



Employee Benefits Summary

Unisys Technical Services L.L.C. (UTS)

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Total Rewards

One of the benefits of being part of the Unisys Technical Services L.L.C. team is the Total Rewards employee benefits package. Total Rewards helps manage the health and well-being of you and your family.

Your health and well-being is addressed through a broad array of plans and programs, such as the Medical Plan, the Dental Plan, the Vision Plan, the Paid Time Off Program and the Employee Assistance Program (EAP) – to name just a few.

We continually evaluate our Total Rewards package to ensure we provide competitive benefits to address employees' needs. This Unisys Technical Services (UTS) *Employee Benefits Summary* outlines the benefits available to you through the Total Rewards package.

Your Health and Well-Being

Flexible Benefits Program

UTS offers a flexible benefits approach. This allows you to select the health and welfare benefits you believe best meet your needs and those of your family. Each year during Annual Enrollment we recommend you reevaluate your choices based on your future needs.

To meet changing life circumstances, you may adjust benefits choices before or after Annual Enrollment if you experience a qualifying life event, such as: marriage, birth or adoption of a child, change in your spouse's employment, divorce, beginning or end of a domestic partnership with an individual of the same gender, or transfer between full-time and part-time status. This flexible benefits program provides a tax-effective way to share the cost of coverage. Contributions for most benefits are taken from your pay on a before-tax basis. This reduces your taxable income for Federal income

and Social Security (FICA) taxes, as well as state and local taxes in many jurisdictions.

Medical Plan

Aetna Choice POS II Option One

You may elect to participate in Aetna Choice POS II Option One. You may also decide which eligible family members to cover, if any. There are no pre-existing condition limitations to this option. And, you do not need to choose a Primary Care Physician (PCP).

At the time of medical treatment, either network or non-network providers can be used. Preferred benefits are payable for services from network providers. Services from non-network providers are considered "non-preferred" and are reimbursed at a lower rate.

- Annual deductible = \$1,000 per person; \$2,000 per family
- Coinsurance rate = 30 percent (you pay 30 percent for covered services from network providers after the applicable deductible is met); medical option pays 70 percent for covered services from network providers
- Annual out-of-pocket maximum for 2006 = \$6,000 per person; \$12,000 per family
- Copay for non-specialist office visits and preventive care = \$15
- Copay for specialist office visits = \$20
- Up to \$1,000,000 lifetime medical option protection per covered individual
- Unlimited covered prescription drugs

Prescription Drug Coverage

Unisys offers both retail and mail order prescription drug coverage through Medco Health®. Coverage is as follows:

Retail Pharmacy – 31-day supply:

Generic: \$15 copay

Formulary* Brand: \$25 copay when generic is not available. (When generic is available, you pay \$15 copay plus difference in cost between generic and brand.)

Non-formulary Brand: \$25 co-pay when generic is not available. (When generic is available, you pay \$15 copay plus difference in cost between generic and brand.)

Mail Order – 90-day supply:

Generic: \$30 copay

Formulary* Brand: \$50 copay when generic is not available. (When generic is available, you pay \$30 copay plus difference in cost between generic and brand.)

Non-formulary Brand: \$50 copay when generic is not available. (When generic is available, you pay \$30 copay plus difference in cost between generic and brand.)

*A formulary is a list of preferred drugs established by Medco. When you receive your prescription identification (ID) card, you will also receive information about the Medco Formulary.

Dental Plan

The Dental Plan encourages preventive care** to ensure healthy teeth and reduce the likelihood that costly treatment will be required in the future.

The Dental Plan includes a broad network of dentists offering services at discounted rates. The same services are covered whether you use a network dentist or not. However, you can usually reduce your out-of-pocket dental costs by using dentists offered through the MetLife® Preferred Dentist Program (PDP).

When using PDP dentists, the following coverage percentages and amounts apply. When using non-PDP providers, the plan pays covered services based on reasonable and customary (R&C) charges.

- For covered diagnostic care there is no annual deductible and plan pays 80 percent (up to annual maximum benefit)

- For basic services such as extractions, fillings and root canals, plan pays 80 percent (up to annual maximum benefit) after a \$50 annual deductible per person or \$100 per family
- Crowns, bridges and dentures are paid at 50 percent (up to annual maximum benefit) after annual deductible
- Orthodontia services are paid at 50 percent (up to maximum benefit) after annual deductible
- \$1,500 calendar year maximum per person per calendar year applies
- Separate lifetime maximum for orthodontia of \$1,000 per person

**Covered preventive care: covered at 100 percent without a deductible (up to the annual maximum benefit) when services are rendered by a PDP provider. Using a non-PDP provider, services may be subject to R&C charges.

