

# 2026 EMPLOYEE BENEFITS SUMMARY

BENEFITS

FOR  
YOU

## HEALTHCARE BENEFITS...



FOX offers a range of medical plan choices from different carriers, providing the flexibility and features necessary to meet your individual healthcare needs. You can also enjoy the simplicity of a single, comprehensive option for both dental and vision benefits. FOX is committed to affordable healthcare, covering an average of 80% of all employee health plan premiums.

Coverage is available to you, your spouse/domestic partner (same and opposite sex), and dependent children.

### Medical:

- **The FOX Consumer Driven Health Plan (CDHP)** is a national high-deductible plan administered by UnitedHealthcare.
- **Fox Health Plan PPO** provides nationwide coverage through Aetna.
- **EPO/HMO Options** offer in network care, with eligibility varying by state and region; carriers include Kaiser, Blue Cross Blue Shield, Aetna, and UnitedHealthcare.

*(Note: all medical plans provide automatic prescription coverage, managed by either CVS Caremark, Optum Rx, or an integrated plan.)*

### Dental & Vision:

- **Delta Dental PPO** includes three annual cleanings, plus orthodontic care for both children and adults.
- **Aetna Vision Preferred** includes a yearly vision exam and an allowance for glasses or contacts.

Compare Your Medical Plan Choices	CHDP	PPO	EPO	HMO
Lower paycheck premiums	✓			✓
No cost in-network preventive care	✓	✓	✓	✓
In-network care only with no deductible			✓	✓
In and Out of network care with deductible	✓	✓		
Health Savings Account (HSA)	✓			
Health Care Flexible Spending Account (FSA)		✓	✓	✓
Mental Health (outpatient and inpatient)	✓	✓	✓	✓
Fertility Services and pharmacy benefits	✓	✓	✓	✓
Maven, Hinge Health, and Teladoc Health	✓	✓	✓	
No cost diagnostic in-network care*	✓	✓	✓	
Telemedicine and virtual primary care**	✓	✓	✓	✓

\*Certain screenings; FOX CDHP require meeting the deductible first.

\*\*Available under all medical plans except BCBS HMO.

## TAX SAVINGS VEHICLES...



**Health Savings Account (HSA)** managed by Fidelity Investments is portable and offers triple tax advantage.

FOX gives an annual contribution based on your coverage level (pro-rated for midyear hires):

**Employee only coverage:** \$500  
**Family coverage:** \$1,000

**Flexible Spending Accounts (FSAs)** with Inspira Financial let you use pre-tax dollars for eligible expenses:

**Health Care FSA:** Covers out-of-pocket health costs (medical, prescription, dental, and vision) for yourself and your eligible dependents.

**Dependent Care FSA:** Covers eligible dependent daycare expenses while you work.

**Commuter Pre-Tax Program** with Benefit Resource Inc. (BRI) allows you to set aside pre-tax and post-tax dollars from your paychecks for qualified **parking and transit** expenses to and from your main place of work.

**Fox Savings Plan (401(k))** is administered by Fidelity Investments.

**Your Contributions:** Through payroll deductions, contribute 1% to 40% of your eligible compensation to this plan. Contributions can be pre-tax, Roth, or after-tax, with a combined limit of 40%, subject to government and plan limits. This plan features automatic enrollment.

**Company Match:** FOX matches dollar for dollar on the first 1% you contribute. The next 6% you contribute will be matched at 50 cents on the dollar up to an annual maximum. Full vesting in these matching funds occurs after 2 years of service.

**Non-elective Company Contribution:** Even if you choose not to contribute, you will receive a Company Contribution of 2% of your eligible compensation each pay period up to an annual maximum. Company contributions become fully vested after 3 years of service.

**Student Debt Retirement Benefit:** With this benefit, FOX treats your monthly student loan payment like a retirement contribution and provides a match that goes into your retirement account after the end of the plan year. You must enroll directly with Fidelity.

