



LIGHTS! CAMERA! ACTION - ENROLL!

Feature

Benefits Enrollment

Leading
Role

You and Your Health

Supporting
Role

ZOLLbenefits.com

Enrollment
Period

31 Days from Date of Hire

ZOLL



Be the Star of Your Own Life in 2026!

Welcome to ZOLL! We're committed to keeping health care affordable and flexible while continuing to invest in programs that matter most. Like any great movie, your story has scenes filled with action, family, and self-care.

This year's spotlight shines on:

- **Coverage that fits your life** with medical, dental, and vision plans that balance quality, flexibility, and value for your health and wallet.
- **Emotional well-being support** through Modern Health, providing therapy, coaching, and self-guided tools for you and your family.
- **Family and women's care with Maven**, a 24/7 virtual clinic, supporting fertility, pregnancy, parenting, adoption, surrogacy, and menopause.
- **Paid Parental Leave** and **family-building benefits** to support every life stage.
- **Medicare support services** to help you or a loved one navigate the complexities of the Medicare system.

Make your best choice with Pasito, your decision support tool.

- **Initial Recommendation** provides a quick snapshot based on your age, zip code, and income bracket.
- **Refined Recommendation** provides more personalized insights when you answer a few simple questions.
- **Project Health Expenses** explores "what if" scenarios (like an ER visit or a new diagnosis) to see how much you might spend out-of-pocket under different plans.

Let's make 2026 your healthiest year yet!



5 STARS!



"I love our benefit programs. It's not just insurance 'coverage' but a whole health and wellness service. Plus, our programs help me be more accountable to myself!"

How to Have a 5-STAR Benefits Enrollment



Review and confirm your benefit elections in Workday within 31 days of your hire date.



Use Pasito, your decision support tool, before you enroll to access your personalized benefit recommendations.



Take a look at Surest to see how simple health care can be and save money!



Maximize your ZOLL Medical 401(k) Savings Plan by contributing 7% or more to receive ZOLL's full matching contribution!



Schedule a free one-on-one consultation with a CAPTRUST advisor to create your financial blueprint for 2026 and beyond!



Consider contributing to a Flexible Spending Account (FSA) or a Health Savings Account (HSA) for tax advantaged savings on eligible expenses all year.



Protect what matters most with Voluntary Life Insurance! You can elect the lesser of 3 times your annual salary or \$250,000 without having to complete the evidence of insurability process through New York Life.

Shine in Every Stage of Life!

From the first scene to the final credits, ZOLL's benefits are designed with you in mind — comprehensive, flexible, and focused on your family's total well-being.



Focus in on Your Health and Your Family

Medical and Prescription Drug Plans

ZOLL offers two medical plan options, Surest Plan and Saver Plan with HSA, that offer value and high-quality care to give you the flexibility to choose the plan that best fits your lifestyle and your wallet. Both plans include prescription drug coverage through OptumRx.

Telemedicine

Connect to licensed physicians, counselors, and therapists at your convenience. Virtual care is available 24/7 via phone, laptop, or computer for all ZOLL medical plans.

Dental and Vision

Routine dental and vision care can uncover broader health issues early, supporting a healthier you.

Medicare Guidance

Find expert help with Medicare before, during, and after your transition, with Doctor's Choice.

Family and Women's Care

ZOLL's family-building and women's-care benefits provide clinical, emotional, and financial support from Maven's 24/7 virtual clinic, supporting fertility, pregnancy, parenting, adoption, surrogacy, and menopause.

ZOLL provides up to \$15,000 for adoption or surrogacy costs through Maven Wallet.



Special Needs Support

If you have a child with medical, behavioral, or learning challenges, ZOLL's medical plans provide tools and resources to help you find effective therapies and create a customized care plan.

Health Coaching and Wellness Rewards

Improve your health, track your progress, and earn rewards and a medical plan contribution discount with Healthy Hearts! Healthy You!

Access everything you need, all in one place.

ZOLLbenefits.com

YOUR 24/7 BENEFITS RESOURCE, ON THE GO!





Direct Your Financial Future

ZOLL Medical 401(k) Savings Plan

Maximize ZOLL's matching contribution* by contributing 7% to your 401(k) Plan.

