

Parker Voluntary Benefits

During Annual Enrollment, you will be able to enroll in **Critical Illness, Accidental Injury, Hospital Indemnity coverage, Legal Protection, Identity Theft Protection, Pet Wellness Plan, and Auto/Home Insurance.**

Parker Offers Voluntary Benefits Because These Programs:

- ✓ Provide **meaningful choice** to team members
- ✓ Meet the economic, cultural and generational needs of Parker's **diverse workforce**
- ✓ Enhance team members' **financial stability**

Why Do Team Members Typically Elect Supplemental Medical Insurance?

Many families use voluntary benefits to help cover the deductible and coinsurance of a health event. The payouts are made directly to you, allowing you to use the funds however you choose. You receive the full benefit even if you have other insurance.

- ✓ **Critical Illness Insurance** pays a lump sum benefit if you or a covered family member is treated for a major medical event (such as a stroke) or diagnosed with a critical illness (such as cancer).
- ✓ **Accidental Injury Insurance** pays a benefit in the event you or a covered family member is in an accident and suffers a covered injury such as a fracture, burn, ligament damage, or concussion. This plan also provides a benefit for an accidental death.
- ✓ **Hospital Indemnity Insurance** pays benefits directly to you in the event you or a covered family member is admitted into a hospital for care for childbirth, surgery, illness (including COVID-19) and other conditions.

The premiums for these benefits are made on an after-tax basis via convenient payroll deductions. This means that the payouts are not taxable.

In addition, each program also includes an annual **\$75 Health Screening Benefit** (per covered family member). This means each covered family member can receive a maximum of \$225 (if enrolled in all three programs), which can significantly offset the cost of these programs. You can submit your claim for the Health Screening Benefit using your Quest biometric screening.

These insurance programs are not intended to replace your current healthcare coverage but should be elected as a supplement. When deciding whether you want to enroll in one of these plans, you should review them with your available medical plan options.

You will have the opportunity to elect these benefits during Annual Enrollment.

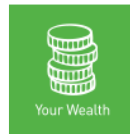
NOTE: This statement is intended to summarize the benefits you receive from Parker. The actual determination of your benefits is based solely on the plan documents provided by the carrier of each plan. This summary is not legally binding, is not a contract, and does not alter any original plan documents.



Learn More

For more information
contact Aetna at
1-800-998-3797 (TTY: 711)

To file a claim visit,
myaetnasupplemental.com



Critical Illness Insurance

You can protect yourself from the unexpected costs of a serious illness.

Even the most generous medical plan does not cover all the expenses of a serious medical condition that meets the plan criteria, like a heart attack or cancer. Critical Illness Insurance pays a full lump sum benefit directly to you or your covered dependents upon diagnosis of a covered illness after your effective date. The benefit is paid in addition to any other insurance coverage you may have.

Example Covered Illnesses:

- ✓ Heart Attack
- ✓ Stroke
- ✓ Cancer
- ✓ Major Organ Transplant
- ✓ End Stage Renal (Kidney) Failure
- ✓ Coronary Artery Bypass Surgery*
- ✓ Serious childhood illnesses/conditions
- ✓ Infectious diseases including Coronavirus*

Plan Features:

- ✓ **Guaranteed Acceptance:** There are no health questions or physical exams required.
- ✓ **Family Coverage:** You can elect to cover your spouse and children.
- ✓ **Portable Coverage:** You can take your policy with you at individual rates if you leave Parker.
- ✓ **Coverage options:** You can elect a coverage amount of \$10,000, \$20,000, \$30,000 or \$40,000 to be paid per diagnosis.

** The coverage pays 25% of the face amount of the policy once per lifetime for coronary bypass surgery and COVID-19. Coronavirus and some of the other infectious disease diagnoses require a five day hospitalization.*

Health Screening Benefit

The plan provides a \$75 benefit per covered person per calendar year if you and/or your covered dependents complete a covered health screening test such as a biometric screening, physical exam, total cholesterol blood test, mammogram, and more. This screening must take place after your coverage effective date during the plan year.



Learn More

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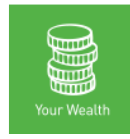


How Critical Illness Insurance Works

When Alex had a stroke, they were grateful the doctors were able to stabilize their condition. They learned there was some permanent damage and began to see costs adding up quickly. The good news is, Alex elected Critical Illness Insurance during Annual Enrollment and will receive a lump sum payment of \$10,000 to use in any manner they choose.