Vision Plan

During the year, the Vision Plan covers eye exams from in-network providers once per calendar year for a \$15 copay. For prescription eyeglasses (lenses and frames) or contact lenses in lieu of glasses, you pay a \$25 copay. You can go to any vision provider you wish, but you receive greater benefits from Spectera® network providers. The plan also provides for discounts through specialized network providers for refractive eye surgery and LASIK eye surgery.

Company-provided Life Insurance Plan

UTS provides \$10,000 of group term life insurance at no cost to you during the year.

Long-Term Disability (LTD) Plan (Income Protection)

The LTD Plan is an important voluntary benefit. You may participate provided you have never

declined LTD coverage or been denied LTD coverage through Unisys. If you choose to participate, the Plan provides income protection equal to 66 2/3 percent of your covered pay. This is payable only if your inability to work your normal work schedule due to a certified disability lasts longer than 26 weeks. If you decline LTD Plan coverage now, satisfactory evidence of insurability will be required for enrollment in the future – if available at that time.

Flexible Spending Accounts (FSAs)

You can shelter dollars from Federal income taxes if you participate in an FSA. You can then reimburse yourself for eligible expenses with those before-tax dollars. UTS offers two types of FSAs:

- Health Care FSA (HC FSA)
- Dependent Day Care FSA (DDC FSA)

You can contribute to one or both of these FSAs depending on your estimated expenses and needs. The annual contribution you choose is allocated over the pay periods remaining in the year at the time your contributions become effective.

In return for favorable Federal income tax status for FSAs, there is some risk of forfeiture. With careful planning, however, your tax savings from participation may exceed any forfeitures.

Who is Eligible

You are eligible to enroll for benefits if you are a regular full-time employee, or a regular part-time employee scheduled to work 20 or more hours per week (but not more than 32 hours per week).

When Coverage Begins

If you are a regular full-time employee, you can make elections prior to or within 30 days of your

start date and coverage will be effective on your start date, with three important exceptions noted below.

If you are a regular part-time employee, you will be able to enroll for benefits up to 30 days prior to or within 30 days of your coverage effective date. Coverage will be effective your 61st day of employment, with three important exceptions:

1. LTD Coverage: Between the time you become eligible and the date you make your election (or the date you default to no coverage because you have not made your election), it is assumed you want LTD coverage and contributions are withheld from your pay on an after-tax basis.

- **Full-time employees:** If you make your LTD Plan election within 30 days of your start date, your coverage choice becomes effective on the date you make your election
- **Part-time employees:** If you make your LTD Plan election within 30 days of day 61 of your employment, your coverage choice becomes effective on the later of day 61 or the date you make your election

2. FSA Plans (HC FSA and/or DDC FSA):

Participation in one or both FSAs begins the date you register your elections, but not before day 61 if you are part-time.

3. Company-provided Life Insurance Plan:

\$10,000 in group term life insurance coverage is effective on your start date if you are a full-time employee, or on your 61st day of employment if you are an eligible part-time employee.

Default Coverage

If you do not make benefits elections before the end of your enrollment period, UTS assumes you have made certain default elections. These

elections are called “default coverages.” Default coverages become effective as follows:

- **Full-time employees:** If you fail to register your elections within 30 days of your start date, default coverage is effective on day 31 of your employment
- **Part-time employees:** If you fail to register your elections within 30 days of your 60-day waiting period, default coverage is effective retroactive to day 61

Default coverage stays in effect for the balance of the year, unless you experience a qualifying life event allowing you to change elections.

The default coverages are:

Medical, Dental and Vision Plans:	No coverage
Company-provided Life Insurance:	\$10,000
Long-Term Disability Plan:	No coverage
Flexible Spending Accounts:	No participation

Business Travel Accident and Seat Belt/Air Bag Insurance Plan

UTS provides specialized insurance that pays benefits in addition to your Company-provided Life Insurance Plan coverage. These additional coverages are available the day you start work, whether you are a full-time or part-time employee, regardless of the number of hours you are scheduled to work. These include:

Business Travel Accident Insurance: pays benefits if you die or suffer certain dismemberments due to an accident occurring while you are traveling on company business. The benefits for loss of life are:

- **Full-time employees:** three times annual eligible pay
- **Part-time employees:** \$25,000

Seat Belt/Air Bag Insurance: pays benefits if you die due to an automobile accident, and at the time of the accident you are properly wearing your seat belt. In addition, if your manufacturer-installed air bag deploys, an additional benefit that matches the amount of your seat belt coverage is payable. Coverage is 24 hours a day, 7 days a week – you need not be traveling on company business. The benefit is 10 percent of your eligible pay, up to a maximum coverage of \$25,000 for each. The maximum total benefit coverage for both seat belt and air bag insurance is \$50,000.

