise in medical costs nationwide and among our own population.
- **Vision coverage:** Vision plan costs will increase due to the expanded provider network and enhanced coverage with the change to EyeMed.
- **Dental coverage and all other benefit options:** There are no rate changes for 2021.

#### 2021 monthly medical and vision costs

	Employee only	Employee + child(ren)/ domestic partner child(ren)	Employee + spouse/ domestic partner	Employee + family
<b>MEDICAL*</b>				
Core CDHP + HSA	\$11.03	\$55.89	\$61.75	\$92.51
Buy-up CDHP + HSA	\$51.08	\$131.96	\$145.83	\$218.62
Core PPO	\$123.09	\$268.74	\$297.03	\$445.53
<b>VISION</b>				
	\$6.97	\$13.94	\$13.24	\$20.49

\* Additional non-participation fees may apply and will be a separate deduction on your paycheck.

# Your enrollment checklist



**2021 Annual Enrollment**

This year, we have made the Annual Enrollment process easier to help you #freeupyourenergy. Your current 2020 elections — including your responses for the tobacco status and working spouse/domestic partner fee questions — will automatically carry forward to 2021, with some important exceptions as noted below. Use this checklist to help you have a smooth enrollment process:



- ✓ **Test your access** and update your contact information on [se-benefitslink.com](https://se-benefitslink.com) before October 19, 2020. **NOTE:** Internet Explorer 11 does not support [se-benefitslink.com](https://se-benefitslink.com). Be sure to use a supported browser (free, supported browsers: Google Chrome, Firefox, Microsoft Edge or Safari).
- ✓ **Review your 2021 benefit options with ALEX**, your personalized benefits counselor. ALEX helps you pick the benefits that provide the best value and easy-to-understand explanations to your questions. Access ALEX at [myalex.com/se/2021](https://myalex.com/se/2021).
- ✓ **Schedule an appointment with a My Secure Advantage (MSA) money coach** to review the pros and cons and ins and outs of your benefit options to give you confidence in your decisions. Visit [Rewards@Schneider](mailto:Rewards@Schneider) to learn more.
- ✓ **Get informed.** Learn more about your 2021 benefit options and costs in Your 2021 Benefits Guide on [Rewards@Schneider](mailto:Rewards@Schneider).
- ✓ **Need to make a change?** You only need to log onto [se-benefitslink.com](https://se-benefitslink.com) if you want to make a change to your current coverage, add or remove a dependent, enroll in an HSA or FSA, change your responses to fee questions, or elect a new benefit for 2021. If these changes don't apply to you, you don't need to take action.
- ✓ **Review your covered dependents, life insurance beneficiary designations, and complete your life and AD&D evidence of insurability (EOI).**
- ✓ **Print your final benefit summary.** A confirmation statement will also be sent to your BenefitsLink mailbox.



**IMPORTANT:** The last changes you make online to your elections as of the close of the enrollment period will be considered your 2021 elections — regardless if you click “Complete Enrollment.”

If you don't believe your 2021 benefits accurately reflect what you chose during Annual Enrollment, submit a claim to PeopleLink (online through [support@Schneider](mailto:support@Schneider) or by calling **877-248-2998**) by January 31, 2021.

# Health evaluation update: Complete by November 30

For 2020 only, the biometric screening **will not** be required to avoid the \$50 per month non-participation fee for employees and spouses who participate in a Schneider Electric medical plan in 2021. **Both employees and spouses** who participate in a Schneider Electric medical plan in 2021 will still need to complete the online health assessment questionnaire within Virgin Pulse by **November 30, 2020** to avoid the non-participation fee in 2021.

Both the biometric screening and health assessment will be required in 2021 to avoid the non-participation fee for 2022 medical benefits.

Visit [Rewards@Schneider](mailto:Rewards@Schneider) to learn more about the health evaluation and Virgin Pulse.



**To check your health evaluation completion status,** log in at

[app.member.virginpulse.com](https://app.member.virginpulse.com) and go to Rewards > My Rewards > click Complete your checklist.

