

# Your Parexel Benefits

## U.S. Employee Benefits 2025

# Welcome

- › Lines will be muted.
- › Questions can be asked in the chat field and answered as quickly as possible.
- › Presentation will be recorded and posted on Pulse under My HR.

**Open Enrollment 2025**  
**Nov. 4-18**



**Choose your  
2025 benefits!**

# Agenda

- › What's New for 2025?
- › Benefits Plan Highlights
- › Resources
- › Next Steps

**Open Enrollment 2025**  
**Nov. 4-18**

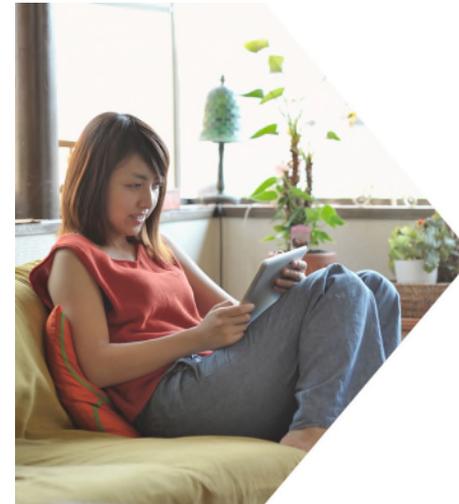


**Choose your  
2025 benefits!**

# What Actions Do I Need to Take?

- Annual opportunity to enroll and update benefits
  - Your current (2024) benefit elections will carry over with 2025 plan and premium changes except for HSA, FSA and commuter benefits.
  - You **must elect** HSA, FSA and commuter benefits if you would like to participate in **2025**.
    - You **must** re-enroll in HSA to receive the **2025** company contribution.
    - Elections do not carryover
- Review your dependent and beneficiary information
- Be sure your address and telephone number are up to date in Workday

**Open Enrollment 2025**  
**Nov. 4-18**



**It's time!**  
**Choose your 2025**  
**benefits**

# What's New for 2025?

- › Aptia 365 (formerly known as Mercer Marketplace 365+)
- › Health Plan updates
- › Vision Plan change
- › Legal Plan updates
- › 2025 Premiums
- › IRS Limit Increase for Savings and Spending Accounts
  - › Health Savings Account (HSA)
  - › Flexible Spending (FSA)
  - › 401(k) Retirement

# Benefits Eligibility

## › Employees

- › All active regular full-time or part-time employees scheduled to work 30 or more hours per week
- › All Parexel temporary employees who are scheduled to work 30 or more hours per week are eligible to enroll in medical coverage and an HSA
- › Eligible dependents may participate in medical, dental, vision, and life benefits

## › Your eligible dependents include

- › Legally married spouse (same or opposite gender)
- › Your child(ren) and your covered spouse's child(ren) up to age 26
- › Disabled children who became disabled on or before age 26

# New Hire or Life Event

- › It's important you enroll in both 2024 and 2025 benefits.
  - › This ensures you have coverage through the end of the year, as well as when the plan year begins on Jan. 1, 2025!
- › Your 2024 benefit elections will carry over to 2025 with 2025 plan and premium.
- › You **must** elect HSA, FSA, and commuter benefits if you would like to participate in 2025.
- › Visit **[www.aptia365.com/parexel](http://www.aptia365.com/parexel)**
  - › Call **1.866.696.8683** and a licensed benefits counselor will be available
    - › Mon.- Fri. 7 a.m. to 9 p.m. ET
    - › Sat. 10 a.m. to 2 p.m. ET

# Qualifying Life Event

- Qualifying life events include but are not limited to:
  - Marriage, divorce or legal separation
  - Birth or adoption of an eligible child
  - Death of your spouse or covered child
  - Change in your work status that affects your benefits
  - Change in your spouse's work status (part time to full time or vice versa; taking or returning from an unpaid leave of absence)
  - You or your covered dependent becomes eligible for Medicare
- Changes must be made within **30 days** of your qualifying life event and are effective as of the date of the event.
- Visit [www.aptia365.com/parexel](http://www.aptia365.com/parexel) or call **1.866.696.8683**

