

2026



# Employee Health Guide



**VONTIER™**

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Vontier is proud to support our employees' overall wellbeing with a variety of benefit options. This guide offers details on our 2026 offerings for you and your family. Contact the Vontier Benefits Center with any questions.

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In this Guide, we use the term company to refer to Vontier. This Guide is intended to describe the eligibility requirements, enrollment procedures, and coverage effective dates for the benefits offered by the company. It is not a legal plan document and does not imply a guarantee of employment or a continuation of benefits. While this Guide is a tool to answer most of your questions, full details of the plans are contained in the Summary Plan Descriptions (SPDs), which govern each plan's operation. Whenever an interpretation of a plan benefit is necessary, the actual plan documents will be used.

# Welcome

## Welcome to Vontier — Where Your Wellbeing Thrives

At Vontier, we believe that wellbeing is more than a benefit, it's a foundation for a fulfilling life. Your health, your energy, and your peace of mind matter, and we're here to support you every step of the way.

Our programs are designed to help you feel your best, live with purpose, and build the future you want. Whether you're focusing on fitness, managing a condition, reducing stress, or simply making small everyday improvements, you have a powerful network of resources behind you.

### Your Path to Better Health Includes:

- **UHC Rewards** – Celebrate your progress with up to **\$300 each year** for completing healthy activities.
- **Real Appeal®** – Coaching and tools for sustainable, healthy living.
- **Quit For Life®** – Guidance to help you break free from tobacco.
- **Teladoc Health** – Virtual support for managing diabetes and hypertension from anywhere.
- **Hinge Health** – Personalized movement therapy to reduce pain and build strength.
- **Supportline Employee Assistance Program (EAP)** – Confidential emotional and mental health support, available anytime you need it — because caring for your mind is just as important as caring for your body.

Every step you take toward your health is a step we take with you. Explore, engage, and discover what wellbeing can look like — for you.

Visit [VontierBenefits.com](https://VontierBenefits.com) to begin your journey.



# Eligibility and Enrollment

Vontier's benefits are designed to support your unique needs.

## Employee Eligibility

If you are a full-time employee regularly scheduled to work 30+ hours per week or part-time employee regularly scheduled to work 20-29 hours per week.

## Coverage Dates

Your benefits begin on your date of hire. After enrolling in a medical plan, you and your dependents will have access to the wellness programs featured in this guide.

The Employee Assistance Program (EAP) is available to you and your dependents even if you choose not to enroll in medical coverage.

## Eligible Dependents

Dependents eligible for coverage include:

- Your legal spouse/domestic partner
- Children under the age of 26 (includes birth children, stepchildren, legally adopted children, children placed for adoption, foster children, and children for whom you or your spouse/domestic partner have legal guardianship).
- Dependent children 26 or more years old, unmarried, and primarily supported by you and incapable of self-sustaining employment by reason of mental or physical disability which arose while the child was covered as a dependent under this plan (periodic certification may be required).

Verification of dependent eligibility is required and must be provided within 30 days of benefits enrollment.



# Take the Path to Wellness With UHC Rewards

## Get in on UHC Rewards

If you enroll in a Vontier medical plan, you and your covered spouse/domestic partner can each earn up to \$300 in Health & Wellness dollars (that's up to \$600 combined).

### There's so much good to get

With UHC Rewards, a variety of actions — including things you may already be doing, like tracking your steps or sleep — lead to rewards. The activities you go for are up to you, and the same goes for ways to spend your earnings.

#### HERE ARE JUST A FEW OF THE WAYS YOU CAN EARN:

|                                                 |                |
|-------------------------------------------------|----------------|
| GET A BIOMETRIC SCREENING                       | \$100          |
| GET AN ANNUAL CHECKUP                           | \$100          |
| CONNECT A TRACKER                               | \$25           |
| TRACK 30 ACTIVE MINUTES OR 10,000 STEPS PER DAY | \$0.50 per day |

Visit UHC rewards for the full list of rewardable activities that are available to you.