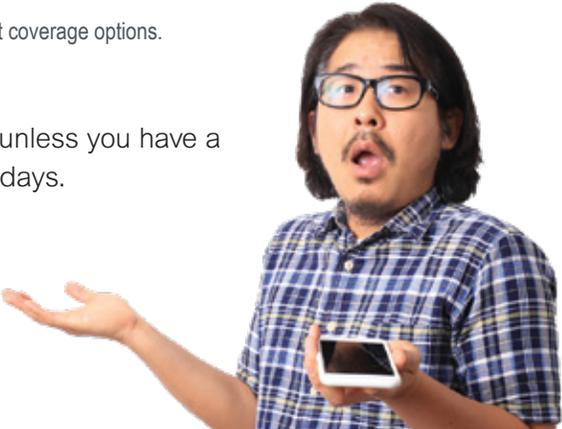
## 2021 coverage if you don't take any action

Your current 2020 elections will automatically carry forward to 2021 with the exception of your HSA and FSA elections.

Benefit	Your 2021 coverage if you make no changes
Medical	<ul style="list-style-type: none"> <li>• 2020 medical plan option and coverage level</li> <li>• 2020 tobacco-user status</li> <li>• 2020 working spouse/domestic partner status</li> </ul>
Dental and Vision	2020 option and coverage level
Basic Life and AD&D	One times your base pay; Company paid
Supplemental Life and Spouse Life	2020 coverage level at 2020 tobacco-user status
Supplemental AD&D, Child Life, Short-term Disability, Long-term Disability and Legal Services Plan	2020 coverage level
Health Care FSA and Dependent Care FSA	No participation — you must actively elect each year
Health Savings Account (if enrolled in CDHP and eligible for HSA)	No participation — you must actively elect each year
Purchase PTO	No participation — you must actively elect each year

\* If you are a new hire and do not take action, you will be enrolled in the default coverage options. See Your 2021 Benefits Guide for what happens if you don't enroll.

**NOTE:** You cannot change your elections during 2021 unless you have a qualifying life event and make a new election within 31 days.



# What if...

## What if I want to add dependents to my medical, dental or vision coverage?

Enroll your dependent(s) at [se-benefitslink.com](https://se-benefitslink.com) and submit the required documents to verify they are eligible by 5 p.m. Central time on **November 12, 2020**. You can do this either of two ways:

- *Upload to BenefitsLink (preferred)* — Log in to [se-benefitslink.com](https://se-benefitslink.com) > click Verify My Dependents tile. Upload your documents.
- *Fax* — Fax to PeopleLink at **859-372-2176**. Include a cover sheet with the subject line “Dependent Documentation” along with your legal first and last name, SESA ID and phone number.

Please allow up to 2 weeks for your dependent documents to be reviewed. If you don't submit acceptable documents, your dependent(s) won't be covered. See Your 2021 Benefits Guide or visit [se-benefitslink.com](https://se-benefitslink.com) for the documents you need to submit.

## What if I'm not eligible for a Health Savings Account?

You can enroll in either the Buy-up CDHP (with no HSA) or the Core PPO option. Consider contributing to the Health Care FSA so you can pay for eligible out-of-pocket health care expenses with before-tax dollars.

To be eligible for an HSA, you must be enrolled in a CDHP medical plan option; and must be a U.S. citizen, Green Card holder or H1-B visa holder with a U.S. residential address.

You cannot be:

- Covered by any medical plan that is not a consumer-directed health plan, including your spouse's or domestic partner's plan;
- Covered under a general FSA through your spouse's or domestic partner's plan (however, you may participate in a Limited-use Health Care FSA specifically for dental and vision expenses);
- Claimed as a dependent on someone else's taxes;
- Enrolled in Medicare (including retroactive Medicare coverage);
- Covered by TriCare, TriCare for Life, or Medicaid; or
- The recipient of VA benefits within the last three months unless you have a disability rating from the VA.

## Important information ←

### As you enroll and get ready for your 2021 benefits, keep in mind:

- If you are changing your medical plan option from the PPO to a CDHP and you currently have a Health Care FSA, your Health Care FSA balance must be \$0 by December 31, 2020. Otherwise your and Schneider Electric's HSA contributions will not begin until April 2021.
- If you are continuing participation in an HSA or the Health Care FSA, keep your PayFlex debit card if it isn't expired. PayFlex will only send out new cards if the old one has expired or you are new to the plan.



### What if I cover a domestic partner or their child, and their tax status has changed?

Complete and submit the “Certification of Tax Dependency” form to PeopleLink **by 5 p.m. Central time, November 12, 2020.**

### What if I want to increase my Supplemental Life or Spouse Life coverage, or enroll after waiving coverage in the past?

You (and/or your spouse) will be required to show evidence of insurability — or proof of good health — if you enroll in or increase your Supplemental Life Insurance for yourself and/or your spouse.