# Mercer Marketplace 365+ is now Aptia 365

- › Going forward you will see and hear Aptia365
- › Continue to offer great benefits and tools to help you through the enrollment process
  - › Expert Guidance
  - › Videos and other resources to help you make informed decisions.
  - › Multi-factor authentication (MFA) protects your information
  - › Year-round support.
- › Visit [www.aptia365.com/parexel](https://www.aptia365.com/parexel)
  - › Call **1.866.696.8683** for assistance
    - › Mon.– Fri. 7 am – 9 pm ET and Sat. 10 am – 2 pm ET during Open Enrollment
  - › Access Aptia 365 Chat Virtual Assistant



# Benefit Options

Wide range of options available through Aptia 365

## Medical and Prescription Drug

- Four medical plans
- Prescription drug coverage included
- Optional health advocacy services

## Supplemental Medical

- Accident insurance
- Critical illness insurance
- Hospital indemnity insurance

## Dental and Vision

- Three dental plans
- Two vision plans

## Savings & Spending Accounts

- Health Savings Account (HSA)
- Flexible Spending Accounts (FSAs):
- Health Care FSA
- Combination FSA
- Dependent Care FSA

## Life and Disability Insurance

- Basic life and AD&D
- Supplemental term life
- Universal life
- Supplemental AD&D
- Short- and long-term disability
- Buy-up long-term disability

## Additional Benefits

- Auto and home insurance
- Commuter benefits
- Legal plan
- Pet insurance
- Identity theft protection
- Online discount mall

**Parexel offers a comprehensive benefits program including a 401(k) plan with Company matching contribution, EAP, Time Off and more!**

# Health

# Medical Plan Updates

- › Deductible will increase for BCBS \$3,200 medical plan
- › Plan name will change accordingly

2024 Plan Deductible Overview	NEW 2025 Plan Deductible Overview
<b>\$3,200 Deductible Plan with HSA</b>	Increasing to <b>\$3,300</b> ; now called the <b>\$3,300 Deductible Plan with HSA</b>

- › If you are currently enrolled in one of the BCBS plans for 2024 and take no action during Open Enrollment, you will be automatically enrolled at your current coverage level and 2025 rates.
- › You will receive a new medical ID card if you enroll or make changes to the BCBS medical plans.

# Medical Plan

## Blue Cross Blue Shield of MA

- Nationwide network
- Choice of 4 medical plans with prescription coverage
- Coverage levels
  - Employee only
  - Employee + Spouse
  - Employee + Child(ren)
  - Employee + Family
  - Waive

Visit [www.myparexelbenefits.com](http://www.myparexelbenefits.com)  
for a detailed comparison

Plan	Description
<b>\$1,000 Deductible</b>  Compatible with: Health Care Flexible Spending Account (FSA)	<ul style="list-style-type: none"> <li>• <b>Lowest</b> deductible and <b>Highest</b> contribution rates</li> <li>• Copays for visits to doctor's office and prescriptions</li> <li>• Other care, like in-patient and out-patient hospital services, you pay the full cost until you reach the annual deductible, then the plan begins paying most of the costs through coinsurance</li> </ul>
<b>\$1,500 Deductible</b>  Compatible with: Health Care Flexible Spending Account (FSA)	<ul style="list-style-type: none"> <li>• <b>Moderate</b> deductible and <b>Moderate</b> contribution rates</li> <li>• Co-insurance applies for doctor's office and hospital services <b>after</b> you reach the annual deductible</li> <li>• Prescriptions: you pay the coinsurance amount (with a minimum and maximum cost per prescription type) without having to meet the annual deductible</li> </ul>
<b>\$2,000 Deductible</b>  <b>\$3,300 Deductible</b>  Compatible with: <ul style="list-style-type: none"> <li>• Health Savings Account (HSA) and</li> <li>• Combination Flexible Spending Account (FSA)</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Lower</b> contribution rates, a <b>Higher</b> deductible</li> <li>• A tax-free Health Savings Account (HSA) with an annual contribution from Parexel to help cover costs</li> <li>• Money in your HSA rolls forward from year to year and is always yours to keep.</li> <li>• Pay the full cost of expenses until the annual deductible is met, then the plan begins paying most of the cost through coinsurance</li> </ul>

