



# Welcome to Your Synopsys Benefits 2026 U.S. Open Enrollment

*Legacy Ansys Employees*

October 2025



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# Agenda



Open Enrollment Overview



Benefits Details



Resources & Support

# Open Enrollment Overview





# Action is Required!

## Open Enrollment is November 3-14


This is your opportunity to explore all the programs and resources available to you and select the benefits that will help you and your family thrive in 2026.


**All U.S. legacy Ansys employees are required to participate in Open Enrollment to ensure you have the benefits you need for next year.**

Visit the U.S. Benefits website for more information regarding your 2026 benefit options.

# Benefits Website

<https://benefits.synopsys.com/>





Enrollment

Health & Wellness

Wellbeing & Family

Financial

Time Away

Work-Life Support


Resources


Open Enrollment Is  
November 3-14

Take action to review 2026 benefits and enroll.


Classic Synopsys

Legacy Ansys







New Hires




Life Events




Community



Events Calendar



Leaves of Absence



Contacts

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# Eligibility & Enrollment

## ELIGIBILITY

- Regular full-time and part-time U.S. employees working at least 20 hours per week
- Dependents who reside in the U.S.
  - Spouse or Domestic Partner
  - Children up to age 26
- *Dependent Verification Required if adding new dependents* (verification is not required if covering current dependents enrolled in the legacy Ansys medical, dental and/or vision plans as of October 20, 2025).

## ENROLLMENT

- Opting out of Synopsys Plans – you must log into Benefitsolver to select WAIVE during enrollment if you choose to waive Synopsys coverage
- If you don't enroll or waive coverage by November 14, you will be enrolled in the 'Default Coverage Plan'
  - Plans for just you (no dependents)
  - Synopsys HS Basic medical plan, Synopsys dental low plan, Vision Signature plan, EAP, and Group Life and AD&D Insurance coverage

# Dependent Verification

## REQUIREMENTS

- Verification is *not* required if covering current dependents enrolled in the legacy Ansys medical, dental and/or vision plans as of October 20, 2025
- Dependent verification is required for all newly covered dependents
  - Dependent(s) will be in pending status until verified
  - You have 30 days to verify dependent eligibility

## DOCUMENTATION

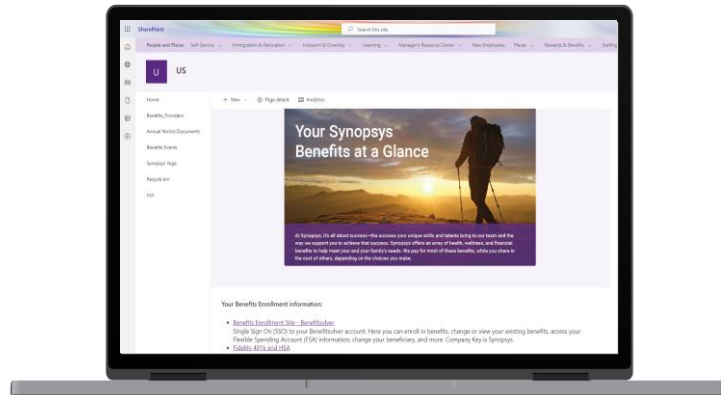
- Must submit eligible document to verify eligibility. Examples include:
  - Spouse/Domestic Partner
    - Marriage Certificate or Marriage Registry if married outside of the U.S. or domestic partner affidavit
    - IRS tax form that lists spouse name
  - Child(ren)
    - Birth Certificate
    - IRS tax form that lists dependents
- Upload documents directly into Benefitsolver



# Enrolling Through Benefitsolver

## You have 3 options!

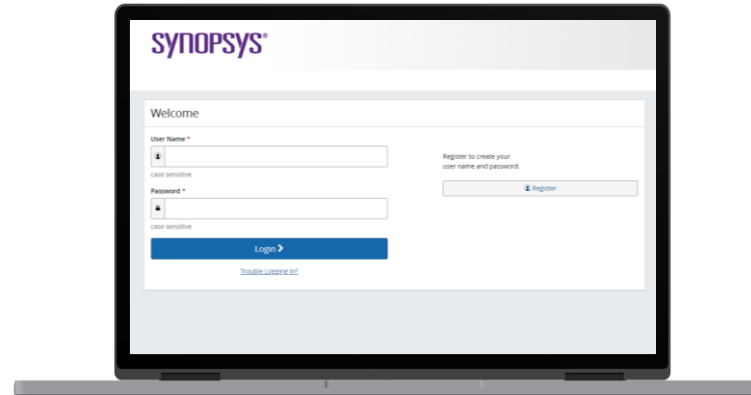
1



### Single Sign-On (SSO)

- Link available on Synopsys Benefits SharePoint site or Okta Dashboard
- SSO using Synopsys credentials to log in to Benefitsolver