Unum, the insurance carrier, will email a link to your Schneider Electric email address so you can complete your EOI form online. If you do not have a Schneider Electric email address, Unum will mail the EOI form to your home address in late December. Your new or increased coverage level and payroll deductions will begin after Unum approves your increased coverage.

### What if I have a change in family status between now and the end of 2020?

If you experience an eligible change in status — such as marriage or birth of a child — between now and the end of the year, you will have to ensure that both your 2020 and 2021 elections are updated at [se-benefitslink.com](https://se-benefitslink.com) within 31 days of the event.

**NOTE:** If your change in status occurs during the Annual Enrollment period and you wish to update your 2020 benefit elections, you must first complete your status change event for 2020 and then complete your 2021 Annual Enrollment elections.



## Questions? Contact PeopleLink.

Contact PeopleLink for assistance in English and Spanish with questions on enrollment, general HR, pay, medical insurance, timekeeping issues and more!

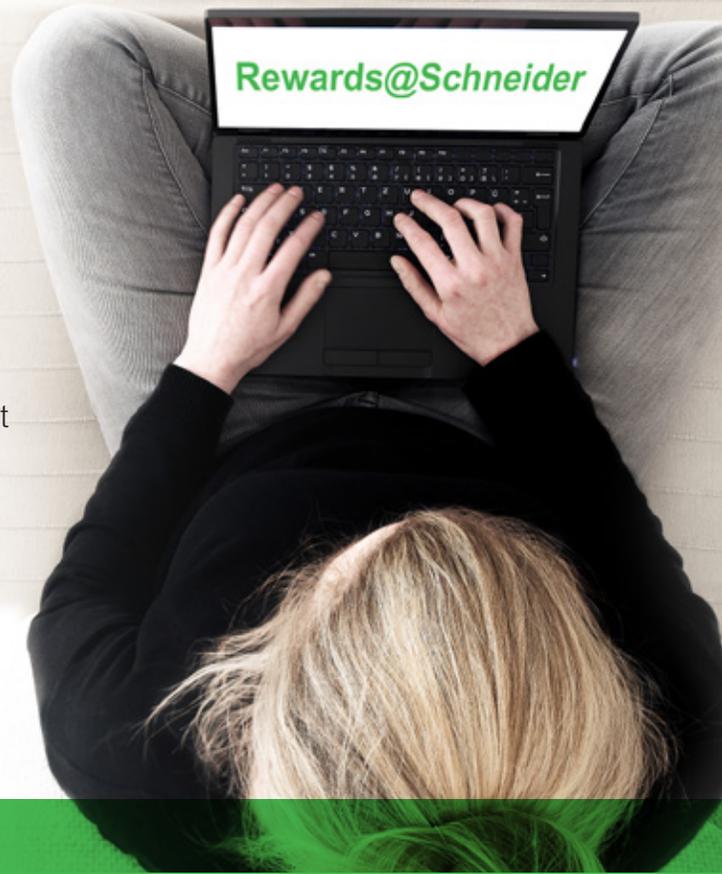
- Call **877-248-2998** (Monday through Friday, 6 a.m. to 6 p.m. Central time during Annual Enrollment).
- Visit [support@Schneider](mailto:support@Schneider).



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- Benefits
- Recognition
- Compensation
- Performance & Development

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[rewards-nam.se.com](https://rewards-nam.se.com)

#### IMPORTANT NOTE

This brochure has been prepared to help you understand what benefits you may be entitled to through Schneider Electric, serves as a summary of material modifications (SMM) and describes the changes made to the Schneider Electric Benefit Program for U.S. Employees (plan number 501) effective January 2021. Please keep this SMM with your current SPD. The employer identification number for Schneider Electric is 36-4141566.

The official Plan documents will control in the case of any differences between them and the information provided here. While Schneider Electric expects to continue its benefit programs, it reserves the right to terminate, suspend, withdraw, amend, or modify all or any part of these Plans at any time for any reason without notice. Any such change or termination of the Plans will be based solely on the decision of the Plan Sponsor and/or the Plan Administrator and may apply to any or all groups of employees, including active or disabled employees and current or future retirees and their dependent(s) as determined under the Plans. No supervisor, manager or any other representative of Schneider Electric has any authority to enter into any written or oral agreement contrary to the foregoing or contrary to the terms of the applicable Summary Plan Description (SPD) or Plan document.

#### Schneider Electric

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October 2020

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