

# Total Rewards Vendor Overview

Celebrating life, every day, everywhere



DIAGEO

  
• Health • Health • Work & Life Benefits  
DIAGEO NA TOTAL REWARDS

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This summary includes a list of benefits available for all U.S. eligible<sup>1</sup> employees and their dependents<sup>2</sup>. Use the links within the content list to easily navigate to each benefit vendor, or scan the QR code for quick access to vendor apps. Additional information on these benefits and other important announcements can be found on [www.dnatotalrewards.com](http://www.dnatotalrewards.com).

Vendor	Access Information
 <p><b>1-833-580-0994</b> <a href="https://member.accolade.com">https://member.accolade.com</a></p>	<p>Accolade is your centralized contact for all your benefits questions. Make Accolade your first stop for support.</p>
 <p><b>1-800-523-2309</b> <a href="http://www.mydiageobenefits.com">www.mydiageobenefits.com</a></p> <p><b>Alight Smart Choice (Edenred)</b> for CERA related support</p>	<p>Alight representatives can work with you to plan and administer employee benefits programs.</p> <p><b>Commuter Expense Reimbursement Account (CERA)</b> CERA gives you the opportunity to set aside pre-tax dollars for eligible commuting expenses like bus, train or subway fees. You may elect to participate in the CERA program at any time during the year. You also have the option to pause or cancel commuting deductions at any time if you will not be commuting to a Diageo office often or if you choose to take a leave of absence.</p> <p><b>Dependent Care Flexible Spending Account (DCFSA)</b> The DCFSA can be used to pay for day care, nursery school or summer camp for child dependents 12 and younger and elder dependents who meet IRS requirements. To be eligible for reimbursement, the care must enable you (and your spouse, if you are married) to work, look for work or attend school full-time. Diageo will also match your contributions by 25 cents for every pre-tax dollar you contribute, up to a maximum of \$1,000.</p> <p><b>Health Care Expenses</b> The <b>Health Savings Account (HSA)</b> is available if you are enrolled in Consumer Driven Health Plan (CDHP) Plan A or Plan B. Your HSA is intended to help pay for expenses before you meet your deductible, as well as any co-pays or coinsurance required after meeting the deductible. During the plan year you may enroll to contribute or change your election up to the IRS limit.</p> <p>The <b>Health Care Flexible Spending Account (FSA)</b> gives you the opportunity to set aside pre-tax dollars for eligible expenses, including prescribed medication, hospital services, copayments, deductibles, smoking cessation treatments and surgery.</p>
 <p><b>1-877-BH-CARES (1-877-242-2737)</b> <a href="https://clients.brighthorizons.com/diageo">https://clients.brighthorizons.com/diageo</a></p> <p>Use your Accolade credentials to log in</p>	<p><b>Back-Up Child and Elder Care</b> Bright Horizons provides access to urgent, ongoing and back-up care for your children, adult family members and even pets at a reduced rate.</p> <p><b>College Coach</b> Bright Horizons College Coach is a leading provider of educational counseling services. Employees and eligible dependents have access to a team of college admissions and finance experts who can offer impartial guidance and help you maximize your child's success.</p> <p><b>Pet Care</b> Pet Care is a service available through your Bright Horizons Back-Up Care benefit that allows you to access pet care services for your dog or cat through a partnership with Rover. Services currently include, dog walking, cat drop-in's, overnight boarding, and pet sitting.</p>
 <p><b>1-888-224-7332</b> <a href="http://www.hellobrightline.com">www.hellobrightline.com</a></p>	<p><b>Brightline</b> Brightline is a comprehensive digital behavioral health solution that supports children (18 months to 18 years old) and parents across a range of common family challenges. Resources include on-the-go materials through a convenient mobile app, 1:1 coaching for parents, and personalized video care for children and adolescents. This program offers up to 10 free sessions per dependent child, annually.</p> <p>You do not have to be enrolled in a Diageo medical plan to utilize this benefit.</p>
 <p><b>1-800-452-9310</b> <a href="http://www.deltadentalnj.com">www.deltadentalnj.com</a></p>	<p><b>Dental Plan</b> Our Delta Dental plan covers annual preventive care screenings, offers coverage for a broad range of dental services, and lets you choose any dentist.</p>

<sup>1</sup> Benefit eligibility may be limited to regular full-time salaried employees, non-union full-time hourly employees and reduced-hour non-union employees who work more than 20 hours per week.

<sup>2</sup> Benefits may be limited to employee only, employee plus one, or employee and eligible dependents.





1-877-358-7672

[mydiageoassistant@circles.com](mailto:mydiageoassistant@circles.com)  
<http://members.circles.com/Diageo>

Welcome Code: circlesDIA

### Everyday Planning and Coordination

My Diageo Assistant is a service designed to help lighten your load, save you time and make your life easier. With research expertise available 24 hours a day, you can get assistance with just about anything on your to-do list. Whether it's fixing a leaky pipe, doing your gift shopping or finding a dog walker, My Diageo Assistant can help.