2



### Direct to [www.benefitsolver.com](https://www.benefitsolver.com)

- First time users must register with the Company key: Synopsys
- Employees creates own username and password

3




### MyChoice Mobile App

- Scan QR Code from your Benefitsolver account; OR
- Install app to your phone and enter access code

# Benefitsolver Enrollment Website

<https://www.benefitsolver.com>



Home

Message Center

Reference Center

Search

Home

Open Enrollment

Benefits Information

I want to

17

Days Left


Start Here

Ansys Enrollment is Here!

Ansys Enrollment Ends November 14th.

Open Enrollment is November 3 - 14, 2025

Select the benefits that best fit your needs for 2026.



My Tasks 1

Ansys Enrollment - Start Here

Start Here

Action Required

Welcome,

Profile

Benefit Summary

Change My Benefits

Compare Plans

Shelly, Welcome to Your Benefits Enrollment

As a new member of the **Synopsys** team, you are eligible for a variety of benefits designed to support you and your family through all of life's challenges.

- Our competitive benefits program offers choices and flexibility to meet your and your family's needs now and in the future. We offer you an array of benefits to support physical, emotional, social and financial well-being.
- All benefits offered are subject to eligibility rules and applicable waiting periods.

**Action is required!** You must take action to enroll in benefits for 2026 by November 14. If you don't enroll or waive coverage by Friday, November 14, Synopsys will automatically enroll you in employee-only coverage for the following benefits:

- Synopsys Health Savings (HS) Basic medical plan
- Dental benefits

# Benefits Details



# Medical Coverage

# 2026 Employee Monthly Contributions

## MEDICAL COVERAGE

Coverage Level	Synopsys HS Basic Plan	Synopsys HS Premium Plan	Synopsys PPO Plan	Kaiser
<b>You only</b>	\$43.44	\$116.93	\$130.09	\$130.91
<b>You + Spouse/Domestic Partner (DP)</b>	\$121.50	\$302.39	\$318.96	\$309.07
<b>You + Child(ren)</b>	\$76.02	\$241.86	\$255.11	\$237.50
<b>You + Family</b>	\$234.66	\$494.85	\$534.89	\$470.62

## DENTAL & VISION COVERAGE

Coverage Level	Synopsys Dental Low Plan	Synopsys Dental High Plan	VSP Signature Plan	VSP Signature PLUS Plan
<b>You only</b>	\$9.17	\$13.75	\$7.50	\$17.50
<b>You + Spouse/Domestic Partner (DP)</b>	\$15.97	\$25.33	\$10.01	\$25.01
<b>You + Child(ren)</b>	\$17.51	\$27.01	\$8.00	\$23.00
<b>You + Family</b>	\$29.10	\$44.30	\$15.01	\$40.01

# 2026 Health Savings & PPO Medical Plan Options

Carrier: Anthem Blue Cross & Carelon Rx

Medical Plan	Synopsys HS Basic Plan	Synopsys HS Premium Plan	Synopsys Preferred Provider Organization (PPO) Plan
<b>Deductible</b>	<b>\$2,250</b> employee only coverage <b>\$4,500</b> family only coverage	<b>\$1,750</b> employee only coverage <b>\$3,500</b> family only coverage	<b>\$500</b> Individual <b>\$1,000</b> Family
<b>Coinsurance (Office visits, hospitalization)</b>	<b>80%</b> - Synopsys <b>20%</b> - You	<b>90%</b> - Synopsys <b>10%</b> - You	<b>85%</b> - Synopsys <b>15%</b> - You
<b>Copays</b>	N/A	N/A	\$20 Primary Care Visits \$30 Specialist Office Visits \$40 Urgent Care \$150 Emergency Room  <i>Deductible does not apply</i>
<b>Out-of-pocket Maximum</b>	<b>\$3,500</b> employee only coverage <b>\$7,000</b> family only coverage	<b>\$3,000</b> employee only coverage <b>\$6,000</b> family only coverage	<b>\$3,000</b> Individual <b>\$6,000</b> Family (Does not include copays)
<b>Synopsys Contribution to health fund</b>	No Synopsys Contributions	<b>\$1,000</b> employee only coverage <b>\$2,000</b> family coverage <i>Funded upfront</i> <i>Contributions Pro-rated</i>	Not eligible for contributions
<b>Pharmacy</b>	Prescriptions apply to Deductible* After the Deductible, you pay: Tier 1: \$5 copay Tier 2: 20% no min/\$50 max Tier 3: 20% no min/ \$75 max <i>*Deductible does not apply to UHC preventive care drug list</i>	Prescriptions apply to Deductible* After the Deductible, you pay: Tier 1: \$5 copay Tier 2: 10% no min/\$20 max Tier 3: 10% no min/ \$75 max <i>*Deductible does not apply to UHC preventive care drug list</i>	Tier 1: \$10 copay Tier 2: \$30 copay Tier 3: \$60 copay