# Medical Plan

## Bi-weekly cost

Coverage Levels	\$1,000 Deductible Plan	\$1,500 Deductible Plan	\$2,000 Deductible Plan*		\$3,300 Deductible Plan*	
			Salary less than 100k	Salary greater than 100k	Salary less than 100k	Salary greater than 100k
Employee only	\$143.17	\$105.67	\$62.22	\$64.28	\$53.54	\$55.31
Employee + Spouse	\$350.99	\$245.22	\$154.95	\$160.06	\$125.54	\$129.68
Employee + Child(ren)	\$287.35	\$203.37	\$126.00	\$130.16	\$106.62	\$110.13
Employee + Family	\$527.78	\$379.75	\$225.42	232.26	\$188.31	\$194.52

- › Rates do not include tobacco surcharge
- › \*HSA eligible

# Aptia 365 HUB

› Improve the quality and cost of care

## Access to:

- Expert medical opinions
- Quality comparison of physicians
- Price comparison on services

## For more information:

**Visit:** [myparexelbenefits.com](https://myparexelbenefits.com)

**Call:** the Aptia 365 at **866.696.8683**

› Navigate the health care system



# Supplemental Medical

## MetLife

- Supplemental medical plans provide cash payments in the event of a significant medical expense
- Use these payments to cover out-of-pocket expenses that a benefits plan doesn't cover
- Employees and eligible dependents can elect plans during Open Enrollment
  - Regardless of prior health history
  - No evidence of insurability (EOI) required
  - Dependent benefits are 50% of employee benefits

Choose any combination		
Accident Insurance	Critical Illness Insurance	Hospital Indemnity

# Dental Plans

## Delta Dental of MA

In-network	Basic Plus Plan	Standard Plan	Enhanced Plan
Annual deductible (individual/family)	\$50/\$150	\$50/\$150	\$50/\$150
Calendar year maximum	\$1,000	\$1,500	\$2,000
Preventive services	You pay nothing	You pay nothing	You pay nothing
Basic services	You pay 30%	You pay 20%	You pay 20%
Major services	You pay 50%	You pay 50%	You pay 50%
Orthodontia	N/A	N/A	You pay 50%
Orthodontia lifetime maximum	N/A	N/A	\$2,500
Orthodontia eligibility	N/A	N/A	At any age

- Nationwide network
- Choice of 3 dental plans
- Coverage levels
  - Employee only
  - Employee + Spouse
  - Employee + Child(ren)
  - Employee + Family
  - Waive
- Roll Over Maximum

# Dental Plans

## Bi-Weekly cost

Coverage Levels	Basic Plan	Standard Plan	Enhanced Plan
Employee only	\$3.97	\$6.46	\$7.95
Employee + Spouse	\$8.45	\$14.90	\$18.38
Employee + Child(ren)	\$8.94	\$16.39	\$20.37
Employee + Family	\$13.91	\$25.33	\$31.29

# Vision Plans

## VSP Choice Network

- › Coverage levels
  - › Employee only
  - › Employee + Spouse
  - › Employee +Child(ren)
  - › Employee + Family
- › Choice of 2 vision plans
- › If you are currently enrolled in a MetLife voluntary vision plan and do not take action, you will be automatically enrolled in the VSP version of your current vision plan at 2025 premiums

	ENHANCED		MATERIALS ONLY	
	COPAY	FREQUENCY	COPAY	FREQUENCY
Exam	\$15	1 per 12 months	Not covered	1 per 12 months
Lenses	\$15	1 per 12 months	\$10	1 per 12 months
Contact Lens Fitting	Not to exceed \$60	1 per 12 months	Not to exceed \$60	1 per 12 months
	RETAIL ALLOWANCE	FREQUENCY	RETAIL ALLOWANCE	FREQUENCY
Frames	Up to \$210**	1 per 12 months	Up to \$175**	1 per 24 months
Contact Lenses*	Up to \$210**	1 per 12 months	Up to \$175**	1 per 12 months