Financial Advisor

Schedule a free one-on-one consultation with a CAPTRUST advisor to create a solid financial blueprint – for now and the future.

Health Savings Account

Use a tax-advantaged account to pay for current or future health care expenses when you enroll in the Saver Plan with HSA.

Flexible Spending Accounts

Save money when you use tax-free dollars to cover eligible medical and dependent care expenses, including child and adult daycare.

Manage Your Finances

Take control of your finances with Fidelity's debt tracker and student loan refinancing tools.

Find Peace of Mind

ZOLL provides Basic Life and AD&D Insurance. You may purchase additional life insurance for you and your family!



Create Balance Between Work and Life

Leave of Absence and Disability

To help you focus on what matters most, ZOLL offers Paid Parental Leave for up to 12 weeks, along with FMLA and Short-term and Long-term Disability benefits for when you need extended time off to care for yourself or a loved one.

Pet Insurance

Protect your furry family members and save on vet bills through pet insurance.

Tuition Reimbursement

ZOLL's Tuition Reimbursement Assistance Program helps you grow your career and develop new skills by covering many costs associated with continuing education.



Put Your Well-Being Center Stage

Mental Wellness and Resiliency Services and Programs

Thrive with support from Modern Health. You and your family can access free, confidential care tailored to your needs.

* Make sure to review your 401(k) & HSA contributions made with your prior employer, if applicable, before setting your ZOLL contribution so that you don't go over IRS limits

Focus In on Your Medical Plan Options!

Choosing the right medical plan sets the stage for a healthy, secure year ahead. Both plans offer comprehensive medical coverage from a large provider network and preventive care at 100% when you stay in network.

	Surest Plan	Saver Plan with HSA
Plan Features	<ul style="list-style-type: none">• See exactly what services will cost upfront, before making an appointment.• Search, compare, and save! Find doctors, see costs, and locate quality care using the Surest app or website.• You can contribute to a Health Care FSA.	<ul style="list-style-type: none">• Consumer Driven Health Plan (CDHP) paired with an HSA.• Use your HSA \$\$\$ now, or save for the future.• You can contribute to an HSA and a Limited Purpose FSA.
Deductible	No Deductible	\$1,800 Individual \$3,600 Family
Coinsurance	No Coinsurance	10% after deductible
Out-of-Pocket Maximum	\$5,000 Individual \$10,000 Family	\$3,600 Individual \$7,200 Family
Annual ZOLL Tax-Free HSA Contribution	None	Employee: \$650 Employee +1 or Family: \$1,300
		<div>★ ZOLL's contribution can help cover eligible out-of-pocket expenses</div>



Scan the QR code to see your 2026 cost of coverage, or visit ZOLLbenefits.com!

See how simple health care can be with Surest!

Visit the Surest pre-member website to look up your doctor or compare costs for an upcoming procedure. **It's as easy as 1-2-3!**



Scan the QR code, and use access code: ZOLL2026

Let's Compare How the Plans Work

Cole thinks he has an ear infection and makes an appointment with his primary care doctor. His doctor prescribes him a generic (Tier 1) antibiotic. Here is an example of what Cole would pay for care under each plan:

	Surest Plan	Saver Plan with HSA
He visits his doctor*	\$20 copay	\$160 (applies to deductible)
He fills one generic prescription	\$5	\$17 out of pocket (applies to deductible)
Subtotal (Doctor + Rx)**	\$25	\$177
ZOLL's HSA contribution – Employee	\$0	\$650
Cole's total out-of-pocket expenses**	\$25	Cole pays with his HSA (\$650 – \$177) \$0

Maya slips on the stairs and her spouse drives her to the emergency room. She is given a prescription for a generic (Tier 1) pain medication. Here's an example of what Maya would pay under each plan:

	Surest Plan	Saver Plan with HSA
She goes to the ER*	\$375 copay	\$1,200 (applies to deductible)
She fills one generic prescription	\$5	\$24 out of pocket (applies to deductible)
Subtotal (ER + Rx)**	\$380	\$1,224
ZOLL's HSA contribution – Family	\$0	\$1,300
Maya's total out-of-pocket expenses**	\$380	Maya pays with her HSA (\$1,300 – \$1,224) \$0

* Provider is in-network

** Out-of-pocket estimates based on national average.

Note: Examples provided are illustrative, not based on personal data or experience. Individual situations may vary.