# Health Savings Plan with Health Savings Account (HSA)

## Triple tax-favored savings account\*

1. Contribution dollars are not taxed\*
2. Earnings are not taxed
3. Distributions are not taxed if used for eligible health care expenses

## Contributions

- You can make contribution up to the annual IRS maximum:
  - \$4,400 employee only
  - \$8,750 family coverage
  - \$1,000 additional if age 55+
- Synopsys contributes if you are enrolled in the HS Premium medical plan:
  - \$1,000 employee only
  - \$2,000 family

## Other features

- Grow your investment using mutual funds, stocks and CDs
- Portable (account is yours)
- Carry over balance

## Key Facts

- The Health Savings (HS) Plan is the medical plan with Anthem.
- The HSA is your own account with Fidelity
- Activate your HSA via [benefitsolver.com](https://benefitsolver.com) during your enrollment process
- Decide when to pay eligible medical, dental and vision expenses with your HSA funds

\*Beginning 1/1/26, Legacy Ansys employee can contact Fidelity to transfer their HSA funds.

# About the HSA

## ELIGIBILITY

Begins the 1<sup>st</sup> of the month following enrollment in one of the HS Medical Plans (Synopsis HS Basic or Synopsis HS Premium Plan)

Not eligible to contribute to a HSA if you are:

- Covered by your spouse's non-HSA eligible medical plan
- Covered by your spouse's health care FSA
- Enrolled in Medicare
- Claimed as a dependent on another individual's federal tax-return

## ELIGIBLE EXPENSES

Only expenses incurred on our after your HSA is open and contribution is made are eligible

Qualified expenses can be incurred by:

- You
- Spouse
- Tax Dependents (see IRS publication 969 for details)

## RESOURCES

- FAQ and Fidelity HSA guide: [www.401k.com](http://www.401k.com)
- Fidelity HSA Line: 1-800-544-3716(Monday-Friday, 8:30 a.m.- 8 p.m. ET)
- IRS Publication 969 (HSAs and Other Tax-Favored Health Plans): [www.irs.gov/publications/p969](http://www.irs.gov/publications/p969)
- IRS Publication 502 (Medical and Dental Expenses): [www.irs.gov/publications/p502](http://www.irs.gov/publications/p502)



# Opening Your HSA

## ELECT A HEALTH SAVINGS PLAN

To open your health savings account, login to Benefitsolver and go through the election process in the system

## EMPLOYER CONTRIBUTION

If you would like the Synopsys Employer contribution but don't want to make your own contribution into your health savings account, please select the "I want coverage" option and enter \$0 for your election

## WAIVING THE HSA

If you elect to Waive HSA, you are also waiving the Synopsys Employer Contribution

## EMPLOYER CONTRIBUTION

If you elect the HSA and want the Employer contribution later in the year, the Synopsys contribution will be pro-rated based on the quarter you elect HSA in.

# 2026 Health Maintenance Organization (HMO) Plan

Carrier: Kaiser Permanente

- **Use any Kaiser facility (California & Oregon)**
  - Primary care, lab, X-ray, and pharmacy services are usually in one convenient location
- **Choose your Kaiser personal physician**
- **Access an advice nurse 24/7**
- **Visit the Synopsys Kaiser website**  
(California:my.kp.org/ca/synopsys/Oregon: kaiserpermanente.com)
  - Order prescription refills
  - Request routine appointments
  - E-mail your doctor

## What You Pay

Deductible	\$0
Office Visit Copay	\$30
Specialist Copay	\$40
Emergency Room Visit	\$125
Inpatient Hospitalization	\$400
Prescription Drug Copay	\$10 Generic \$30 Brand