For videos and additional plan details, visit www.benefitsgo.com/parker.



Hospital Indemnity

Receive payments to help cover the cost of a hospital stay.

If you are admitted into a hospital, it doesn't take long for the out-of-pocket costs to add up. Hospital Indemnity Insurance pays benefits directly to you if you are admitted into a hospital for care including childbirth. Benefits are paid even if you have other coverage.

You receive a benefit as soon as you are admitted and then an additional benefit based on the number of days you are confined to the hospital. The benefit increases if you are admitted and confined to an intensive care unit or inpatient rehabilitation.

Plan Features:

- ✓ **Guaranteed Acceptance:** There are no health questions or physical exams required.
- ✓ **Family Coverage:** You can elect to cover your spouse and children.
- ✓ **Maternity Coverage:** If you or a covered dependent are expecting when you enroll, childbirth will be covered after the effective date.
- ✓ **Portable Coverage:** You can take your policy with you at individual rates if you leave Parker.

Health Screening Benefit

The plan provides a \$75 benefit per covered person per calendar year if you and/or your covered dependents complete a covered health screening test such as a biometric screening, physical exam, total cholesterol blood test, mammogram, and more. This screening must take place after your coverage effective date during the plan year.



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How Hospital Indemnity Insurance Works

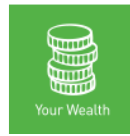
Leslie and Regan are excited to welcome a new addition to their family. Leslie is admitted to the hospital where they give birth to a healthy baby. Mom and baby stay in the hospital for two days.

Luckily, the couple elected Hospital Indemnity Insurance to help cover their medical bills or extra expenses. Leslie receives a benefit for being admitted to the hospital and an additional benefit for each day of inpatient stay.



How Leslie's Hospital Indemnity Benefit Was Calculated:

Medical Service	Sample Benefit
Hospital Admission \$1,000 per admission	\$1,000
Hospital Confinement \$200 per day (2 days)	\$400
Newborn Hospital Confinement \$300 per day (2 days)	\$600
Follow Up Care \$20 per day (2 days)	\$40
Total Sample Benefit	\$2,040



Accidental Injury Insurance

Accidental injuries can happen every day, but the costs of medical treatment don't have to create financial strain.

Accidental Injury Insurance pays benefits directly to you if you suffer a covered injury such as a fracture, burn, ligament damage, or concussion. Benefits are paid even if you have other coverage.

The benefit amount is calculated based on the type of injury, its severity, and what medical services are required in treatment and recovery.

The plan covers a wide variety of injuries and accident-related expenses such as:

- ✓ Injury Treatment (fractures, dislocations, concussions, burns, lacerations, etc.)
- ✓ Hospitalization
- ✓ Medical Imaging
- ✓ Emergency Room Treatment
- ✓ Transportation

Health Screening Benefit

The plan provides a \$75 benefit per covered person per calendar year if you and/or your covered dependents complete a covered health screening test such as a biometric screening, physical exam, total cholesterol blood test, mammogram, and more. This screening must take place after your coverage effective date during the plan year.

Plan Features:

- ✓ **Organized Sports Rider:** The benefits payable are increased by 25% if you are injured while playing an organized sport.
- ✓ **Guaranteed Acceptance:** There are no health questions or physical exams required.
- ✓ **Family Coverage:** You can elect to cover your spouse and children.
- ✓ **24/7 Coverage:** Benefits are paid for injuries that happen on and off the job.
- ✓ **Portable Coverage:** You can take your policy with you at individual rates if you leave Parker.



Learn More

For more information contact Aetna at **1-800-998-3797** (TTY: 711)



How Accident Insurance Works

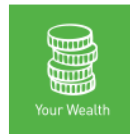
Marco falls while playing in a basketball league. They break their wrist and chip a tooth which requires a trip to the emergency room for an x-ray and physician follow-up visits. Fortunately, Marco elected Accidental Injury Insurance during Annual Enrollment which helps cover the medical plan coverage costs including the deductible and coinsurance. Marco can use the funds however they choose.



How Marco's Injury Benefit Was Calculated:

Medical Service	Sample Benefit
Emergency Room	\$ 400
Fracture Benefit	\$ 2,300
Crown to Repair Broken Tooth	\$ 400
X-Ray Benefit	\$ 250
Physician Follow-Up Visits \$125 per visit (2 visits)	\$ 250
Organized Sports Rider Benefit (additional 25%)	\$900
Total Sample Benefit	\$4,500

For videos and additional plan details, visit www.benefitsgo.com/parker.



