



# BENEFITS HIGHLIGHTS

# TE BENEFITS

TE provides competitive health, wellness, financial and retirement benefits. Below is an overview of the TE benefits program.

## Health and Welfare, Wellness and Financial Benefits

BENEFIT	OPTIONS	COST
<b>MEDICAL HIGHMARK INDEPENDENCE BLUE CROSS</b>	<ul style="list-style-type: none"> <li>• HealthFund with TE HRA</li> <li>• ChoicePlus with Personal HSA</li> </ul>	<ul style="list-style-type: none"> <li>• TE and you share the cost of coverage</li> <li>• The two plans are account based (consumer driven) health plans, which have higher deductibles</li> <li>• Each of the plans is paired with a health care account and TE will make annual contributions to your account to help with out-of-pocket costs until you reach your deductible</li> <li>- TE contributes:               <ul style="list-style-type: none"> <li>\$500 HRA/\$350 HSA for employee only;</li> <li>\$1,000 HRA/\$700 HSA for family tiers -</li> <li>and you can earn a wellness incentive</li> </ul> </li> </ul>
<b>PRESCRIPTION DRUG EXPRESS SCRIPTS</b>	<ul style="list-style-type: none"> <li>• Employees and eligible dependents enrolled in the HealthFund with TE HRA or ChoicePlus with Personal HSA are automatically enrolled</li> </ul>	<ul style="list-style-type: none"> <li>• Included in medical plan cost</li> </ul>
<b>MEDICAL AND PRESCRIPTION DRUG KAISER PERMANENTE</b>	<ul style="list-style-type: none"> <li>• Kaiser HMO (for employees living in Northern or Southern CA)</li> </ul>	<ul style="list-style-type: none"> <li>• TE and you share the cost of coverage</li> </ul>
<b>DENTAL DELTA DENTAL</b>	<ul style="list-style-type: none"> <li>• Standard Dental Plan</li> <li>• Enhanced Dental Plan</li> </ul>	<ul style="list-style-type: none"> <li>• TE and you share the cost of coverage</li> </ul>
<b>VISION VISION SERVICE PLAN (VSP)</b>	<ul style="list-style-type: none"> <li>• Voluntary vision benefit, in addition to vision coverage in your TE medical plan</li> </ul>	<ul style="list-style-type: none"> <li>• You pay the full cost</li> </ul>
<b>FLEXIBLE SPENDING ACCOUNTS HEALTH EQUITY</b>	<ul style="list-style-type: none"> <li>• Health Care FSA</li> <li>• Limited Purpose Health Care FSA - if you have elected medical coverage through the ChoicePlus plan</li> <li>• Dependent Care FSA</li> </ul>	<ul style="list-style-type: none"> <li>• You decide how much to deposit into each account each year, up to a maximum of:               <ul style="list-style-type: none"> <li>- \$2,750 Health Care FSA or Limited Purpose Health Care FSA</li> <li>- \$5,000 Dependent Care FSA</li> </ul> </li> </ul>
<b>FINANCIAL PLANNING ERNST &amp; YOUNG (EY)</b>	<ul style="list-style-type: none"> <li>• All full- and part-time employees can access financial planning benefits through Ernst &amp; Young (EY)</li> <li>• Advice on retirement planning, debt management and investing</li> <li>• In-depth expertise on health care accounts (HRAs, HSAs, FSAs) to assist with medical plan decisions</li> </ul>	<ul style="list-style-type: none"> <li>• TE pays the full cost</li> </ul>