Earn up to **\$300** including **\$25** today when you **activate UHC Rewards**

## Rewards for Healthy Living

If you're enrolled in a Vontier medical plan with a Health Savings Account (HSA), you'll receive a deposit to your account following the completion of your qualifying wellness activities.

If you're enrolled in a Vontier PPO plan, you will be prompted to select a VISA gift card\*.

\*The value of your gift card is taxable.

## There Are 2 Ways to Get Started

### On the UnitedHealthcare® app

- Download the UnitedHealthcare app
- Sign in or register
- Select **UHC Rewards**
- Activate UHC Rewards and start earning

### On [myuhc.com](https://myuhc.com)®

- Sign in or register
- Select **UHC Rewards**
- Activate UHC Rewards
- Choose reward activities that inspire you — and start earning

## Your Health

Get in on an experience that's designed to help inspire healthier habits

## Your Goals

Personalize how you earn by choosing the activities that are right for you

## Your Rewards

Earn up to \$300 for completing rewardable activities

Questions? Call customer service at 866-230-2505.

# Real Appeal

**Get fit. Get results.**

Fitness should be easy, flexible and doable for everyone.

Real Appeal® is an online weight management program designed to spark healthy change — **at no additional cost.\***

## Support to Get You Moving

### Fitness on Demand™

Get moving with hundreds of on-demand workouts, available anytime, anywhere.

### Online Coaching

Set fitness goals and track progress with the help of a dedicated coach.

### Success Kit

Start your healthy journey with scales, a balanced portion plate, and access to online fitness content.

Get started now at [vontier.realappeal.com](https://vontier.realappeal.com) or scan the QR code.



\*Real Appeal is available to eligible members at no additional cost as part of your health benefits. The Real Appeal program is educational in nature and is not a substitute for medical advice.



# Quit For Life

**Quit on your own terms, but not on your own.**

Whether this is your first time trying to quit tobacco, or you've tried before, you know how challenging it can be. Quit For Life® is here to offer judgment-free support and personalized guidance that makes quitting achievable.

## With Quit For Life, you'll benefit from:

- Proven strategies tailored to your unique needs
- 24/7 access to a dedicated Quit Team
- Interactive online mobile program with milestones tracking and engaging content
- Group coaching sessions for peer support and deep-dive conversations

### Mobile app:

Access our integrated mobile app to keep you motivated on the go

### Chat, text, or call:

Old-school or online, you choose how you wish to connect with your coach

### Easier access to NRT:

Complete a simple self-screening in the app to see if you qualify for patches or gum as Nicotine Replacement Therapy (NRT)

... all this is available to you at no extra cost as part of your benefits!

Sign up today at [quitnow.net](https://quitnow.net) or by scanning the QR code.



866-QUIT-4-LIFE (866-784-8454)

Quit For Life is available to eligible members at no additional cost as part of your health benefits. The Quit For Life program is educational in nature and is not a substitute for medical advice.

# Diabetes, Hypertension and Musculoskeletal Programs

Employees and their dependents who are enrolled in one of the UnitedHealthcare medical plans are eligible to join these programs. Both of these programs are offered free of charge to those members who qualify.

## Teladoc Health – Diabetes Management, Hypertension, and Diabetes Prevention

Teladoc Health offers both Diabetes and Hypertension management programs. These programs combine a connected blood pressure cuff/glucose meter and personal support.

### Features include:

- A connected blood pressure and glucose monitor
- Step-by-step action plans based on your goals
- Real-time support for out-of-range readings
- One-on-one coaching and support from expert coaches
- Unlimited test strips and lancets at no extra cost, delivered to your door

Teladoc Health also offers a Diabetes Prevention program. This program includes access to a team of expert coaches, a library of online lessons and smart scale.