Long-Term Care (LTC) Insurance

Optional LTC insurance is available through MetLife®. This insurance can help you pay for your long-term care needs – such as the cost of nursing home care for an elderly parent or home care for an eligible family member with an unexpected illness. These are typically not covered by group healthcare plans, long-term disability plans or Medicare. You can enroll yourself, your spouse or eligible same-gender domestic partner, your children or stepchildren 18 years of age and older, your parents, your spouse's parents, your grandparents and/or your spouse's grandparents.

MetLife makes Long-Term Care Insurance available to UTS employees. The sole involvement of UTS in this program is to make available to active employees the option of paying premiums through payroll deductions, which UTS then sends to MetLife. This additional insurance coverage is outside the Flexible Benefits Program and is not an employer-

sponsored welfare benefit plan for purposes of the Employee Retirement Income Security Act of 1974, as amended (ERISA).

Group Universal Life Program (GULP)

You have the opportunity to purchase additional life insurance for yourself through MetLife® – up to eight times your base pay plus supplemental pay (up to a maximum coverage of \$4 million). You can also choose accidental death coverage for yourself and dependent life insurance for your spouse or eligible same-gender domestic partner and/or children.

GULP also has an optional cash accumulation feature that allows you to make after-tax contributions. With this, you earn money on a Federal income tax-deferred basis until the cash value is withdrawn.

MetLife makes GULP available to UTS employees. The sole involvement of UTS in the program is to make available to active employees the option of paying premiums through payroll deductions, which UTS then sends to MetLife. This additional insurance coverage is outside the Flexible Benefits Program and is not an employer-sponsored welfare benefit plan for purposes of ERISA.

Paid Time Off (PTO)

UTS provides full-time employees*** with PTO for vacation, personal sickness, family sickness, occasional absence and personal holidays. You earn up to 15 days per year (up to 120 hours per year) and as soon as time is earned, you are eligible to take it as paid time off. If you don't use all of your PTO, your accumulated days can continue – or carry over – until the total reaches a maximum of 22.5 days (or 180 hours). Time off must be scheduled with your manager and is subject to management approval. UTS Employee Benefits Summary 4306 3361-000

***Eligible part-time employees earn PTO on a prorated basis.

Holidays

UTS provides full-time employees with six days (48 hours) each year to observe the following national holidays:

- New Year's Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Christmas Day

If you are an eligible part-time employee, you are paid for scheduled holiday closings on these six national holidays if they fall on your normally scheduled workdays.

Short-Term Disability (STD) Plan

STD Plan benefits provide income protection for up to 26 weeks in a 52-week period for certified disabilities. Any time you miss work due to illness, injury or pregnancy – whether it's a few hours or over a week – it counts toward the 26 weeks. But, if you're going to miss work for more than a week, you are required to inform your immediate supervisor and call Aetna, who manages the STD plan, at 866-269-6239. The benefit provides 66 2/3 percent of eligible pay after a seven-day elimination period (that is, beginning on your eighth calendar day of absence). You may want to maintain a sufficient PTO balance to provide income during the seven-day elimination period.

If you are a full-time employee or an eligible part-time employee normally scheduled to work at least 20 hours per week, you are eligible for STD Plan protection on your 91st day of employment.

Employee Assistance Program (EAP)

The EAP is a confidential phone consultation service available to you and your immediate family 24 hours a day, 7 days a week.

You can access assistance by calling Magellan Health Services® at 800-424-4103 or by going to their Web site at <https://www.magellanassist.com>. You will then be put in touch with an experienced clinical professional. You may also choose to see an EAP counselor face-to-face for up to three counseling sessions without charge.

The program covers a range of concerns, including: marriage and relationship concerns, eating disorders, legal and/or financial difficulties, substance abuse, anxiety/depression, single parenthood, self-esteem, aging parents, stress-related issues, abusive relationships, career counseling and family concerns.

A Final Note

We have taken the necessary strides to offer a wide variety of benefits and other programs to meet the diverse and changing needs of our current and future employees.

About Our Summary

This document is designed to give you a brief, high-level summary of the benefits and policies applicable to eligible employees of Unisys Technical Services, without going into all of the details. The provisions of the plan/program documents/policies solely determine the legal rights and obligations of any person. In the event of any discrepancy between this summary and the official plan/program documents or policies, the plan/program documents (including any amendments) or policies, as interpreted by the applicable fiduciary in his/her/its sole discretion, will always govern.

UTS reserves the right to amend or terminate the plans/programs and policies, in whole or in part, at any time and for any reason to the extent permissible under applicable law. The company intends to provide employees with notice after any changes are made to the plans/programs or policies, in accordance with applicable law.

Please keep in mind that this summary booklet is neither an employment contract nor an agreement guaranteeing employment or the provision of any benefits for any specific period of time. Additionally, as an at-will employee, any employee may voluntarily leave the company, and the company may terminate employment – or terminate or modify the benefits of any employee – at any time for any reason or for no reason at all. This booklet is for eligible employees of Unisys Technical Services L.L.C.

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