# Flexible Spending Accounts (FSAs)

Administered by HealthEquity

## HEALTHCARE FSA

- Annual limit for 2026 is \$3,400 (increase from \$3,300)
- Two types of health care accounts based on medical plan enrollment:
  - **Traditional Health Care FSA** (eligible if you waive medical, enroll in medical but waive HSA or enroll in Kaiser HMO):  
Reimbursement for medical, dental and vision expenses
  - **Limited Purpose FSA** (eligible if you enroll in a HS plan):  
Reimbursement for dental and vision expenses

## DEPENDENT CARE FSA

- \$7,500 annual limit (per household) or \$3,750 (married, filing separately)

## CONSIDERATIONS

- Expenses for domestic partner and their child(ren) are not eligible for reimbursement
- IRS rule: “USE IT or LOSE IT”
- Debit card provided for the Health Care FSA plans – *keep your receipts*
- View and file claims via Health Equity FSA site (SSO access available through Benefitsolver)

**Note:** The Ansys FSA Plan with HRAdministrators will terminate December 31, 2025. Carryover of FSA funds into 2026 will *not* be allowed.

# Voluntary Supplemental Health Insurance

Administered by UnitedHealthcare (UHC)

## ACCIDENT INSURANCE

- If you're injured in a covered accident and you receive a covered service — that could be anything from a trip to the ER or doctor visit to X-rays — pay you directly
- There are more than 80 injuries and services that may qualify for a benefit payment under your plan

## CRITICAL ILLNESS

After you receive a critical illness diagnosis for a covered condition, the plan will pay a benefit directly to you to help cover lost income and:

- **Medical expenses** such as deductibles, copays, out-of-network medical treatments and uncovered or expensive medications
- **Daily living expenses** such as mortgage, rent or childcare

## HOSPITAL INDEMNITY

After you're admitted to a hospital or intensive care unit, the plan:

- Pays your benefit directly to you
- Works alongside your health plan to help with hospital costs, your plan deductible and other out-of-pocket costs

## Wellness benefits for completing health screenings:

- Accident Insurance: Earn \$50 per year for you and your covered spouse/domestic partner
- Critical Illness: Earn \$50 per year for you only
- Hospital Indemnity: Earn \$50 per year for you and your covered spouse/domestic partner

# Benefit Assist

Get paid faster!

## OVERVIEW

- Pairs you with an expert Assistant to make sure your claim is eligible and processed in a timely way.
- When you're recovering from your injury or hospital stay, the Assistant will reach out to you to start the claim process.
- The Assistant will work directly with you to get your claim underway, answering any questions you have.

## ELIGIBILITY

- Must be enrolled in an Anthem Blue Cross plan.
- If you're enrolled in another medical plan or have waived medical coverage, you'll need to file a claim manually through UHC.

Benefit Assist allows you to focus on healing instead of worrying about how to get your payment!

# Dental & Vision Coverage

# Dental Coverage

## Delta Dental of CA Preferred Plan (PPO)

	Synopsys Low Dental Plan	Synopsys High Dental Plan
<b>Calendar Year Deductible</b>	<b>In and Out-of-network</b> \$50 per person \$100 per family	<b>No deductible in-network</b>  <b>Out-of-network</b> \$50 per person \$100 per family
<b>Calendar Year Benefit Maximum</b>	\$1,500 per person	\$2,500 per person
<b>Preventive Care</b>	Plan pays 100%	Plan pays 100%
<b>Basic Care</b>	Plan pays 80% in-network and 70% out-of-network (deductible applies)	Plan pays 90% in-network and 80% out-of-network (deductible applies out –of-network only)
<b>Major Care</b>	Plan pays 50% in- and out-of-network (deductible applies)	Plan pays 60% in-network and 50% out-of-network (deductible applies out-of-network only)
<b>Orthodontic Care*</b>	Not covered	Plan pays 50% in or out-of-network Lifetime maximum: \$2,500

\*Ortho is paid in 2-installments. Members in active ortho who moves from the high to the low plan may not receive future orthodontic installments since the low plan does not offer an ortho benefit.

