

GET READY TO PLACE YOUR ORDER

Now 2019 BENEFITS

**SYSCO 2019 BENEFITS ANNUAL
ENROLLMENT INFORMATION**



Important!

**MOST OF YOUR CURRENT
BENEFITS ELECTIONS WILL
CARRY FORWARD TO 2019**

**You do not need to actively enroll
unless you want to:**

- Make changes to your current benefits
- Elect a Flexible Spending Account (FSA) contribution amount for 2019
- Continue to participate in the Hospital Indemnity Plan

**MARK YOUR
CALENDAR!**

2019 Benefits
Annual Enrollment is
OCTOBER 8-22





Your 2019 BENEFITS

The time comes every year for you to choose the benefits that suit you and your family's tastes. The options are endless. Light or heavy? Just the main course, or side dishes too? You get to choose what the best option is for you and your family's palates.

So mark your calendar, set a reminder or snap a photo because 2019 Benefits Annual Enrollment is October 8–22. Before you enroll, take some time to learn what's new for 2019 and experiment with the medical plan decision tools to help you find the perfect benefits flavor combination.

Attention!

2019 Benefits
Annual Enrollment is
OCTOBER 8-22



**ENROLL THROUGH THE
TOTAL REWARDS CAFÉ.**

Create Your
Own Combo
HSA PLAN



Lighter Fare
BASIC PLAN



Comfort Food
PPO PLAN



The Buffet
HMO PLAN



FROM THE CHEF:

Though healthcare costs in the U.S. continue to rise, Sysco's goal is to make paying for medical coverage affordable. In 2019, Sysco will continue to cover most of your medical plan premiums. There will be a modest increase to your medical premiums, **but for Basic Plan participants however, medical premiums are actually decreasing!** You can get a peek at the premiums for each 2019 medical plan starting October 8 in the Total Rewards Café.

Chef's Tip:

Be sure to use the medical plan decision tools in the Total Rewards Café to help you choose your medical plan for 2019.

YOUR HELPFUL TOOLS

We've got a few special tools that are sure to simplify your enrollment experience!

- **SyscoBenefits.com:** It's your one-stop shop for all things benefits. You'll find videos and FAQs, plus the search feature can help you find exactly what you're looking for — fast.
- **Easy Enrollment Process:** The online enrollment system is easy to navigate and makes choosing your benefits a piece of cake during Benefits Annual Enrollment. Once you've explored [SyscoBenefits.com](https://syscobenefits.com), click the Total Rewards Café link between October 8–22 and complete the enrollment process with ease.

Keep an eye out! All participants in a Sysco-sponsored national BCBS plan will receive a new medical ID card before the plan year begins on January 1, 2019. Look for it in the mail and discard your old ID Card.



MAKE THINGS INTERESTING WITH EXTRA SEASONINGS!



DOUBLE CHECK YOUR INGREDIENTS



Got the perfect flavor combination? Now make things interesting by adding some extra seasonings! These voluntary benefits offer you more coverage and help you protect the physical and financial health of your family:

- **FLEXIBLE SPENDING ACCOUNTS** for both healthcare and dependent care expenses.
- **EXTRA LIFE AND AD&D** insurance for you and your dependents.
- **CRITICAL ILLNESS** coverage provides an extra layer of insurance to help you cover significant out-of-pocket costs if you or a family member become critically ill.
- **HOSPITAL INDEMNITY** coverage helps you pay the costs of expensive hospital visits beyond what your medical plan covers. Note: this coverage is now only offered as a voluntary benefit and is not bundled with the Basic Plan.
- **LEGAL SERVICES PLAN** coverage provides basic legal services such as will preparation, estate planning and civil suit representation for you and your family. And, in 2019, the Legal Services Plan will offer you even more services for the same great price. Can't wait to get a taste? The details are in the 2019 Benefits Guide on SyscoBenefits.com.
- **IDENTITY THEFT PROTECTION** for you and your family can give you peace of mind by safeguarding your identity, finances, credit and more.

