

This is a brief description of Embraer's benefits for eligible employees, which begin the first day of employment as a full-time employee working at least 30 hours or more per week. For additional information please contact Human Resources.

Benefit	Description
Medical Insurance United Healthcare	Traditional Plan with Health Reimbursement Account (HRA) \$750 / \$1,500 deductible \$3,750 / \$7,500 out of pocket maximum Consumer Drive Heath Plan (CDHP) with Health Savings Account (HSA) \$1,600 / \$3,200 deductible \$3,000 / \$6,000 out of pocket maximum
Dental Insurance United Healthcare	UHC Dental PPO Low \$2,000 annual maximum per person/family UHC Dental PPO High \$2,500 annual maximum per person/family
Vision United Healthcare	Vision Plan V1974 Includes glasses or contacts
Flexible Spending Account (FSA) Health Equity	Health Care FSA Pay for qualified medical, dental, and vision expenses incurred by you and your eligible dependents during the plan year. Limited Purpose FSA Available only for employees who enroll in the CDHP with HSA. Dependent Care FSA Pay for certain expenses to care for dependents who live with you while you are at work.
Basic Life and AD&D United Healthcare	Company paid group life of 1.5x Annual Earnings to a maximum of \$500,000.
Voluntary Life and AD&D	\$200,000 for all active full-time employees Spouse Coverage of \$30,000 and Dependent coverage of \$10,000 also provided.
Short-Term Disability (STD) United Healthcare	Covers 60% of your weekly base salary up to \$1,500/week. The benefit begins on the 15th day of injury (non-work-related) or illness and lasts up to 11 weeks after elimination period.
Long-Term Disability (LTD) United Healthcare	Covers 60% of your monthly base salary up to \$12,155. Benefit payments begin on the 91st day of disability.
Long Term Care UNUM	Basic coverage includes \$1,000 monthly benefit with a duration of 3 years and covers care provided in a facility or at home from a professional care giver after a 90-day elimination period. Buy-up options are available.
Employee Advocacy Program (EAP) OPTUM	24/7 Confidential service that provides assessment, counseling, resources, and referrals for a variety of issues, 5 counseling visits either in person or virtually.
Voluntary Worksite Plans Colonial Life	Accident Insurance, Medical Bridge 300, Critical Illness, and Cancer.
Pet Insurance Nationwide	Affordable, comprehensive plans that you can use with any veterinarian, anywhere.
Legal Services Plan LEGALEASE	Valuable benefits to assist you with personal legal issues.
Identity Protection Allstate	Innovative protection against digital fraud, so colleagues can live confidently online.
401(k)	Contribute 1% to 100% (or a designated dollar amount) of your eligible compensation on a pre-tax and/or Roth 401(k) basis, subject to IRS limits, pre-tax and Roth combined (\$23,000 apply).
Additional Embraer Benefits	Tuition Reimbursement, Profit Results Sharing, The Employee Recognition Experience, and Paid Time Off (PTO).