

Contents

Benefits.....	1
Medical.....	2
Dental.....	3
Vision Service Plan (VSP).....	3
Flexible Spending Account (FSA).....	4
Life, AD&D and Supplemental life and AD&D insurance.....	4
Short & Long Term Disability.....	5
Synopsisys 401(k).....	5
Other Benefits:.....	6

Benefits	
<i>Where can I find Synopsisys benefits information?</i>	You can view Synopsisys benefits information online at http://benefits.synopsys.com/
<i>When can I enroll, and how?</i>	Enrollment takes place online through Benefitsolver. You will receive an invitation to enroll in your Synopsisys email one week after close.
<i>If I'm not enrolled in my current company's medical plan, will that election rollover with the acquisition?</i>	No, your prior elections do not automatically roll over. Whether you choose to waive or elect coverage, you'll need to go into the Synopsisys Benefit Enrollment site and make the appropriate elections to ensure you're receiving the coverage you desire
<i>Can I opt out of Synopsisys' health plans?</i>	Yes, you can opt out of Synopsisys' health plans. Please note however that Synopsisys does not offer an opt-out credit.
<i>What happens if I don't visit the benefits enrollment web site?</i>	<p>If you do not make your own enrollment election, you will automatically be enrolled in the Synopsisys Basic Health Savings (HS) medical plan administered by United Healthcare, dental and vision. This coverage would be for you only and will not include coverage for any dependents.</p> <p>Your default coverage would also include vision, dental, basic life and AD&D insurance, Business Travel Accident insurance (BTA), Short Term Disability (STD), Long Term Disability (LTD), and the Employee Assistance Plan (EAP). Changes to this coverage would only then be possible during the next open enrollment period, or if you had a qualifying life event take place.</p>
<i>Is there a deadline to enroll in coverage?</i>	Yes, you have 30 days from your date of hire.

<p>Medical</p>	
<p><i>Where can I find more information about the Synopsys medical plans?</i></p>	<p>You'll find a comparison of our medical plans, and a link to videos that explain those medical plans on our webpage at http://benefits.synopsys.com/.</p>
<p><i>How soon will I get my ID card?</i></p>	<p>ID cards will be mailed to your address on file within 2-3 weeks after you enroll in benefits. For United Healthcare, 10 days after you enroll, you can register as a user at www.myuhc.com/ and print a copy of your ID card. To register, you will need your social security number and our group ID # 701043. Alternatively, you can download a digital copy in your Healthjoy app a week after your hire date.</p> <p>If you are enrolled in Kaiser, you can find more information by contacting member services at: 800-464-400</p>
<p><i>How will I pay for doctor visits and prescriptions before I receive my ID card?</i></p>	<p>For United Healthcare, you may need to pay for services yourself, and submit a claim form to United Healthcare to get reimbursed.</p> <ul style="list-style-type: none"> • Download a claim form from the Synopsys benefits web site, http://benefits.synopsys.com/ or from the Synopsys UHC member site https://www.myuhc.com and include our United Healthcare plan group ID #701403. The claim form may provide your doctor or pharmacy with enough information to process a claim for you. <p>Kaiser (CA, and OR): Kaiser issues unique member ID numbers. You may also be identified in the Kaiser system by providing your name, social security number and date of birth if you had previous coverage through Kaiser.</p>
<p><i>What if my medical ID card doesn't work?</i></p>	<p>Please contact your medical benefits provider:</p> <ul style="list-style-type: none"> • United Healthcare: 866-351-6804 • Kaiser California: 800-464-4000 • Kaiser Oregon: 503-820-2000 • Synopsys HR Service Center: 650-584-7411
<p><i>How do I set-up my mail-order prescriptions?</i></p>	<p>United Healthcare: You will need to get a <u>new</u> prescription from your physician and submit the prescription with the mail order form to United Healthcare. Mail order forms can be found on our Synopsys benefits web site at http://benefits.synopsys.com/. You can also find these forms on the United Healthcare site at www.myuhc.com/ after you have completed enrollment.</p> <p>Kaiser go to: https://www.kaiserpermanente.org/ to get instructions on how to set up mail order delivery</p>