# Vision Coverage

## VSP Vision Plan

	VSP Signature Plan	VSP Signature Plus Plan
Exams	<ul style="list-style-type: none"><li>WellVision Exam® covered every calendar year <b>\$10</b> Copay</li><li><b>\$25</b> Copay for Materials</li><li>Retinal Imaging exam covered every calendar year <b>\$39</b> Copay</li></ul>	
Frame Allowance	<b>\$155</b> Frame allowance <b>every other</b> calendar year \$80 at Costco	<b>\$155</b> Frame allowance <b>every</b> calendar year \$80 at Costco
Lenses (every calendar year)	<ul style="list-style-type: none"><li>Fully covered single vision, lined bifocal or lined trifocal lenses for adults</li><li>Fully covered single vision, lined bifocal or lined trifocal polycarbonate lenses for children</li></ul>	
Lens Enhancements	<ul style="list-style-type: none"><li>Standard Progressive lenses covered with <b>\$0</b> copay</li><li><b>35-40%</b> savings on lens enhancements like Scratch-resistant, UV, Anti-glare coating</li></ul>	<ul style="list-style-type: none"><li>Standard Progressive lenses covered with <b>\$0</b> copay</li><li><b>35-40%</b> savings on lens enhancements like Scratch-resistant, UV, Anti-glare coating</li></ul>
Contact Lens Allowance (in lieu of glasses)	<b>\$130</b> allowance for contacts and contacts lens exam (fitting and evaluation, with a <b>\$60</b> copay)	<b>\$130</b> allowance for contacts and contacts lens exam (fitting and evaluation, with a <b>\$60</b> copay)
Primary EyeCare	<ul style="list-style-type: none"><li>Retinal screening for members with diabetes – <b>no cost</b></li><li>Additional exams and services for members with diabetic eye disease, glaucoma, or age-related macular degeneration - <b>\$20 per exam</b></li></ul>	
EasyOptions	N/A	Choose from one of five enhanced eyewear options*



# VSP Signature Plus and LightCare

## Additional vision coverage options

### SIGNATURE PLUS PLAN

If you choose this plan, each covered dependent can choose one enhanced eyewear option that's right for them:

- Additional \$145 frame allowance
- Premium or custom progressive lenses
- Light reactive lenses
- Anti-glare coating
- Additional \$120 contact lens allowance

### LIGHTCARE

If you don't wear prescription glasses, you can visit a VSP network doctor for:

- A fully-covered, comprehensive eye exam
- Non-prescription eyewear from your VSP network doctor
- Sunglasses or blue light filtering glasses may be just what you're looking for

# Life, Accident & Disability Plans

# Life and Accidental Death & Dismemberment Insurance

## GROUP LIFE INSURANCE

### Synopsys-Provided Coverage

- **Option 1 (default coverage):**  
2xs your annual salary up to \$1,000,000 maximum
- **Option 2:** \$50,000 (if you elect this option, you are not eligible to elect supplemental life insurance for yourself and your spouse)

Note: IRS will not include basic life insurance of \$50,000 in your taxable income. In order to select the \$50,000 life insurance coverage, you need to select the option during enrollment.

## SUPPLEMENTAL LIFE INSURANCE

### Employee-Paid Coverage

- You can purchase Supplemental Life Insurance for yourself (coverage may not exceed the lesser of eight times your annual earnings or \$1,500,000)
- Spouse/Domestic Partner coverage is based on your enrollment in coverage
  - Purchase coverage for your spouse/domestic partner the lesser of 100% or your total employee life amount or \$250,000
  - Purchase coverage for your children in the amount of \$1,000, \$5,000, \$10,000, \$15,000 or \$20,000
- Evidence of Insurability (EOI) is required for amounts above the guaranteed issue amount\*
  - EOI required for you for amounts over 5 times your salary or \$500,000.
  - EOI required for your spouse/domestic partner for amounts over \$50,000
  - No EOI required for children

## ACCIDENTAL DEATH & DISMEMBERMENT

### Synopsys-Provided Coverage & Employee-Paid Option

- Synopsys pays for \$50,000 in coverage
- You may purchase additional insurance up to \$950,000 for yourself and your family

\*Employees who have submitted EOI with Lincoln Financial will not need to resubmit EOI for coverage under the Synopsys plans. Your current Ansys coverage will be loaded in your benefits record for you to review and make changes

# Disability Plans

- **Short Term Disability (STD)**

- Plans pays 75% of income replacement (tax-free) up to weekly maximum of \$3,000 for up to 6 months, when you are ill or injured and absent from work for more than 7 calendar days.
- Employees contribute towards the STD Plan
  - 0.4% of first \$168,600 of earnings, up to a max contribution of \$674.40
- Benefits are tax-free
- Additional information will be provided in December

- **Long Term Disability (LTD) Plan**

- Pays 60% of income replacement up to a maximum of \$15,000 per month
- Synopsys pays the premium
- Employees pay taxes on the premium, making benefits tax-free
- Covers pregnancy and medical disability leaves

## Key Facts

- Plans offer financial protection by replacing a portion of your income if you are unable to work because of injury or illness
- You are enrolled automatically if you are a full or part-time employee working 20 or more hours per week

