Introducing 2020 Benefits Enrollment and Sysco’s new approach to Total Well-being!

Sysco is bringing you more benefits to address your total well-being—Health, Mind, Security and Community.
We recognize that your well-being is about more than just physical health. It’s about physical, emotional, financial and social health. That’s why we invest in you in a variety of ways, offering programs that support your total well-being to power your **Health, Mind, Security** and **Community**.

In 2020, Sysco is strengthening and expanding our commitment to the total wellness of our associates. Why? Because we understand the ever-increasing demands in all aspects of our lives. Sysco cares and wants to support our associates’ total wellness, including their health, mind, financial plans and community involvement. We are very proud to be making more investments in programs that empower every Sysco associate to enhance their total well-being.

— Paul Moskowitz
Executive Vice President, Human Resources
We are proud to offer our associates comprehensive benefits and programs in each of these four pillars, along with resources and tools to help you navigate your healthcare. It’s not just about getting that important annual physical each year. It’s also about being financially secure and planning for your future, getting support when life gets tough, and staying connected to your community. Sysco supports you and your family in all these areas.

**Sysco’s Four Pillars of Well-Being**

**Health**

From multiple medical plan choices to specialty programs for certain conditions, we provide resources to help you navigate your healthcare, save more and manage health conditions.

**Mind**

Your emotional well-being is supported through our employee assistance program, mental health resources and support for associates with family challenges.

**Security**

Sysco also powers your security through a variety of financial investments in your future along with other tools and resources, including our 401(k), life and disability insurance, and ESPP.

**Community**

Sysco supports you in having a rich and connected personal and professional life through community and networking partnerships.
Learn more about all of your benefits on SyscoBenefits.com

More Benefits to Power You

Activating the power of our people begins with you. We know that in order for you to do your best day in and day out, we have to provide you with the benefits, programs and resources you need. That's why we offer you a choice of medical plans and other benefits that support every aspect of your life.

It Pays to Choose a Sysco-sponsored National Medical Plan!

When you choose to enroll in one of the four Sysco-sponsored national medical plans, administered by BlueCross BlueShield (BCBS) for 2020, you’ll have access to even more great benefits and resources.

Important!

Most of your current benefits elections will carry forward to 2020. You do not need to actively enroll unless you want to:

- Make changes to your benefits
- Elect a Flexible Spending Account (FSA) contribution amount for 2020
- Choose to receive your Wellness Rewards credit via HRA or HSA; otherwise, it will default to medical premium reduction.
What’s New for 2020?

**Health**
- A new dedicated Health Pro through Alight/Compass to help simplify the complexities of healthcare and serve as your personal healthcare advisor.
- Musculoskeletal condition support through Physera to help associates who need physical therapy.
- City of Hope oncology experts who offer decision support for individuals with complex cancers.
- An online behavioral counseling program for people with prediabetes and other obesity-related risk factors through Omada.
- Nutritional therapy through Virta, clinically shown to reverse Type 2 diabetes.

**Mind**
- Parent support resources through Rethink Benefits for associates who have dependents with special needs or behavioral concerns.
- A telemental health service through Spring Health, including an online assessment tool that matches you with a therapist in your area. Plus, you can work with a therapist over the phone, from the comfort of your own home.
- In addition, enhanced Live and Work Well support through Optum.

**Security**
- All associates who are eligible for the Sysco 401(k) plan can now access: Fidelity’s “My Money Checkup” tool to help you check your financial wellness.

**Community**
- All associates, regardless of medical plan election, will have access to:
  - Support for Associate Resource Groups (ARGs) and opportunities to launch new ARGs across Sysco, all to help connect associates to the broader Sysco community by fostering a diverse, inclusive workplace aligned with our vision, values and strategic priorities.
  - And numerous community service opportunities to support our local communities alongside fellow Sysco associates.

When you enroll in a Sysco national medical plan through BCBS in 2020, you’ll also have these new benefits:
To support your Health and Mind, Sysco national medical plan participants will have access to new musculoskeletal, cancer, diabetes and behavioral health condition resources in 2020. More great reasons to enroll in a Sysco-sponsored national medical plan administered by BCBS in 2020! Review the highlights and look for more detail in the 2020 Benefits eGuide on SyscoBenefits.com in late October.