<i>Will I receive credit for money I have paid year to date toward my deductible and out-of-pocket maximum?</i>	For the HS plans through United Healthcare, we can credit deductibles and out of pocket maximums. Employees will need to forward their explanation of benefits to United Healthcare in order to receive the credit.
<i>Do I have to choose a new doctor if I, or a family member, are being treated for a serious health condition through an out-of-network physician?</i>	If you or a family member are being treated for a serious condition or are in the second trimester of pregnancy, you can request a United Healthcare Transition of Care form from at benefits@synopsys.com . Please note: This request needs to be submitted within 30 days after the close date. If United Healthcare approves your request, you will be allowed to remain with your current physician for the course of your treatment.
Health Savings Account	
<i>How do I roll over my current HSA balance from my previous account to my new account?</i>	Because these are private accounts, you'll need to call Fidelity directly at (800) 544-3716 to roll over your balance
<i>Will I receive a debit card for my HSA?</i>	You'll need to log in to the Fidelity NetBenefits® website as a new user to activate your HSA. Once you've activated your HSA, you'll be mailed a debit card that you can use for eligible health care expenses.
<i>How soon can I use my HSA debit card for my medical expenses?</i>	You won't be able to use your HSA until contributions have been made to the account. You can check your account balance at the Fidelity NetBenefits website. Generally, it takes 1–2 pay periods after you open your account before you begin to see contributions

Dental	
<i>Who is my dental provider and how do I handle benefit claims?</i>	Find out more about Delta Dental services at http://benefits.synopsys.com/health-and-wellness/dental/ . You can provide your dentist with our Synopsys group number (5479) , and your member number (your social security number). You may wish to print a dental claim www.deltadentalins.com/ and take it with you. Find a dentist at www.deltadentalins.com/ or call 1-800-765-6003.
<i>Will I get an ID card from Delta Dental?</i>	You will receive an ID card within 3 weeks after you enroll in benefits. You can visit their web site and print out an ID card about two weeks after you enroll. http://www.deltadentalins.com/enrollees/index.html
Vision Service Plan (VSP)	
<i>Is a vision plan included in my benefits package?</i>	Synopsys' vision plan is with Vision Service Plan (VSP) http://benefits.synopsys.com/health/vision/
<i>Will I get a VSP ID card?</i>	VSP does not mail ID cards. If you wish, you can print an ID card from the VSP website www.vsp.com about 2 weeks after you enroll. Your eye doctor

	will only need your social security number to verify coverage in the VSP database.
Flexible Spending Account (FSA)	
<i>How do I participate in the Synopsys Flexible Spending Account plan?</i>	You must enroll during your 30-day new hire window. Visit our FSA administrator's web site to learn more about Flexible Spending: healthequity.com/wageworks .
<i>How will I get reimbursed for my Flexible Spending Account claims?</i>	If you have paid out-of-pocket for a qualified expense, you may request reimbursement from your reimbursement account (RA) to be paid back via check or verified external bank account (EFT). You can do this online, through the mobile app, or by fax or mail. For more details, visit our FSA site here
<i>Will I get a FSA debit card?</i>	Health Care FSA participants will automatically receive a FSA debit card, which can be used to pay for eligible healthcare services at point of service. Remember to retain receipts to validate your debit card expenses. The FSA debit card is not available for Dependent Day Care FSA. You will file for reimbursement of these expenses.
<i>Where can I find a claim form?</i>	Visit Benefitsolver . Refer to HealthEquity in your home page sidebar to access your FSA. Log in and submit your claim at healthequity.com/wageworks .

Life, AD&D and Supplemental life and AD&D insurance	
<i>Will I have to go through medical underwriting when I apply for Supplemental (Voluntary) Life Insurance?</i>	<p>You will be asked to complete an Evidence of Insurability (EOI) form if the amounts you apply for exceed the Guaranteed Issue Limits *</p> <p>Synopsys Guarantee Issue* Limits for Supplemental Life only during new hire enrollment:</p> <p>Employee: Lesser of 5 times your annual salary or \$500,000 Spouse: \$50,000 Children: N/A</p> <p>Synopsys Guarantee Issue* Limits for Supplemental Life during annual open enrollment:</p> <p>Employee: up to \$50,000, not to exceed the lesser of 5 times annual earning or \$500,000 Spouse: any amount Children: N/A</p> <p><i>*Guarantee Issue is the amount of Supplemental Life Insurance that you may purchase without having to answer medical questions by filling out an</i></p>