# Leaves & Time Away

# Time Away

EXEMPT TIME OFF (ETO)	FLEXIBLE TIME OFF (FTO)	LEAVES*	HOLIDAYS	
<ul style="list-style-type: none"> <li>• Available to Exempt/Salaried employees</li> <li>• No accrued time off, no banked time</li> <li>• Report time-off in Employee Central if taking more than 3 days off</li> <li>• Separate bank of sick-time</li> </ul>	<ul style="list-style-type: none"> <li>• Available to Non-Exempt/Hourly employees</li> <li>• Accrue time each pay period</li> <li>• Can be used to take time-off for any reason (includes sick and vacation time)</li> <li>• Record time-off taken on timecard</li> </ul>	<ul style="list-style-type: none"> <li>• Bereavement</li> <li>• Jury or Witness Duty</li> <li>• Voting Leave</li> <li>• Report time-off in Employee Central or ADP Portal</li> </ul>	<ul style="list-style-type: none"> <li>• 11 paid holidays in 2026</li> <li>• Three year-end break days in 2026</li> </ul>	

**\*Additional Leaves administered by The Larkin Company:** Medical, pregnancy, parental, family care, military and personal

# Retirement & Financial Programs

# Synopsys 401(k) Plan\*

**You will be eligible for the Synopsys 401(k) Plan on January 2, 2026.** You can start enrolling on December 31, 2025, at [www.401k.com](http://www.401k.com). Note: It can take 1-2 pay periods for deferrals to begin.

## CONTRIBUTIONS

- You can **contribute from 1-60% each pay period**, up to annual IRS limits
- Make separate contribution elections for regular pay and variable (bonus) pay.
- Catch up contributions are also a separate election that is taken concurrently.
- 2025 IRS limits are listed below; 2026 IRS limits have not yet been released:
  - \$23,500 IRS annual maximum on pre-tax/Roth
  - \$7,500 catch up contribution if you are age 50+
  - \$39,000 after-tax limit
- Contributions may be made on a traditional pre-tax, Roth, and/or after-tax basis

## SYNOPSIS MATCH

- 100% vested immediately
- 100% of the first 6% you contribute up to a maximum of \$7,500 in eligible

## INVESTMENT OPTIONS

- Target date funds
- Design your own portfolio from a lineup of core investment options
- Self-directed brokerage window available

\*Note: The information here is not intended to replace the plan document. The plan document and not this summary will govern plan rules.



# Employee Stock Purchase Plan

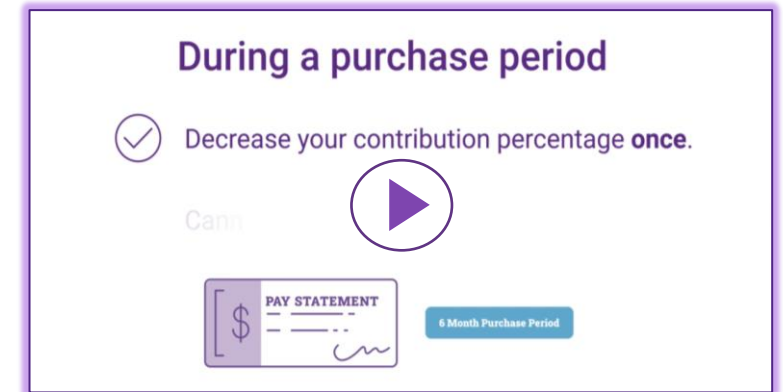
Plan managed by Synopsys Stock Team

## Two enrollment periods

- February for March 1 effective date
- August for September 1 effective date

- **Contribute up to 15%, to max of \$10,000 (per offering period)**
- **Purchase at 15% discount**
- **24-month look-back period**

## Video Overview



<https://benefits.synopsys.com/your-wealth/manage-your-future-finance/employee-stock-purchase-plan>

# Other Benefits & Resources

# Voluntary Legal Benefits

## Employee-paid insurance provided through MetLife

### OVERVIEW

- Contribution: \$16.50 per month
- Buy-up Plan: Plus Parents - \$23.40 per month
- Affordable access to plan attorneys for a variety of covered services including:
  - Document review
  - Identity theft
  - Immigration assistance
  - Estate Planning (Living wills, power of attorney, trusts, etc.)