\*Contact lens coverage provided in lieu of frames and lenses  
 \*\*20% off any amount over the retail allowance

# Vision Plans

## Bi-weekly cost

Coverage Levels	Materials Only Plan	Enhanced Plan
Employee only	\$2.77	\$5.13
Employee + Spouse	\$5.54	\$10.29
Employee + Child(ren)	\$7.12	\$12.27
Employee + Family	\$9.20	\$17.01

# Employee Assistance Program (EAP)

## Guidance Resources Online

- Provided by ComPsych
- Free confidential benefit to help you and your household members with life's everyday challenges
  - Family issues
  - Emotional concerns
  - Financial and legal matters
- 24-hour access to professional counselors, including up to six face-to-face visits at no charge for behavioral health issues

# Financial

# Pre-tax Savings and Spending Accounts 2025

## Health Savings Accounts (HSA)

➤ For Employees enrolled in the \$2,000 and the \$3,300 Deductible Plans

HSA Contribution Limits		
	Employee Only	Employee + Dependents
IRS Contribution Limit	\$4,300	\$8,850
Parexel's contribution*	\$500	\$1,000
Maximum amount you can contribute**	\$3,800	\$7,850

\* Pro-rated

\*\* Catch-up contribution age 55 or older \$1,000

➤ Employees turning 65 during the plan year should stop their HSA contributions 6 months prior to enrolling in Medicare to avoid tax penalties

See Publications 502 and 969: [www.irs.gov/publications](http://www.irs.gov/publications) for information about eligible HSA expenses.

# Pre-tax Savings and Spending Accounts - 2025

## Three Flexible Spending Accounts (FSAs)

Account Type	Description	Contribution Limit	Grace Period
<b>Health Care FSA</b>	Use to pay for eligible medical, dental, and vision care expenses that aren't covered by health insurance.	\$3,300	Eligible expenses incurred through March 15, 2026 may be submitted by March 31, 2026. Unused money will be forfeited.
<b>Combination FSA</b>	Works together with your Health Savings Account (HSA) for additional tax-savings on dental and vision care	\$3,300	Eligible expenses incurred through March 15, 2026 may be submitted by March 31, 2026. Unused money will be forfeited
<b>Dependent Care FSA</b>	Pays to cover eligible dependent care expenses, including childcare for children up to age 13 and care for dependent elders	\$5,000	Not Applicable

# Life Insurance and AD&D

## Unum

**Parexel pays full cost of benefit  
Automatic enrollment at hire**

- › Basic Life - 2 x annual salary up to max benefits of 1,250,000\*
- › AD&D - 2 x annual salary up to max benefits of 1,250,000
- › Accelerated Death benefits

*\*IRS requires that cost of coverage in excess of \$50,000 be included in your taxable wages and reported on your W2 (imputed income)*

# Supplemental Life Insurance

## Unum

Voluntary Benefits – 100% Employee Paid				
	Supplemental Life	Supplemental AD&D	Spouse Life	Child life
<b>Coverage</b>	Employee Only	Employee and family	Spouse	Child from 15 days old up to age 26
<b>Amount</b>	Increments of \$10,000 up to a max. benefit of \$1,250,000	Increments of \$10,000 up to a benefit of \$1,250,000	Increments of \$5,000 up to a max benefit of \$300,000	Increments of \$2,000 up to \$20,000
<b>Guarantee Issue</b>	\$350,000	NA	\$50,000	NA
<b>Evidence of Insurability*</b>	Yes	No	Yes	No

\*Life insurance above the guaranteed issue amount may require evidence of insurability (EOI).