	<p><i>Evidence of Insurability (EOI) form. As a new employee, this is your one opportunity to purchase additional life insurance for yourself with no medical questions to answer. The next opportunity you will have to purchase life insurance will be during open enrollment, where you will be asked to answer medical questions that could affect your access to supplemental life insurance.</i></p>
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<p>Short & Long Term Disability</p>	
<p><i>Will I receive Short Term Disability coverage?</i></p>	<p>Effective the day after close, you will be covered under Synopsys' Short Term Disability Plan if you are actively at work and not on a leave of absence. The Plan provides 75% of gross pay (tax free) up to a maximum of \$3,000 a week, once you have been disabled for more than seven days to a maximum of 180 days.</p> <p>IF YOU WORK IN CALIFORNIA: You are automatically enrolled. Your contribution is 0.65% of your base pay.</p> <p>IF YOU WORK OUTSIDE OF CALIFORNIA: You are automatically enrolled. Your contribution is 0.40% of your base pay, up to an annual maximum contribution of \$674.44</p>
<p><i>What are my Long-Term Disability benefits?</i></p>	<p>Benefit: 180-day waiting period before benefits begin; 60% of your salary up to \$15,000 maximum monthly benefit. This is a tax-free benefit. Synopsys pays premiums and you pay taxes on the premium. For more details on the disability plans, go here</p>

<p>Synopsys 401(k)</p>	
<p><i>When will I become eligible to participate in the Synopsys 401(k) Plan?</i></p>	<p>You can enroll in the Synopsys 401(k) plan the Friday after your hire date (if it is before a Thursday) at www.401k.com, or call Fidelity 800-835-5095. After 60 days, employees who have not enrolled will be automatically enrolled at 10% pre-tax and invested in the appropriate target date fund.</p>
<p><i>What if I have an account at Fidelity from a previous 401(k) account?</i></p>	<p>Once you register to participate in the Synopsys 401(k) plan, Fidelity will link your prior information to your Synopsys 401(k) for you, so that you can view both your accounts from the www.401k.com page.</p>
<p><i>What will happen to my current 401(k)?</i></p>	<p>Your 401(k) Plan with your current organization will merge with the Synopsys 401(k) plan. This will take several months. There is no action required on your part.</p>

What happens to my current 401(k) loan?	Synopsys payroll will deduct your loan payment from your paycheck and submit to the current plan until the plans merge. Following the merge, your loan will be reamortized and loan payments will be sent to the Synopsys plan.
Other Benefits:	
Tuition Reimbursement with Edcor Data Services	You can be reimbursed for classes toward a degree or certification. See program details at https://benefits.synopsys.com/your-wealth/financing-your-education#debt
Legal Insurance	To have legal coverage, you must enroll in it during your new hire enrollment window or during open enrollment. Our voluntary legal insurance will give you access to a network of attorneys. Visit www.legalplans.com , click on “Thinking about Enrolling,” and enter password: <i>GetLaw</i> .
Healthjoy	HealthJoy is a Synopsys-paid health care guidance app that improves your health care experience while helping you and your family save time and money. Download the HealthJoy app and set up your personal account to get the most out of your health care coverage and take advantage of 10 free telehealth visits
Ways and Wane Elder Care	This unique high-tech and high-touch benefit is provided through an innovative care navigation app and backed by care advisors who offer one-on-one support
Rethink Parental Support	RethinkCare is a first-of-its-kind program that supports parents and caregivers of children with developmental disabilities by helping them with skill building, positive reinforcement and care coordination
Navvisa Cancer Care	Navvisa provides you with confidential, concierge-style cancer-care navigation services via telehealth—all at no cost.
Designed for Wellbeing	You’ll receive a registration email a week after your hire date (closing date) Once you have received the invitation, you can register at any time here
Vacation time and Leave of Absence	You can view our annually observed holidays, your vacation and leave of absence policies here . Please note, if you are planning a leave of absence and have questions on your eligibility under the Synopsys plan, please contact the benefits team at benefits@synopsys.com
Emotional Wellbeing Resources	Synopsys offers a therapy benefit through Lyra as well as a resilience app. Find out more on our site

For an exhaustive list of our benefit offerings, please go to: benefits.synopsys.com

Important Deadlines to Remember

- You have 30 days from your date of hire (if you’re unclear on this date, email Synopsys) to enroll in benefits. If you don’t make your elections during this time, you’ll be auto-enrolled in the default health plans.
- You have 60 days from your date of hire to enroll in the Synopsys 401(k) Plan. If you don’t enroll during this time, you’ll be auto-enrolled into a target date fund at the default 10% salary contribution

Helpful tip: Add these dates to your Outlook calendar so you don’t forget!

Resources

- [A list of the medical plans we offer along with per-pay-period costs](#)
- [A list of health care providers and contacts](#)
- [A list of our medical plan summary descriptions](#)