### Features include:

- Expert coaches to help with diet, nutrition, activity, and more
- A smart scale that syncs to the app and web portal
- An all-in-one app to track weight, activity and food

Depending on your eligibility, you may see communication for one or more of these programs. Upon enrollment, you'll receive support for the programs that fit your unique needs.

### Enroll now

Visit [TeladocHealth.com/Smile/VONTIER](https://TeladocHealth.com/Smile/VONTIER) or call 800-835-2362 and use registration code: VONTIER.

## Hinge Health – Musculoskeletal Pain

Hinge Health offers an innovative digital program for back, knee, hip, shoulder, and neck pain. Over 30,000 participants have gone through the program with Hinge Health, reporting their pain reduced by over 60%. Additionally, 90% of participants said they are less likely to get surgery.

- Takes as little as 45 minutes per week, easily fitting into your schedule, anytime and anywhere with the Hinge Health app.
- Once enrolled, you'll receive a personal care plan to help you treat multiple pain areas with one program.
- Your care team may include a physical therapist and health coach for support or questions.
- Hinge Health's programs are provided at no cost to you and your eligible dependents.

To learn more about Hinge Health and apply, visit [hinge.health/Vontier](https://hinge.health/Vontier) or call 855-902-2777.



# Mental Health

You visit your doctor when you're feeling sick, and you exercise and eat healthy to keep your body strong. But your mental health is just as important. What do you do to stay healthy mentally? Do you know where you can go when you need help? Whether you need assistance with work-life balance or anxiety, there are resources available to help you out.

## Employee Assistance Program

We're here for you when you need help. Our Employee Assistance Program (EAP) helps you and your family manage your total health, including mental, emotional, and physical. And there's no cost to you — whether or not you're enrolled in a company-sponsored medical plan.

Through the EAP, you have access to mental health assistance and legal and financial help from professionals. You also have 24-hour access to helpful resources by phone and up to 6 in-person or virtual counseling sessions per issue with a licensed professional. All services provided are confidential and will not be shared with Vontier. You may access information, benefits, educational materials, and more by phone at 888-881-5462 or online at [supportlinc.com](https://supportlinc.com) (enter code: vontier).

Your program offers expert guidance to help you and your family address and resolve everyday issues. You have access to:

- **In-the-moment support**  
Reach a licensed clinician by phone 24/7/365 when you call for assistance.
- **Short-term counseling**  
Access up to 6 no-cost in-person or virtual (video) counseling sessions to resolve emotional concerns such as stress, anxiety, depression, burnout, or substance use.
- **Coaching**  
Get assistance from a Coach to boost your emotional fitness, learn healthy habits, establish new routines, build your resilience, and more.
- **Work-life benefits**  
Receive expert consultations for financial and legal issues. Work-life specialists also provide convenience referrals for everyday needs such as child or elder care, pet care, home improvement, or auto repair.
- **Your web portal and mobile app**  
Create a personal profile to quickly access support from a licensed clinician. You can also receive personalized guidance to access care and support when you complete the short Mental Health Navigator assessment.

## Mental Health and Your Medical Plan

When your covered EAP services run out, the medical plan covers behavioral and mental health services for either a copay or coinsurance depending on which plan you are enrolled in. Via video or telephone, you can receive confidential 1-on-1 counseling from the privacy and convenience of your home. Your licensed virtual therapist may provide a diagnosis, treatment, and medication if needed. You can see the same therapist with each appointment and establish an ongoing relationship. See plan documents for specifics on coverage for inpatient and outpatient services. Your health plan coverage also includes the Calm Health app. The Calm Health app help you stress less, sleep more, and live mindfully. Access Calm Health via your [myuhc.com](https://myuhc.com) account or the UHC mobile app.

## The Big Five of Emotional Wellness

An important aspect of your overall wellbeing is emotional wellness — the ability to successfully adapt to changes and challenges as they arrive and handle life's stresses. These five actions have been shown to improve emotional wellness.

