



Full-Time Benefits Summary

Health Benefits



Medical Insurance

Eligibility begins on the 31st day of full-time employment; the Foundation covers approximately 90% of employee premium and 60% of spouse/dependents premium.



Health Savings Account (HSA)

For the 2025 calendar year, contributions will be made by the Foundation into participating team member's Health Savings Account up to \$1500 family plan / \$750 single plan, in two installments (prorated based on hire date).



Telemedicine

Virtual medical care through HealthiestYou by Teladoc. Talk to a doctor for free by phone or video 24/7. This benefit extends to all dependents, regardless of participation on our medical insurance plan.



Dental

Preventive and dental coverage through our medical insurance plan.



Vision

Coverage for vision exam, frames, lenses and contact lenses.

Financial Security



403(b) Plan

Immediate eligibility to defer up to the 2025 contribution limit of \$23,500. Ages 50-59 and 64+ at the end of the calendar year can make catch-up contributions of \$7,500 in 2025, raising the employee contribution limit to \$31,000; ages 60-63 at the end of the calendar year can make catch-up contributions of \$11,250 in 2025, raising the employee contribution limit to \$34,750.

Eligible for employer match and employer discretionary contribution after completion of 1,000 hours of service after entry date; entry dates are the earlier of January 1 or July 1 after completing 12 months and 1,000 hours of service.

Employer matches 100% of team member deferral up to \$500, plus 50% up to 6% of team member wages deferred that are in excess of \$500.

You are always 100% vested in any wages you defer. Employer matching and discretionary contributions are subject to a seven year vesting schedule.



Life Insurance/ Accidental Death & Disability

Eligibility begins on the 31st day of full-time employment; 100% employer paid; plan pays \$25,000 for qualifying event.



Short-Term Disability

Eligibility begins after one year of service; pays 75% of wages per week, up to ninety (90) days.



Section 125 Dependent Care

Reimbursement plan available.

And More



Paid Time Off

Based on years of service completed.



Floating Holidays

Two 8-hour paid days off to celebrate on the dates of your choosing.



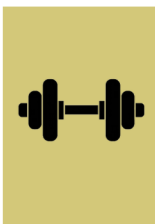
Paid Holidays

Nine (9) paid holidays per calendar year: New Year's Eve, New Year's Day, Martin Luther King Jr. Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, Christmas Eve, and Christmas Day.



Bereavement Leave

Up to three (3) days paid leave for immediate family members.



Health and Fitness

\$20 monthly allowance for those who wish to take advantage of health clubs, fitness centers, health and fitness related memberships, subscriptions, and class packages.



Wireless Communication

\$30 monthly allowance toward the cost of a team member's personal wireless phone plan is available.



Branded Clothing Benefit

\$50 annual allowance toward the cost of select branded Honeywell attire. Ability to order on a quarterly basis.



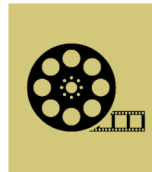
Complimentary Tickets

Eight (8) tickets each calendar year to Honeywell Center and Eagles Theatre live shows, as well as select opportunities at partner venues.



Restaurant Discount

50% discount for team members dining in.



Complimentary Movie Admittance

To Eagles Theatre and 13-24 Drive In movies for team members.



Complimentary Facility Use

Room rental fees may be waived at various properties.



Recognition Programs

Spotlight on Values program highlights team member accomplishments and appreciation.



Training & Development

Individual Development Plans.



Team Appreciation Events and Family Friendly Events