BENEFIT	OPTIONS	COST
<b>SHORT TERM DISABILITY</b>	<ul style="list-style-type: none"> <li>Employees are automatically enrolled</li> </ul>	<ul style="list-style-type: none"> <li>TE pays the full cost</li> </ul>
<b>LONG TERM DISABILITY</b>	<ul style="list-style-type: none"> <li>Coverage equal to 60% of your base annual salary (maximum benefit of \$15,000 per month)</li> </ul>	<ul style="list-style-type: none"> <li>TE and you share the cost of coverage</li> </ul>
<b>PAID PARENTAL TIME OFF AND EASE BACK TO WORK POLICY</b>	<ul style="list-style-type: none"> <li>Up to 10 weeks of paid leave at 100% of pay for the birth, adoption, or placement of a foster child</li> <li>An ease back to work program that will allow 64 hours of paid flexible transition time</li> </ul>	<ul style="list-style-type: none"> <li>TE pays the full cost</li> </ul>
<b>BASIC TERM LIFE INSURANCE</b>	<ul style="list-style-type: none"> <li>Coverage equal to 1 times your base annual salary (up to \$1 million) is provided automatically</li> </ul>	<ul style="list-style-type: none"> <li>TE pays the full cost</li> </ul>
<b>BASIC ACCIDENTAL DEATH &amp; DISMEMBERMENT (AD&amp;D) INSURANCE</b>	<ul style="list-style-type: none"> <li>Coverage equal to 1 times your base annual salary (up to \$1 million) is provided automatically</li> </ul>	<ul style="list-style-type: none"> <li>TE pays the full cost</li> </ul>
<b>BUSINESS TRAVEL ACCIDENT INSURANCE</b>	<ul style="list-style-type: none"> <li>Coverage equal to 2 times your annual salary, to a maximum benefit of \$500,000, is provided automatically</li> </ul>	<ul style="list-style-type: none"> <li>TE pays the full cost</li> </ul>
<b>EMPLOYEE SUPPLEMENTAL LIFE INSURANCE</b>	<ul style="list-style-type: none"> <li>1 to 10 times base annual salary, up to \$3 million</li> <li>Guaranteed coverage of up to 5 times base annual salary, up to \$ 1 million, when first eligible</li> </ul>	<ul style="list-style-type: none"> <li>You pay the full cost at discounted group rates</li> </ul>
<b>SUPPLEMENTAL LIFE INSURANCE FOR SPOUSE, DOMESTIC PARTNER OR DEPENDENT CHILDREN</b>	<ul style="list-style-type: none"> <li>Coverage up to \$100,000 in \$10,000 increments</li> <li>Guaranteed coverage of up to \$50,000 if you enroll your spouse or domestic partner when first eligible</li> <li>For your dependent children 15 days old to age 26: \$5,000, \$10,000 or \$20,000</li> </ul>	<ul style="list-style-type: none"> <li>You pay the full cost at discounted group rates</li> </ul>
<b>SUPPLEMENTAL ACCIDENTAL DEATH &amp; DISMEMBERMENT (AD&amp;D) INSURANCE</b>	<ul style="list-style-type: none"> <li>For you: 1 to 10 times base annual salary, up to \$1 million</li> <li>For your family: 1 to 10 times base annual salary, up to \$1 million</li> </ul>	<ul style="list-style-type: none"> <li>You pay the full cost at discounted group rates</li> </ul>
<b>WELLBEING CONNECTION (EMPLOYEE ASSISTANCE PROGRAM)</b>	<ul style="list-style-type: none"> <li>Employees are automatically enrolled and can get confidential counseling for personal issues, access to legal and financial planning, and more</li> </ul>	<ul style="list-style-type: none"> <li>TE pays the full cost</li> </ul>
<b>CRITICAL ILLNESS INSURANCE</b>	<ul style="list-style-type: none"> <li>\$10,000 lump sum benefit if you experience or are diagnosed with certain conditions</li> </ul>	<ul style="list-style-type: none"> <li>You pay the full cost at discounted group rates</li> </ul>
<b>GROUP LEGAL PLAN</b>	<ul style="list-style-type: none"> <li>Covered legal services from participating plan attorneys, paid in full</li> </ul>	<ul style="list-style-type: none"> <li>You pay the full cost at discounted group rates</li> </ul>
<b>WEIGHT WATCHERS</b>	<ul style="list-style-type: none"> <li>All employees are eligible to participate in Weight Watchers Monthly Pass, Weight Watchers At Work or Weight Watchers Online</li> </ul>	<ul style="list-style-type: none"> <li>TE pays 50% of the cost</li> </ul>
<b>EMPLOYEE STOCK PURCHASE PLAN</b>	<ul style="list-style-type: none"> <li>All full- and part-time employees are eligible to purchase shares of TE stock</li> </ul>	<ul style="list-style-type: none"> <li>You pay for the shares with payroll deductions</li> <li>TE adds a 15% company match and pays the purchase fees</li> </ul>

## TE Retirement Savings and Investment Plan (RSIP), administered by Empower Retirement.

Below is a chart that illustrates the TE standard 401(k) company match formula. The RSIP company match increases the longer you are with the company.

YEARS OF SERVICE	IF YOU CONTRIBUTE AT LEAST	TE CONTRIBUTES
0-9	1%	5%
10-19	2%	6%
20-24	3%	7%
25-29	4%	8%
30 or more	5%	9%

### Additional Benefits

TE also offers:

- Flexible Work Arrangements providing flexibility in schedule & workplace (i.e. Flextime, Flexplace, Compressed Work Schedule, etc) aligned to business need and local regulations
- Tuition assistance,
- Family care benefits (discounts on backup child/elder care and a Care.com membership)
- Discount programs (products and services),
- Service awards,
- Matching gift program,
- Credit union,
- And more!

*This communication highlights a number of benefits plans offered by TE Connectivity Corporation ("TE," "a TE Connectivity employer," or "the company"). The benefits and other principal provisions described in this communication are effective only if you are eligible for coverage, become covered, and remain covered in accordance with the provisions of the applicable benefit plan. Receipt of this communication does not guarantee that the recipient is a participant under the Plans and/or otherwise eligible for benefits. In addition, neither this description, nor your participation in the company's benefits program, is intended to create a contract or guarantee of employment. This communication only offers a highlight of benefits offered by TE, if any conflicts arise between this communication and any Plan document, the Plan document will prevail.*