### Practice mindfulness.

Practice deep breathing, take a walk, enjoy nature, and stay present in each moment.

### Strengthen social connections.

Reach out to a friend or family member daily — even if it's just a call or text.

### Get quality sleep.

Keep a consistent sleep schedule and limit electronic use before bed.

### Improve your outlook.

Treat people with kindness, including yourself.

### Deal with your stress in healthy ways.

Think positively, exercise regularly, and set priorities.



## Note

According to the National Institute of Mental Health, it is estimated that more than one in five U.S. adults live with a mental illness.

## Other Mental Health Resources

No matter your problem, whether you're a manager or entry-level employee, don't be afraid to ask for help. There are resources available 24/7.



### 988 Suicide & Crisis Lifeline

**Dial 988 to be connected with 24/7/365 emotional support.**

Free, confidential crisis counseling, including appropriate follow-up services, is available no matter where you live in the United States.



### Crisis Text Line

**Text "HOME" to 741741.**

Send a text 24/7 to the Crisis Text Line to speak with a crisis counselor who can provide support and information. Standard text messaging rates may apply.



### War Vet Call Center

**Veterans and their families can call 877-WAR-VETS (877-927-8387) to talk about their military experience and/or readjustment to civilian life.**

**Call 911 if you or someone you know is in immediate danger or go to the nearest emergency room.**

# Preventive Care

Your medical plan covers most preventive services in full. Stay up to date on your routine exams and screenings to detect health problems before they become serious and expensive to treat. Some common covered services include:



**Wellness visits, physicals,  
and standard immunizations**

**Screenings for blood pressure,  
cancer, cholesterol, depression,  
obesity, and diabetes**



**Pediatric screenings for  
hearing, vision, obesity, and  
developmental disorders**

**Anemia screenings, breastfeeding  
support, and pumps for  
pregnant and nursing women**



**Iron supplements (for infants  
at risk for anemia)**

It's important to take advantage of these covered services. But remember that diagnostic care to identify health risks is covered according to plan benefits, even if done during a preventive care visit. So, if your doctor finds a new condition or potential risk during your appointment, the services may be billed as diagnostic medicine and result in some out-of-pocket costs. Read over your benefit summary to see what specific preventive services are provided to you.

## What Vaccines Are Covered 100% Under Preventive Care?

Many vaccines are covered under preventive care when delivered by a doctor or provider in your plan's network. These include chickenpox, flu, shingles, and tetanus. For a full list, visit [www.healthcare.gov/preventive-care-adults](http://www.healthcare.gov/preventive-care-adults).

# Important Contacts

**Medical**

UnitedHealthcare (UHC)  
833-805-7672  
[myuhc.com](https://myuhc.com)

**Wellness: Health**

UHC Rewards  
866-230-2505  
[myuhc.com](https://myuhc.com)

**Real Appeal**

844-924-7325  
[vontier.realappeal.com](https://vontier.realappeal.com)

**Employee Assistance  
Program (EAP)**

Supportlinc  
888-881-5462  
[supportlinc.com](https://supportlinc.com)  
(enter code: vontier)

**Quit For Life**

866-784-8454  
[quitnow.net](https://quitnow.net)

**Teladoc Health**

800-835-2362  
[teladochealth.com/smile/vontier](https://teladochealth.com/smile/vontier)

**Hinge Health**

855-902-2777  
[hinge.health/vontier](https://hinge.health/vontier)

**Personal Benefits Consultant**

Health Advocate  
866-799-2731  
[healthadvocate.com/vontier](https://healthadvocate.com/vontier)  
[answers@healthadvocate.com](mailto:answers@healthadvocate.com)

**Vontier Benefits Center**

833-983-1215  
Monday–Friday  
8 a.m. to 8 p.m. ET  
[vontierbenefits.bswift.com](https://vontierbenefits.bswift.com)



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