Your 2026 Medical Plan Contributions

Employee Pays Bi-Weekly	Salary		
	< \$50,000	\$50,000-\$99,999	≥ \$100,000
Surest Plan			
Employee	\$67.36	\$70.70	\$81.93
Employee + 1	\$123.46	\$130.87	\$158.52
Family	\$161.95	\$174.91	\$216.37
Saver Plan with HSA			
ZOLL contributes to your HSA too! \$650 employee / \$1,300 family			
Employee	\$74.10	\$76.32	\$88.44
Employee + 1	\$139.33	\$147.69	\$178.90
Family	\$184.56	\$199.32	\$246.57

Money Saving Tips!

Not sure which medical plan is right for you?
Pasito can help you choose!



You may receive the \$1,200 opt-out incentive if you choose
not to enroll in ZOLL’s medical, dental, and vision plans.

Great Coverage at a Low Cost

Your bi-weekly cost for dental and vision coverage provides great coverage at a low cost.

	Employee	Employee +1	Family
Dental	\$3.35	\$8.62	\$10.05
Vision	\$2.15	\$4.31	\$6.93

Good Health Brings Rewards

ZOLL’s Healthy Hearts! Healthy You! wellness program delivers a personalized, well-rounded approach to well-being that provides you and your spouse with tools, resources, and rewards to support your wellness journey, regardless of your medical plan enrollment.



It Pays to Get Healthy!

	Employee	Spouse
Enrolled in a ZOLL Medical Plan	\$500 medical premium discount	\$500 cash
Not Enrolled in a ZOLL Medical Plan	\$500 cash	

Complete the requirements to earn 500 points by September 30, 2026, and enjoy your premium discount or cash reward in 2027.



Scan the QR code to get started.

Get to Know ZOLLbenefits.com!

Here you'll find all the tools, resources, and expert support you need to create your perfect benefits plan.

- Review your 2026 benefit options and contributions.
- Get Help! Reach out to your HR Benefit Advocate to get your questions answered.



★ Check out **THE BEAT** email newsletter for your monthly benefits update!

Refine My Recommendations

Find the Exact Coverage You Need and Save Money with Pasito, Your Decision Support Tool!

- Discover the best combination of medical plan, pre-tax contributions, and benefits to fit your lifestyle and budget.
- Review your recommendation — personalized to your area, income bracket, and current benefit elections.
- Refine your information for more customized recommendations.

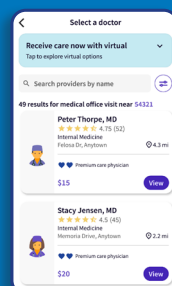


Scan the QR Code and follow the prompts!

★ Watch for your welcome email from Pasito, with a link to access your personalized recommendation.

Experience Surest for Yourself!

- Visit the Surest pre-member website, enter your zip code, and see how easy it is to navigate and find care.
- Look up your doctors, compare costs, and schedule a free 15-minute chat with a Surest representative to discover smart ways to save on high-quality care.
- Browse no-cost or low-cost virtual care options in the Surest app.



TAKE ACTION – ENROLL!

Know When To Enroll

Open Enrollment: Your once-a-year opportunity to enroll in or make changes to benefits for the next plan year

New Hire: Within 31 days of your date of hire

Qualifying Life Event: Within 31 days of the event

The plans you elect during your enrollment period remain in effect through year-end. After enrollment, you will not be able to make any changes unless you have a qualifying life event.

Add Dependents

If you are enrolling a dependent, make sure you have their:

- Date of birth
- Social Security number
- Proof of dependent status, such as a marriage or birth certificate to upload.

For more information, please check with your local Human Resources department.

TAKE ACTION IN WORKDAY

Review and confirm your benefit elections in Workday within 31 days of your hire date.

Have questions? Visit **ZOLLbenefits.com** for more information and to review a job aid.

Ready to enroll?

Scan the QR code to go directly to Workday.



ZOLLbenefits.com

is your blockbuster resource
to find everything you need
to enroll!