Legal Protection Plan

Life events can lead to unexpected legal concerns that are difficult to handle alone. Enrolling in a legal plan reduces the stress of finding and paying for an attorney when it matters most.

LegalEASE offers a legal plan that provides support and protection for unexpected personal legal issues.

Plan Features:

- ✓ An attorney with expertise specific to your personal legal matter will be available to assist you
- ✓ Access to a national network of more than 20,000 experienced attorneys that are matched to meet your needs
- ✓ In and out-of-network coverage
- ✓ Concierge help navigating common individual or family legal issues

The plan covers a wide variety of injuries and legal issues such as:

- ✓ Home and consumer (buying, selling, foreclosure and tenant disputes)
- ✓ Financial (debt collection, collections, contracts)
- ✓ Auto and traffic (traffic matters and license suspensions)
- ✓ Family (divorce, adoption, name change)
- ✓ Estate planning and wills (will, living will, health care power of attorney)

The LegalEASE plan is **\$15.75 monthly**, via payroll deduction. Coverage includes the enrolled team member, their spouse, and any eligible dependents, up to age 26.

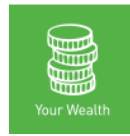


Learn More

For more information contact LegalEASE at **1-800-248-9000**, or visit www.legaleaseplan.com/parker



For videos and additional plan details, visit www.benefitsgo.com/parker.



Identity Theft Protection

We offer comprehensive Identity Theft Protection through Experian that monitors multiple gateways into your identity and credit, and alerts you of fraudulent activity.

The plan includes access to special group rates and automatic payroll deductions. You can choose to cover yourself or enroll in a plan that covers your family members as well.

The Identity Theft Protection Plan is **\$6.75 monthly for You Only coverage**, and **\$13.00 monthly for You + Family coverage**.

Protection Services Include:

- ✓ Credit Reports and Monitoring
- ✓ Court Records Monitoring
- ✓ Financial Account Takeover Monitoring
- ✓ Social Network Monitoring
- ✓ Sex Offender Monitoring
- ✓ Real Time Authorization Notifications
- ✓ Change of Address Monitoring
- ✓ Dark Web Monitoring
- ✓ Full Service Identity Restoration Services
- ✓ Social Security Number Trace



Ari had no idea someone had stolen their identity until they received an alert from their credit card company about a change to their login credentials.

Fortunately, they had **Identity Theft Protection** which caught the first signs of danger. It locked down all their accounts and instituted protocols to eliminate further threats to Ari's information and identity.

How big of an issue is Identity Theft?

**1.4
MILLION**

Reported identity theft incidents in 2020, versus 650,000+ in 2019

**\$3.3
BILLION**

Reported losses due to identity theft in 2020, increased from \$1.8B in 2019

40%

Account takeovers that happen in just one day

**1.25
MILLION**

Children who were victims of identity fraud in 2020

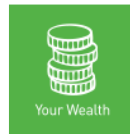
Javelin Strategy and Research 2021



Learn More

For more information contact Experian at **1-855-797-0052**, or visit experian.myfinancialexpert.com

For videos and additional plan details, visit www.benefitsgo.com/parker.



Pet Wellness Plan

Coverage for every member of the family. With the Pet Wellness Plan, you'll have peace of mind knowing you can get reimbursed for everyday pet care for up to 3 cats and/or dogs. You can receive up to \$1,100 per year for routine pet care like office visits, vaccines, routine bloodwork, flea/tick/heartworm medications, grooming, and more. Choose from three plan levels at enrollment.



"When the cost of my dog's annual check-up and vaccines was \$350, I was glad I had pet protection."

Owning a pet is an investment. Like any investment, it should be protected. The Pet Wellness Plan provides a reimbursement for exams, vaccines, and more. You can choose any vet or service provider, and claims are reimbursed within 24 hours via Venmo, PayPal, or bank transfer with no waiting periods or deductibles.



Learn More

For more information contact Wagmo at wagmo.io

Auto/Home Insurance

Parker offers you an opportunity to buy auto, home, and renters insurance through Liberty Mutual. Enjoy access to group rates, payroll deductions, and tenure discounts. When you visit the enrollment site, you can compare rates from top-rated providers and see your Parker discounts add up.



Learn More

For more information contact Liberty Mutual at **1-844-631-8822**, or visit www.libertymutual.com/parker-hannifin

For videos and additional plan details, visit www.benefitsgo.com/parker.