### Diageo Pension Center

1-855-250-9893

[diageo.okta.com/](http://diageo.okta.com/)

User Home > US Pension Resource Center

#### Plan Document:

[www.dnatotalrewards.com/docs/2021/Cash-Balance-Plan.pdf](http://www.dnatotalrewards.com/docs/2021/Cash-Balance-Plan.pdf)

### Pension Plan

Eligible U.S. Diageo employees are entitled to a pension benefit that is fully paid by Diageo. Certain eligibility rules and service requirements apply.

Each calendar quarter, Diageo will credit 10% of your eligible pay as a Contribution Credit, plus an Interest Credit, to your "account." You become vested in your account after completing three years of service. You cannot take loans on your account or roll over a distribution from a previous employer's plan or IRA into your account.



1-800-711-0917

[www.express-scripts.com](http://www.express-scripts.com)

### Pharmacy Resources

Your medical plan includes prescription drug benefits managed by Express Scripts (ESI).

Generic drugs cost less than their brand name counter parts and are just as effective. Ask your doctor to prescribe generic when medically appropriate for you.

The Incentive Choice Smart90 Program through ESI is now available through Walgreens and CVS. For maintenance medications, a member must move to a 90-day supply and fill at either one of these pharmacy options or via ESI home delivery. There are two courtesy 30-day supply prescription fills; non-compliance after will lead to increased out of pocket costs.



1-800-421-3844

<https://www.401k.com/>

### 401(k) Savings Plan

The Diageo 401(k) Savings Plan to help prepare for retirement. As part of the plan, you may contribute 1% – 50% of your eligible earnings each year. Annual IRS contribution limits apply.



1-800-549-6514

[www.DNATotalRewards.com](http://www.DNATotalRewards.com)

### Disability Insurance

Diageo provides short- and long-term disability coverage if you become disabled from your job. You may be eligible for a percentage of your annual pay, which is based on your coverage election.

### Life Insurance

Diageo offers life insurance to provide you with financial assistance in case of severe injury or death. Life insurance beneficiary designation can be updated at any time by logging in to the Benefit Administrator portal ([www.mydiageobenefits.com](http://www.mydiageobenefits.com)).



<https://hinge.health/diageo>

### Physical Therapy

Hinge Health provides you with personalized programs, 1-on-1 support from health coaches and physical therapists and exercises you can do on your own time. This benefit requires enrollment in a Diageo medical plan. Dependents 18+ who are enrolled under a Diageo medical plan are also eligible.



1-800-821-6400

[www.legalplans.com/why-enroll.com](http://www.legalplans.com/why-enroll.com)

Employee only: 7130001  
Family: 7140001

### Legal Plan Support

The MetLife Legal Assistance Plan gives you convenient access to legal advice once enrolled. Enrollment in this plan must be completed during the Annual Enrollment period or as a new hire. You may use your discretion in selecting an attorney or choose one from MetLife Legal Plan's network of more than 11,000 attorneys nationwide. MetLife also offers access to online tools to complete estate planning documents or download self-help legal forms.



milkstork

1-510-356-0221

[www.milkstork.com/diageo](http://www.milkstork.com/diageo)

### Breast-milk delivery service

Milk Stork provides Diageo moms who are traveling for business needs access to refrigerated, express shipping and easy transportation of breast milk home to their baby. Milk Stork is available to all Diageo mothers at no cost, regardless of whether you're enrolled in a Diageo medical plan.