### ENROLLMENT

- Open Enrollment is the one opportunity to elect or opt out of this benefit

## Synopsys-provided benefit

### ROCKET LAWYER

- Free Self-Service Plan
- Access to Legal Documents library
- Attorney Q&A: get reliable legal advice within 24 hours
- Free 30-minute attorney consultations
- Attorney discounts: save 40% on lawyers in your area

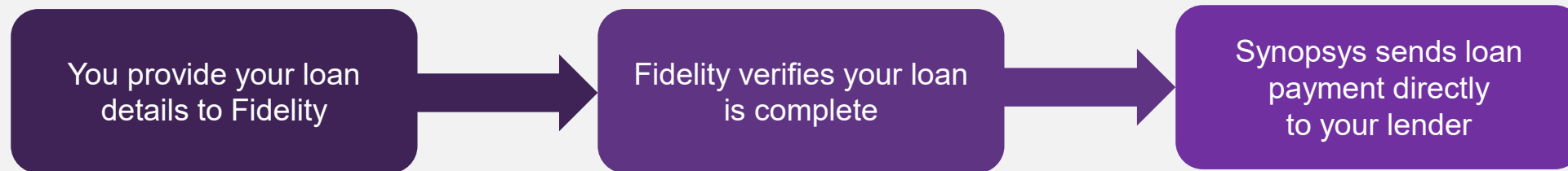
# Student Debt Program

Provided through Fidelity

## OVERVIEW

- **Synopsys funds \$400/month on U.S. federal loans**
- Coverage is for the education of Synopsys employees only (no dependents, etc.)
- If an employee applies for Student Loan and Tuition Reimbursement, the maximum for the two **combined** is \$5,250 (the Student Loan is processed first)

## GETTING STARTED



# Tuition Reimbursement

Covers the tuition and academic certification programs

## OVERVIEW

- Annual reimbursement limit is \$5,250 per calendar year
- Available to employees working at least 20+ hours per week

## ENROLLMENT

- Reimbursement guidelines:
  - Under 20 hrs/week – no benefit
  - 20 to 29 hrs/week – up to \$2,500 per calendar year
  - 30 to 40 hrs/week – up to \$5,250 per calendar year
- If you apply for both a student loan and tuition reimbursement through Synopsys, the maximum for the two is \$5,250 (the student loan is processed first)

For more information, visit the Synopsys Benefits website at:  
<https://benefits.synopsys.com/work-life-support/educational-assistance>

# Employee Assistance Program (EAP)

Provided through Lyra

## OVERVIEW

- Synopsys pays for a limited number of sessions for employees and each eligible family member per year
- Get started by going to the Lyra site to get matched with a provider:
  - <https://synopsys.lyrahealth.com/>

## COVERAGE

- You and your covered family members will have access to:
  - Confidential support to assist in maintaining your emotional health as well as deal with serious problems and challenging situations
  - Professional counselors available 24/7 to assist you and refer you to their network of top evidenced-based therapists and coaches for work, family, or personal problems
  - Specialized services to assist you with specific needs.

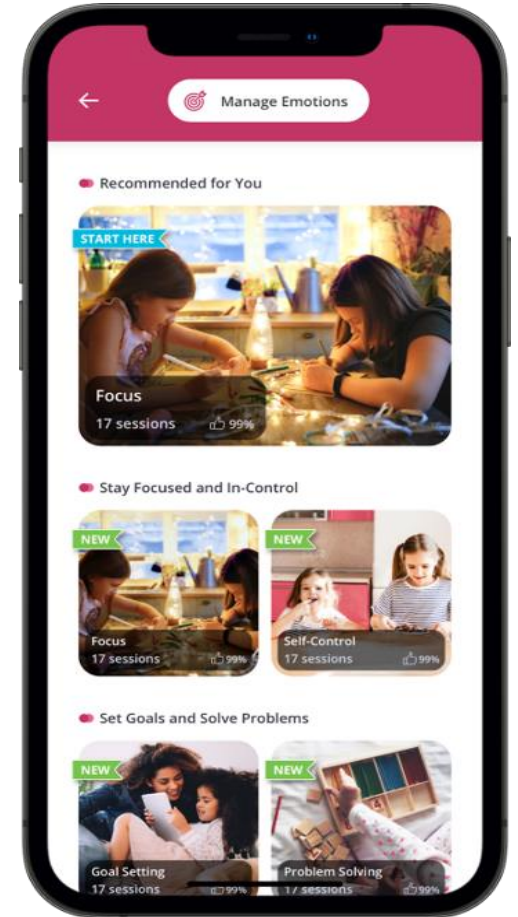
## ADDITIONAL BENEFITS

- Identity Theft
  - Consult with a Fraud Specialist to: Resolve Fraud Promptly, Restore Your Identity and Maintain Good Credit
- Legal Services
  - Including: On-call Legal Advice, 24-Hr Emergency Legal Services, Mediation, Documentation Preparation
- Dependent Care
  - Get assistance finding care. If a company code is requested, use Lyra-Synopsys. Includes: Child Care, Elder Care, and Pet Care
- Financial Services
  - Includes: Tax Planning, Financial Planning for debt, budgeting, retirement, and free financial consultations