*This document is only a summary of benefits for non-union, benefits-eligible employees; actual coverage for part-time, freelance, or union employees may vary. If there is any discrepancy, the official employee handbook or Plan Documents will govern.*

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## FINANCIAL WELLBEING...



WEALTH

**Basic Life Insurance** is company paid and equal to two times your annual base salary up to a maximum benefit of \$2 million.

**Accidental Death and Dismemberment Insurance (AD&D)** (also known as Personal Accident Insurance or PAI) offers financial benefits for covered injuries such as dismemberment, paralysis, or death caused by an accident, as defined by the policy. Coverage options may be available to you only, or you and your dependents.

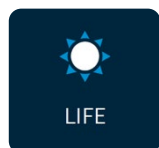
### Business Travel Insurance

Is coverage for accidental death and dismemberment while on company business, up to \$1 million (benefit varies by class descriptions).

**Long Term Disability Insurance** coverage if you become disabled and are unable to work for longer than 6 months, with a benefit of up to 60% of your pre-disability earnings. FOX also offers a choice to buy supplemental insurance to provide additional income protection.

**Voluntary Benefits** allows you to purchase life, long term care, individual disability, and critical illness insurance. Additional group rates are available for auto, home/renter's, disaster and pet insurance, legal services, and a purchasing program. Convenient post tax payroll deductions are offered.

## WELLNESS RESOURCES...



LIFE

**Employee Assistance Program (EAP)** provides complimentary, confidential assessment, and referral services to short-term counseling (up to 8 sessions, per issue, per year) for you and anyone living in your household. EAP also provides referrals for child/elder care, legal/financial counseling, and various other resources. Available 24/7/365.

**Health Advocate** helps you navigate the health care system and provides confidential assistance with a broad range of health care and insurance-related needs, such as finding a new doctor, resolving a billing dispute, coordinating care, and much more.

**Wellness Programs** such as **Calm** for emotional health and **Hello Heart** for heart wellness, for you and your family, are provided by FOX at no cost.

## HOLIDAYS, LEAVES, AND TIME OFF...

**Holidays:** Eligible employees receive 12 paid holidays per year, including standard company holidays plus floating holidays for personal use.

**Sick Time:** eligible employees accrue sick time at a rate equal to twice their standard workweek hours, capped at 72 hours (9 days) annually.

**Leave Time:** Includes Short-term Disability, Family and Medical (FMLA), Paid Parental, Bereavement, Jury Duty, and Military Leave.

**Vacation (see chart):** is accrued based on hours worked or paid (not including overtime) and credited each pay period.

Years of Service	Annual Maximum Accrual	Accrual Cap
0 - 4 years	up to 15 days (120 hours)	26 days (210 hours)
4+ years	up to 20 days (160 hours)	35 days (280 hours)

## ADDITIONAL PROGRAMS AND SERVICES...

**Back Up Care:** For children, adults, elders, and pets during a lapse in normal arrangements through Bright Horizons. Additional services include online academic support with homework and tutors for all ages.

**Education Reimbursement:** Eligible employees can receive up to \$5,250 per calendar year for approved courses.

**Onsite amenities:** Dining, gym, tech bar, and others (vary by location).

**Learning And Development:** Sponsors programs for personal and professional development in a digital or class environment.

**Donation Matching:** On eligible non-profit organization donations for up to a total of \$1,000 per fiscal year.

**Adoption & Surrogacy Reimbursement:** Provides financial assistance through WINfertility. This benefit is in addition to fertility benefits that may be available through the FOX medical and prescription plans.

**FOX Credit Union:** Offers full-service loans, savings and checking plans, Individual Retirement Accts (IRAs), and money market accounts.

**Discounts:** For major theme parks, concerts, trips, phones, and more!

**Credible Voluntary Benefit:** Offers student loan refinancing services with competitive loan options from vetted lenders.

**Employee Referral Program:** Receive up to \$5,000 for referring friends to FOX!

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