Reminder
You must enroll in one of Sysco’s four national medical plans through BCBS to have access to these new targeted specialty resources.
<table>
<thead>
<tr>
<th>Benefit</th>
<th>Vendor</th>
<th>Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>Musculoskeletal</td>
<td>PHYSERA</td>
<td>Individualized physical therapy, guided by expert physical therapists through a smartphone, whenever and wherever it is convenient for you</td>
</tr>
<tr>
<td>Cancer</td>
<td>City of Hope.</td>
<td>Peer-to-peer decision support provided by oncology experts to members and their covered family members with complex cancers, along with a cancer care support service</td>
</tr>
<tr>
<td>Diabetes</td>
<td>Omada</td>
<td>An online behavioral counseling program for people with prediabetes and other obesity-related health risk factors</td>
</tr>
<tr>
<td></td>
<td>Virta</td>
<td>A nutritional therapy program clinically shown to reverse Type 2 diabetes and eliminate the need for insulin</td>
</tr>
<tr>
<td>Behavioral Health</td>
<td>rethink benefits</td>
<td>Training and education support program for caregivers of individuals with learning disabilities or challenging behaviors</td>
</tr>
<tr>
<td></td>
<td>Spring Health</td>
<td>Online platform that identifies a member's behavioral health challenges and matches them with a qualified therapist for telemental health support</td>
</tr>
</tbody>
</table>
The healthcare system today is more complicated than ever before and navigating your care options can be confusing, especially as Sysco continues to offer you even more benefits! Because of this, we’re offering a Healthcare Navigation service to help you understand your 2020 benefits. Now you can take some of the burden of managing your medical care and place it on the shoulders of the Health Pros.

Vi Nguyen, a Sysco Health Pro

We asked the HR team to try the new service first. Here is what we heard!

Yesterday I reached out requesting information for optometrists in our area. The information I received from her was fabulous and more than expected! The report gave very detailed information on three different optometrists and the criteria that were used to evaluate them and make recommendations. The report also provided me with names of optometrists not recommended, which was very convenient and not expected, however, very appreciated.

Amanda offered to help set up an appointment for me. I feel like I have a personal assistant.

What a great and amazing service – highly recommended!

Try out the Health Pro today!
Call 1-800-55-SYSCO for help choosing your 2020 benefits.
Love the service? Enroll in a Sysco-sponsored national medical plan for 2020 and you can continue to work with your Health Pro throughout the year.
What does a Health Pro offer?

Today, the Health Pro can help you choose your benefits for 2020. If you enroll in one of the four Sysco-sponsored national medical plans administered by BlueCross BlueShield (BCBS), beginning January 1, your Health Pro can help you:

- Understand your benefits
- Pay less for prescriptions
- Find great doctors
- Resolve billing errors
- Save money on healthcare
- Schedule appointments

Get started by November 22 and earn $25

Once you’ve enrolled in a Sysco-sponsored national medical plan administered by BCBS for 2020, click the Health Pro link on the confirmation page and complete the Health Questionnaire by November 22 to receive a $25 gift card in mid-December.

You must enroll in one of the four Sysco-sponsored national medical plans, administered by BCBS, during the benefits enrollment period from October 30–November 22 to access this new service in 2020! Once you’ve enrolled, look for more information in January!

You have two ways to contact the Health Pro for help choosing your 2020 benefits:

Email: Log on to the Total Rewards Café through SyscoBenefits.com and click on the image that says “Learn About Your Health Pro.”

Call: Contact the Sysco Benefits Center at 1-800-55-SYSCO.
How Do You Want to Receive Your Wellness Rewards?

If you took action to earn a 2020 Wellness Reward by October 1, 2019, we plan to provide your Wellness Reward as a credit to lower the medical plan premium taken from your paycheck. If you want to change how you receive your 2020 Wellness Reward and instead receive it as a deposit in your healthcare expense account, be sure to make this selection during Benefits Enrollment in the Total Rewards Café.

2020 Medical Rate Increase

The cost of healthcare continues to escalate in the U.S., impacting us at a company level and as individual participants. We provide tools, resources, education and now Health Pros to help you make the most of your benefits dollars each year to manage your healthcare costs. In 2020, Sysco’s medical premiums are increasing by an average of 5% across all plans. Rates for each plan will be available in the enrollment system beginning October 30.
We’ve got a few more special tools that are sure to simplify your enrollment experience this year.

**Health Pro:** Talk with a Health Pro before you enroll to get all of your questions answered. What about the Sysco Benefits Center? They can still answer your benefits eligibility and enrollment questions, but a Health Pro can help you with so much more, like helping you decide which plan is best for you. Email or call the Health Pro at **1-800-55-SYSCO** today! And be sure to enroll in a Sysco-sponsored national medical plan to continue using the Health Pro in 2020.

**SyscoBenefits.com** is your one-stop shop for all things benefits. You’ll find details about the 2020 changes, videos and FAQs, plus the search feature can help you find exactly what you’re looking for—fast. And in late October, you’ll find a 2020 Benefits eGuide with all the details to help you make your 2020 benefits decisions.

**Easy Enrollment Process:** The online enrollment system is easy to navigate, provides all the plan details, and makes choosing your benefits easy during Benefits Enrollment. Once you’ve explored **SyscoBenefits.com**, click the Total Rewards Café link between **October 30–November 22** to log in and complete the enrollment process with ease.
Mark Your Calendar!

2020 Benefits Enrollment is October 30–November 22. See what’s new for 2020 and take action by November 22! Look inside to get the latest on 2020 benefits.

Visit SyscoBenefits.com to learn more.