 <p><b>Naviguard</b>  1-888-697-9063  <a href="http://www.myuhc.com">www.myuhc.com</a></p>	<p><b>Out-of-Network Claims Support</b>  UHC is dedicated to helping you reach fair resolutions to your out-of-network bills by negotiating a reduced rate for the services received.</p>
 <p><b>Nationwide</b>  1-855-228-5195</p>	<p><b>Pet Insurance</b>  Pet Insurance for your special family member will now be provided by Nationwide. You can purchase dedicated insurance for your pet to help cover veterinary expenses in the case of illness or injury. Premiums will be billed directly by Nationwide.</p>
 <p><b>plumbenefits™</b>  POWERED BY TicketsatWork  <a href="http://www.plumbenefits.com">www.plumbenefits.com</a>  Company Code : PLUM40451</p>	<p><b>Plum Benefits</b>  Plum Benefits is a cost-free benefit that provides you access to thousands of exclusive travel and entertainment discounts, so you can make the most of your time away from work.</p>
 <p><b>progyny</b>  Smarter Fertility Benefits  1-833-212-8783  <a href="https://member.progyny.com/#/login">https://member.progyny.com/#/login</a></p>	<p><b>Fertility Support</b>  Progyny is a cycle-based fertility program that provides all employees enrolled in a Diageo medical plan with coverage to help build their families. You'll have access to comprehensive treatment, personalized guidance and premier specialists.</p>
 <p><b>OPTUM®</b>  1-800-788-5614  <a href="http://www.liveandworkwell.com">www.liveandworkwell.com</a>  (Access code: 00564)</p>	<p><b>Work/Life Support</b>  The Employee Assistance Program (EAP) can help you manage life's day-to-day stresses. The EAP is available to you and your covered family members at no cost. By contacting the EAP, you can get counseling for a wide range of personal issues, such as depression, marital difficulties, work-related stress and more.</p>
 <p><b>ovia health</b>  <a href="https://connect.oviahealth.com/en/diageo">https://connect.oviahealth.com/en/diageo</a></p> 	<p><b>Maternity Support</b>  Ovia is a maternity resource to help you track your cycles, determine your fertility window, monitor your pregnancy health and more through personalized, data-driven solutions. They offer a wide range of support to employees enrolled in a Diageo medical plan, including health coaching with registered nurses, personalized clinical programs and return-to-work support.</p> <p><b>Ovia Fertility:</b> Explore articles, fertility facts and health tips, all at the touch of your fingertips.</p> <p><b>Ovia Pregnancy:</b> Track your pregnancy by receiving updates on your progress and baby's growth, check food and medication with Ovia Health's safety notices.</p> <p><b>Ovia Parenting:</b> Track your child's growth and development by logging diaper changes, feedings and sleep, and more.</p>
  <p><a href="https://www.rallyhealth.com/">https://www.rallyhealth.com/</a></p>	<p><b>Rally®</b>  UHC enrolled plan members can learn simple ways on how to take care of yourself and earn rewards in the process. Those enrolled in a UHC medical plan have access to additional health and well-being information and support through Rally.</p>
<p><b>Shareworks – Diageo ShareValue Plan</b>  1-877-380-7793  <a href="http://www.mydiageoshares.com">www.mydiageoshares.com</a></p>	<p><b>ShareValue Plan</b>  The Diageo ShareValue Plan is an employee stock purchase plan. Employees can only sign up for the ShareValue Plan during the Annual Enrollment period and need to be employed on or before October 1, prior to the year the ShareValue Plan year starts.</p>
 <p><a href="https://onboarding.sleepio.com/sleepio/diageo/202#1/1">https://onboarding.sleepio.com/sleepio/diageo/202#1/1</a></p>	<p><b>Sleep Support</b>  Sleepio is a six week sleep improvement program. It has been designed by sleep experts and features the latest Cognitive and Behavioral Therapy (CBT) techniques. It is clinically proven to help you fall asleep faster, stay asleep through the night and feel better during the day – even if you've had poor sleep for weeks, months or even years. You must be enrolled in a Diageo medical plan to utilize this benefit.</p>
 <p><b>spring health</b>  1-240-558-5796 (option 4)  <a href="http://diageo.springhealth.com">diageo.springhealth.com</a></p>	<p><b>Emotional Wellbeing Support</b>  Spring Health provides extensive, personalized mental health resources. Spring Health also provides 24/7 access to self-guided Cognitive Behavioral Therapy (CBT) exercises and work/life experts.</p>



1-888-697-9063

[www.myuhc.com](http://www.myuhc.com)

**United Healthcare App**

Download the UnitedHealthcare app for free on the App Store® and Google Play® to manage claims, find support and more.

**UHC Surgical Management Solutions**

1-800-608-3982

[specialistmanagement.solutions.com/](http://specialistmanagement.solutions.com/)

**UHC Cancer Support Program**

1-866-936-6002

[myuhc.phs.com/cancerprograms](http://myuhc.phs.com/cancerprograms)

**UHC Clinical Management Program**

1-866-936-6002

[myuhc.phs.com/](http://myuhc.phs.com/)

**UHC – Medical Insurance Provider**

**UHC Surgical Management Solutions** provides surgical management support by helping you and your covered dependents find high-quality, lower-cost outpatient surgical care.

**UHC Cancer Support Program** provides individualized coaching and education for adult and pediatric patients who may be at high risk for treatment complications or side effects.

The **UHC Clinical Management Program** provides experienced oncology case managers who help support and reinforce the treatment plan you’ve developed with additional information and resources.



[diageo.unmind.com](http://diageo.unmind.com)

**Unmind**

Through the Unmind app, employees have free access to a range of content including tools to reduce stress and anxiety to improve sleep quality, and to boost moods through exercises, stories, soundscapes, sleep melodies and workouts. Employees have the opportunity to invite a ‘Plus One’.



1-800-877-7195

[www.vsp.com](http://www.vsp.com)

**Vision Service Plan**

VSP reimburses you for a portion of the cost of some vision services, including routine vision exams, lenses, frames, contact lenses and Lasik surgery discounts (contracted facilities).



1-866-269-3534

[www.2nd.md/diageo](http://www.2nd.md/diageo)

**Second Opinion Services**

2nd.MD provides virtual access to experts from top national institutions who are leading the research, clinical trials, and next generation of health care to members enrolled in a Diageo medical plan. This service offers an objective second opinion with guidance that will help you confirm your diagnosis, evaluate available treatment options, identify the most qualified provider, schedule appointments and answer your health questions.

If you’ve had a recent diagnosis you’d like to chat about, you can schedule an appointment with an expert physician by phone or video.

Be sure to follow your dedicated Total Rewards Yammer page for important announcements.