# Universal Life Insurance

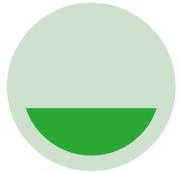
## Transamerica

- › Universal life insurance contains a cash value that grows tax-deferred until funds are withdrawn
- › Benefit will not decrease and contribution rates will not increase as you age
- › Coverage available for you and your spouse

Employee		Spouse	Child
\$25,000	\$100,000	\$15,000	\$10,000
\$50,000	\$125,000		
\$75,000	\$150,000		

# Disability Insurance

## Unum



### Short Term Disability (STD)

Company paid benefit, coverage is automatic

Initial eligibility of 6 months continuous service must be completed

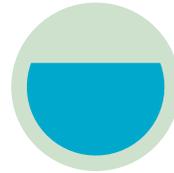
No waiting period is required for maternity leave

Provides a benefit equal to 60% of your pay

Maximum benefit ends after 13 weeks

Access the Leave of Absence planning tool at

<https://Parexel.leavelogic.com>



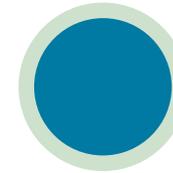
### Long-Term Disability (LTD)

Company paid benefit, coverage is automatic

Initial eligibility of 6 months continuous service must be completed.

Provides a benefit equal to 60% of your pay, up to a maximum monthly benefit of \$12,000.

Tax-free at time of disability because the cost of premiums are included in employee's taxable wages



### Voluntary Long-Term Disability Buy-Up

Provides additional coverage to increase your total LTD benefit to 66.67% of your pay, up to a maximum of \$20,000

# 401(k) Retirement Savings Plan

- Contribute up to IRS annual plan limits in 2025
  - Under age 50 is \$23,500
  - Contribute an additional \$7,500 catch-up if you are age 50 or older by the end of the year (total \$31,000)
  - Employees age 60-63 Catch-up contribution is 10,000 (total \$33,500)
- Make before-tax contributions and/or after-tax Roth contributions deducted from your paycheck
- Company discretionary match is 100% of the first 3% of your contributions and 50% of the next 3% to a maximum match of 4.5% in those pay periods in which you contribute
- 100% vested in Parexel's matching contribution after completing 3 years of service
- Review or update your beneficiaries
- Review Secure 2.0 updates



Visit Fidelity at [www.401k.com](http://www.401k.com) or call **1.800.835.5097** to enroll or make changes

# Voluntary and Discount Programs

# Voluntary and Discount Programs

100% Employee Paid	
<b>Legal Plan - MetLife Legal</b>	Provides access to legal services for will preparation, estate planning, and family law New service at no additional charge <ul style="list-style-type: none"><li>• Identity restoration services</li><li>• 4 hours of attorney services for non-covered matters</li></ul>
<b>Pet Insurance - Nationwide</b>	Provides coverage to help you cover the costs of veterinary care
<b>Identity Theft Protection - AllState</b>	Provide fraud detection and prevention services to help protect your privacy, identity, and finances.
<b>Home and Auto Discounts - Farmers</b>	Access to discounted rates outside of California

Visit [Aptia 365](#) for more information

# Resources

# Open Enrollment Resources

- › Visit [www.myparexelbenefits.com](http://www.myparexelbenefits.com) to explore your options
- › **Dedicated BCBS Open Enrollment Decision Support**
  - › 1.888.258.8344 (Nov. 6 2pm-4pm ET)
- › **BCBS Member Services**
  - › 1.800.588.5508
- › **Aptia 365**
  - › [www.aptia365.com/parexel](http://www.aptia365.com/parexel)
  - › **1.866.696.8683**
    - › Mon. – Fri., 7 am–9 pm ET
    - › Sat. 10 am–2 pm ET
- › **Aptia 365 Chat Virtual Assistant**
  - › Assistance 24 hours/day



# Additional Resources

Visit Contacts page on [www.myparexelbenefits.com](http://www.myparexelbenefits.com)

## Health

- **Medical - Blue Cross Blue Shield of MA**  
800.832.3871 (member services)  
[www.bluecrossma.org](http://www.bluecrossma.org)
- **Dental - Delta Dental of MA**  
800.872.0500 [www.deltadentalma.com](http://www.deltadentalma.com)
- **Vision VSP Choice**  
800.877.7195 [www.vsp.com](http://www.vsp.com)
- **Supplemental Medical - MetLife**  
800.438.6388 [www.getmet.com](http://www.getmet.com)

