

Live well. Be well.

# 2023 FNF Benefits Summary



FNF places a high priority on providing for your personal health and well-being as we deliver best-in-class benefits designed to meet your needs, lifestyle and budget. Our comprehensive benefits package protects your total health, so you can **Live Well. Be Well.**



## MEDICAL

FNF partners with Aetna as our medical plan administrator. You can choose between three medical plan options: two HSA medical plans and a PPO plan.

In addition to standard medical and prescription coverage, our health care services include:

- Aetna One Flex **telephonic and online support**
- Aetna Concierge to assist **finding providers**, understand diagnosis, and make healthcare decisions
- Aetna Maternity Program with special access to **nurse care managers**

Some FNF associates are also eligible for Kaiser Permanente health plans (in CA, CO, GA, OR, HI & WA) or a Hawaii Medical Services Association medical plan.



## HEALTH SAVINGS ACCOUNT (HSA)

Those who enroll in one of the HSA medical plans may **set aside pre-tax dollars** to pay for eligible out-of-pocket health care expenses. FNF will contribute \$300 annually to your HSA account if you have individual coverage, and \$600 annually if you have two or more covered on your medical plan.



## WELLNESS PROGRAM

To help you be your best, healthiest, happiest self, FNF offers a wellness program involving preventive health screenings, health assessments and metabolic screenings. Completing these activities earns monthly **medical premium incentives**.



## DENTAL

With two dental plan options through UnitedHealthcare (UHC), **preventive services are covered at 100%** — you pay nothing out of your pocket. The Calendar Year Maximum is up to \$2,000 per person, and Orthodontic Services are paid at 50% up to the lifetime maximum (for children AND adults).



## VISION

FNF offers eligible full-time employees a vision plan through EyeMed Vision Care. The plan offers coverage for **eye exams, eyeglasses, and contact lenses**.



## FLEXIBLE SPENDING ACCOUNTS (FSA)

FSAs let you stretch your compensation further by allocating your pre-tax dollars to spending accounts. A Health Care FSA **helps you save on eligible health care expenses** and is available for those not enrolled in an HSA medical plan. A Dependent Care FSA allows you to save on child and eldercare expenses.



Live well. Be well.



## LIFE INSURANCE

FNF offers peace of mind and financial protection when you need it most. **You are automatically enrolled in employer-provided Basic Life and AD&D Insurance.** We also offer supplemental Life Insurance options for purchase if you wish to increase your coverage.



## DISABILITY INSURANCE

You may purchase Voluntary Short Term Disability (STD) and Long Term Disability (LTD) to **provide financial protection for you and your family** in the event you cannot work because of an accident or personal illness. In states where disability coverage is mandated, supplemental coverage is available.



## EMPLOYEE ASSISTANCE PROGRAM (EAP)

FNF employees have **24/7 access to mental health providers** who can provide short-term counseling on personal issues including family care, stress management and addictive behavior intervention and support. FNF's EAP services are offered at no cost to employees and all members of their household.

**The EAP also provides expert legal and financial consultations and can refer specialists when needed.**



## 401(K) SAVINGS PLAN

The FNF Savings Plan offers you a flexible and easy way to save. Eligible employees can contribute to the plan after 90 days of employment. **FNF will match 50% of the first 6% of eligible compensation you contribute.** Pre-tax and Roth (post-tax) 401(k) contribution options are available.



## EMPLOYEE STOCK PURCHASE PLAN (ESPP)

Through the ESPP **you can contribute up to 15% of eligible earnings to the purchase of company stock, with FNF providing a 33% or 50% match** (depending on employment status and service).



## FINANCIAL WELLNESS

FNF partners with SmartPath to provide **unbiased financial education at no cost to you.** Through this partnership, you can access financial tools, workshops, and coaches to help you plan for the future, make smart money moves, and progress towards your financial goals.



## COMMUTER AND TRANSPORTATION PROGRAMS

The commuter benefits program enables you to **contribute money from your paycheck on a pre-tax basis** for parking and transit as part of your daily commute to work. You can save an average of 30% on public transit and parking.



## IDENTITY THEFT PROTECTION

FNF offers you the opportunity to purchase IdentityForce plans with **proactive fraud detection and prevention monitoring services** that includes dark web monitoring, lost wallet assistance, data breach notifications, and much more.



## PAID TIME OFF

In addition to paid sick time and vacation days (up to 4 weeks per year), FNF recognizes 9 paid holidays and 1 floating holiday. FNF also gives new parents 6 weeks of 100% paid parental leave.



## ADDITIONAL BENEFITS

There are many other exciting benefits that FNF offers including:

- Supplemental Benefit Plans including Accident Insurance, Hospital Indemnity Insurance, and Critical Illness Insurance
- Talkspace Virtual Therapy
- WW (WeightWatchers) Discount
- Active&Fit Gym Membership Discounts
- MetLife Legal Plan
- Pet Insurance
- Employee Discounts (including title assistance for a home purchase)
- College Scholarship Opportunities (for dependents)