# Parental Success Benefits

RethinkCare offers parents and caregivers 24/7 virtual access to support for a variety of parenting situations

- Ongoing, **free** consultations with a dedicated Parenting Expert to address your specific challenges
- Exclusive content developed to assist your child with socialization, Social & Emotional Learning (SEL), academics and more
- Unlimited access to our website and mobile app with how-to-videos and resources to teach crucial skills
- Catalog of goal-based training focused on parental and family wellbeing; gain practical, repeatable skills through micro-learning



# Bright Horizons

Emergency back-up care and enhanced family support when you need to work

## ENHANCED FAMILY SUPPORT

- Primary child care — waitlist preference at select **Bright Horizons®** centers
- Summer day camp discounts at Steve & Kate's Camp
- Waived membership fee to Sittercity's premium database of sitters
- Discount on high-quality nanny replacement service
- Before and after-school programs and tutoring discounts
- Additional benefits, including elder care, pet care, and housekeeping

## EMERGENCY BACK-UP CARE

High-quality center-based care for your children, and in-home care for children, adults, and elder loved ones:

- Reserve childcare
- Find last minute care or in advance
- Find an in-home caregiver for your adult/elder loved one



# Additional Benefits

Visit the Benefits website for more information: [benefits.synopsys.com](https://benefits.synopsys.com)

Prescription Drugs  
Savings Program  
(Rx Savings  
Solutions)

MetLife pet  
insurance

Auto and Home  
through Farmer's  
Insurance

Discount tickets and  
shopping through  
TicketsAtWork

\$10,000 Adoption  
Assistance and  
Surrogacy Benefit

Pre-tax deduction for  
public transportation  
(administered  
through Health  
Equity)

Gym membership  
discounts: Husk  
Wellness and  
Active&Fit Direct

Business Travel  
Support

# Open Enrollment Webinars and Office Hours

Visit the [Benefits Events](#) page for additional information

October 30, November 4, 5, 10,12	Anthem Blue Cross Webinars
November 3, 4, 7, 10,11	Fidelity 1:1 Sessions
November 4, 10	Kaiser 101
November 4, 5, 12	Rx Savings Solutions
November 3, 6, 12	UnitedHealthcare Supplemental Health Insurance Plans
November 5, 11	Fidelity HSA Workshop

# Your Resources

Synopsys Benefits website: [benefits.synopsys.com](https://benefits.synopsys.com)

BENEFITSOLVER	BENEFITS QUESTIONS	ANTHEM BLUE CROSS	FIDELITY	2025 BENEFITS QUESTIONS
<ul style="list-style-type: none"><li>• 1-833-280-4598</li><li>• <a href="https://www.benefitsolver.com">www.benefitsolver.com</a></li><li>• Use Sofia (AI Chat) Speak to a Customer Service Rep for help with general benefits questions and enrolling</li></ul>	<ul style="list-style-type: none"><li>• Visit My Synopsys Knowledge Articles</li><li>• Submit a Benefits Question via My Synopsys</li></ul>	<ul style="list-style-type: none"><li>• 1-844-614-2164</li><li>• Find a Provider: <a href="https://www.anthem.com/find-care/?alphaprefix=901">https://www.anthem.com/find-care/?alphaprefix=901</a></li></ul>	<ul style="list-style-type: none"><li>• <a href="https://www.401k.com">www.401k.com</a><ul style="list-style-type: none"><li>– View HSA balance</li><li>– Library: How Your Benefits Work</li></ul></li></ul>	<ul style="list-style-type: none"><li>• Employee Benefit Services Team<ul style="list-style-type: none"><li>– 1-877-267-9705</li><li>– <a href="mailto:ansysbenefits@assuredpartners.com">ansysbenefits@assuredpartners.com</a></li></ul></li></ul>

# THANK YOU

- Questions? Submit a Benefits Question via My Synopsys
- Visit the Synopsys Benefits site, [benefits.synopsys.com](https://benefits.synopsys.com), to learn more about our healthcare plans and additional benefits offered