## Life & Disability insurance

- **Basic Life and Disability – Unum**  
866.679.3054 [www.unum./Employees](http://www.unum./Employees)
- **Universal life - TransAmerica**
- **Buy-up long-term disability - MetLife**

## Financial

- **Savings and Spending Accounts - DBI**  
866.696.8683 [www.aptia365.com/parexel](http://www.aptia365.com/parexel)
- **401(k) Plan - Fidelity Investments**  
800.835.5097 [www.401k.com](http://www.401k.com)

## Work/Life

- **US Leave of Absences - Unum**  
LOA and STD questions, files claims & request  
877-877-4535 [www.Unum.com](http://www.Unum.com)
- **EAP – ComPsych GuidanceResources**  
888.327.4235 [www.guidanceresources.com](http://www.guidanceresources.com)

## Voluntary and Discounts

- **Auto & Home insurance discount - Farmers**
- **Commuter benefits – Wex**
- **Legal plan - MetLife**
- **Pet insurance – Nationwide**
- **Identity theft protection - Allstate**

## Enrollment General Inquiries

- **Aptia 365**  
Enrolling password resets, or general benefit inquiries including identification cards and coverage  
866.696.8683 [www.aptia365.com/parexel](http://www.aptia365.com/parexel)
- **US Benefits Team**  
USEmployeebenefits@parexel.com
- **Leave of Absence North America**  
LeaveofAbsenceNorthAmerica@parexel.com

# Next Steps

# Aptia 365

## › Visit **Aptia 365** platform to review your options for 2025

- › Learn about your benefits
- › Get answers to your questions
- › Access decision-making tools and resources
- › Enroll or make changes
- › Make annual FSA and HSA elections

## › Visit [www.aptia365.com/parexel](http://www.aptia365.com/parexel)

- › Call **1.866.696.8683** for assistance
- › Access Aptia 365 Chat Virtual Assistant



# Enrolling is easy!

Complete your benefits elections on the **Aptia 365** platform

## Returning users: Enter your username and password

1. Your username is your work email address.
2. If you forgot your password, select “Forgot Username or Password” below “Continue” and follow the prompts to reset.
3. Complete the Multifactor Authentication section (MFA) and select “Continue.”
4. Once you receive your verification code, enter it into the system and select “Continue.”
5. Follow steps below.

## New Users: Create a new account

1. Select “Get Started” under the New Users section and begin to register your account.
2. Input your personal information.
3. Complete the MFA section and select “Continue.”
4. Once you receive your verification code, enter it into the system and select “Continue.”
5. Follow steps below.

- Once logged in, select your benefits.
- Use the “What to Do Here” buttons at the top of each page to get personalized benefits recommendations.
- Your benefits elections will be saved in your online shopping cart. When you are ready, select “Check Out.”
- After selecting your benefits, press “Confirm.” You will know your enrollment is complete when you see a confirmation number.
- **Save your 2025 elections and confirmation number for your records.**

# What Actions Do I Need to Take?

- Annual opportunity to enroll and update benefits
  - Your current (2024) benefit elections will carry over with 2025 plan and premium changes except for HSA, FSA and commuter benefits.
  - You **must elect** HSA, FSA and commuter benefits if you would like to participate in **2025**.
    - You **must** re-enroll in HSA to receive the **2025** company contribution.
    - Elections do not carryover
- Review your dependent and beneficiary information
- Be sure your address and telephone number are up to date in Workday

**Open Enrollment 2025**  
**Nov. 4-18**



**It's time!**  
**Choose your 2025**  
**benefits**

# Thank you!

*This summary is a reference document intended to provide an overview of the benefit plans. It is not a comprehensive description of the plans, policies or programs nor does it supersede or replace any other document. The plans described are subject to eligibility requirements and plan provisions. In the event of conflict between this document and the legal and/or plan documents governing the programs and benefits described, such legal and/or plan documents will prevail in all cases. Parexel International Corporation reserves the right to change, amend, suspend, or terminate the benefit plans at any time. This summary is not a contract for purposes of employment or payment of benefits.*