In 2019, we're making a few changes to Supplemental Life, Critical Illness and Hospital Indemnity insurances. If you're currently enrolled or interested in enrolling in any of these benefits, make sure you're familiar with these changes:

SUPPLEMENTAL LIFE

**THE 2019
ENROLLMENT SPECIAL**

- **If you're currently enrolled**, you can increase your coverage amount up to the Guaranteed Issue (GI) amount (the lesser of 5x your annual earnings or \$500,000) without Evidence of Insurability (proof of good health). This does not apply to Dependent Life.
- **If you're not currently enrolled**, you can enroll in coverage equal to 1X your annual earnings without Evidence of Insurability (proof of good health).

CRITICAL ILLNESS & HOSPITAL INDEMNITY

Also effective January 1, 2019, associates must be enrolled in in these plans before you can enroll your dependents.

**EFFECTIVE JANUARY 1, 2019, METLIFE WILL
BECOME OUR NEW CARRIER FOR CRITICAL
ILLNESS AND HOSPITAL INDEMNITY.**

NOT SURE IF THESE EXTRAS ARE RIGHT FOR YOU?

Fidelity now offers a new tool for you to see what financial or other protection benefits you might need before you enroll — the Fidelity Financial Wellness Assessment. It only takes ten minutes to get a recommendation from the tool. Want to get started? You can access the Financial Wellness Assessment tool when you log in to your NetBenefits.com account.*

**Accessible by Sysco 401(k) participants*

**Fidelity
NetBenefits®**



CHANGES TO THE RECIPE

In addition to changing our plan administrator, we're also making another Hospital Indemnity change that will affect you if you select the Basic medical plan in 2019:

Effective January 1, 2019, Hospital Indemnity coverage automatically included for associates enrolled in the Basic Plan will no longer be company-paid. If you want Hospital Indemnity coverage in 2019, take action and enroll yourself and your family (if applicable) in the voluntary Hospital Indemnity plan during Benefits Annual Enrollment. If you had any dependents enrolled in Hospital Indemnity as a voluntary benefit in 2018, you (the associate) must enroll in the benefit in order for coverage to continue for your dependents in 2019.

You must take action and enroll by October 22 or you and your dependents (if applicable) will not have any Hospital Indemnity coverage in 2019.

Wellness Reward\$

If you participated in the Wellness Program and completed the requirements by October 1, 2018, you'll receive your 2019 reward as a credit to lower the medical plan premium taken from your paycheck. Log in to the Total Rewards Café from October 8-22 if you would prefer to choose a different way to receive your reward in 2019.

KNOW YOUR RESOURCES

Making sure your current benefits still meet your needs is one of the most important benefits activities you will do all year. Carefully review all of the benefits available to you by visiting SyscoBenefits.com. It's available 24 hours a day, 7 days a week. Questions? Sysco Benefits Center representatives are ready to help. Call 1-800-55-SYSCO, Monday through Friday from 7 a.m. to 7 p.m. Central Time. Say "Annual Enrollment" to ask questions over the phone or log into the Total Rewards Café to live chat with a representative. Click the green *Need Help?* tab on the Total Rewards Café login page to start chatting.



Attention!

Details Matter!

Make sure the information you have on file is up to date and accurate! Does your (and your covered dependents) name match what is on your Social Security Card? Update your information including any changes to your covered dependents during Benefits Annual Enrollment.

REMEMBER! 2019 BENEFITS ANNUAL ENROLLMENT IS

October 8th - 22nd

visit the online

@ **SyscoBenefits.com**

LEARN



READ



WATCH



ENROLL





Sysco Corporation
1390 Enclave Parkway
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Sysco.com

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US Postage Paid
Dallas, TX
Permit #777

2019 Benefits Annual Enrollment Is Around the Corner

2019 Benefits Annual Enrollment is October 8–22. See what's new for 2019 and take action by October 22!

Look inside to get the latest on 2019 benefits and visit SyscoBenefits.com to learn more.