



Welcome to Dassault Systèmes US Benefits!

We are pleased to welcome our Exa US colleagues to the 3DS US Benefits Program, effective January 1, 2019. At Dassault Systèmes, we care about your well-being and offer a comprehensive approach to help you live your healthiest life. This includes health coverage and wellness programs, competitive compensation, a retirement plan and income protection to secure your financial resources, benefits designed to help you maintain a healthy balance between work and life and finally, career development opportunities to help you build your skills and knowledge to deepen your accomplishments at work.

Open Enrollment will begin the week of **October 29**. If you wish to enroll in benefits, you must make your elections by **November 9**. Otherwise, you will default to no coverage under the medical, dental, and vision plans. You will be enrolled in benefits paid 100% by 3DS – examples include Basic Life and AD&D insurance, Short-Term and Long-Term Disability, Workers' Compensation, and the Employee Assistance Program.

While transitioning to a new benefits program means you will experience some level of change, many elements of the program will be familiar, such as Blue Cross Blue Shield for medical coverage and Delta Dental for dental coverage. We are committed to helping you through the transition by ensuring you are well informed regarding 3DS US benefits and prepared to make the best choices for you and your family. In joining 3DS benefits, Exa employees will benefit from the purchasing power of a group of over 3,000 employees. This translates to lower costs and introduces streamlined enrollment and administrative processes.

As employees will also transfer from Exa Corporation to Dassault Systèmes Simulia Corp, effective January 1, 2019, you will transition to 3DS' payroll and time tracking system. The payroll provider, pay period, and pay frequency all stay the same. Your pay date will be a day earlier.

Dassault Systèmes takes its responsibilities with regards to ethics and compliance very seriously. Exa employees will be presented with several key 3DS ethics and compliance policies, along with the Restrictive Covenant agreement, to review and acknowledge in the coming months. We'll be including these as a third element of the integration, along with benefits and payroll.

In the next few weeks, you will receive a wealth of information about the 3DS benefits program. Please read all of the materials carefully and plan to attend a benefits orientation to get the information you need to make the right choices for your 2019 benefits. This newsletter provides an overview of 3DS benefits, along with a timeline of what to expect between now and the end of the year. Making informed choices during the **Open Enrollment period from October 29 – November 9** will help ensure you get the most value from your 3DS benefits.

**Rich Arco, Vice President**

Human Resources, Dassault Systèmes Americas

## Introducing Benefits at 3DS

Effective January 1, 2019, all Exa US employees will be eligible to participate in the Dassault Systèmes benefits program designed to provide you and your family the coverage you need.

### What to Expect

During the week of October 15, we will hold benefits information sessions. During these sessions you'll learn more about your new benefits plan and the tools available to assist you with enrolling in these benefits. The presentation will be recorded, if you are unable to attend.

Throughout Open Enrollment, the **People Support Center** will be available to answer your questions.

Visit [www.RewardsAt3DS.com](http://www.RewardsAt3DS.com), your go-to destination for all information about 3DS benefits.

Beginning October 29, enroll through <https://workforcenow.adp.com> or by calling the 3DS Benefits Service Center at **855-547-8508**.

# Your 2019 Benefits

Dassault Systèmes is committed to offering a comprehensive benefits package designed to meet the needs of our employees and their families. The key aspects of your new benefits with 3DS are described below.

## Three Medical Plan Options

All three plans utilize the same national network of medical providers and hospitals, and cover the same medical services. The plans differ in their costs for coverage (the amount you pay from your paycheck), costs for care (deductibles, coinsurance and/or copayments), and eligibility for tax-free savings accounts.

## Prescription Drug Benefits

You automatically receive prescription drug benefits when you enroll in a medical plan.

## Dental Coverage

The plan pays for a wide range of dental services. You will receive the maximum benefits when you use a preferred dental provider, but you may also obtain services from a dentist outside the network and receive the same coverage at the same percentage.

## Vision Coverage

The plan covers eligible vision care expenses such as eye exams, eyeglasses, and contact lenses. As with the medical and dental plans, you will receive higher benefits when you use in-network providers.

## Income Protection

3DS covers 100% of the cost of benefits to protect you and your family in cases of illness, injury, or accidents that keep you from working — Short-Term and Long-Term Disability, Workers' Compensation, and Basic Life and Accidental Death & Dismemberment Insurance. Employees will also have the opportunity to purchase additional Life and AD&D insurance.

## 401(k)

The Company matches your contributions 50 cents on the dollar, up to the first 8% that you contribute to the 3DS 401(k) (4% employer match). You become vested in Company matching contributions over a four-year vesting period based on your combined Exa and 3DS seniority.

## Wellness

Your health is important to us. That's why Dassault Systèmes partners with Vitality to make it easy for you to live your healthiest life. An interactive and personalized wellness program, Vitality supports you as you strive for better health, by rewarding you for completing healthy activities and reaching health goals.

## Paid Time Off

3DS provides paid time off to support you in balancing the needs of work and home life. Employees annually receive three, four, or five weeks of vacation, based on combined Exa and 3DS seniority, as well as ten sick days to recover from your own illness or medical needs or those of your family members. 3DS also provides twelve (12) paid holidays — eight (8) days where all US offices are closed, and four (4) to use at your discretion. Additionally, 3DS provides paid parental leave, which provides six weeks time off for the birth parent, and two weeks for a non-birth parent or adopting parent.

## Educational Assistance

3DS reimburses employees up to a maximum of \$5,250 per calendar year for continuing education through accredited institutions. Employees also have access to a wide variety of educational programs internally. When internal offerings aren't available for certain subjects, employees can attend external seminars and training opportunities that match their roles and responsibilities within 3DS.

## Employee Assistance Program (EAP)

3DS is concerned with your total well-being, which is why we provide the EAP at no cost to you. The EAP is designed to help you find solutions for the everyday challenges of work and personal life, as well as for more serious issues involving emotional and physical well-being.



## New Tools for New Decisions

Your health is important to us and we want you to have the tools, resources, and support you need. There are a variety of resources available to assist you:

- **RewardsAt3DS Web Site.** This Web site ([www.RewardsAt3DS.com](http://www.RewardsAt3DS.com)) includes plan details, comparison charts, forms, links to vendor Web sites, and contact information to help you select the package of benefits that makes the most sense for you and your family.
- **Medical Plan Cost Estimator.** The Medical Plan Cost Estimator is designed to help you decide which medical plan will work best for your needs — and your budget — based on your per paycheck contributions and your anticipated health care needs for 2019. It can also assist in determining how much you can save in taxes by taking advantage of pre-tax accounts for your health care and dependent care expenses.
- **Online Enrollment System.** (<https://workforcenow.adp.com>) Using this tool, you will be able to enroll anywhere you have internet access. You can also enroll by calling the 3DS Benefits Service Center at 855-547-8508.
- **Need Help?** Please contact the **DS Benefits Center** (855-547-8508, [MyLifeAdvisor@adp.com](mailto:MyLifeAdvisor@adp.com)) for enrollment issues, or the **People Support Center** for all other benefits questions.

When	What
Week of October 15	Benefits orientations
November 1 11 a.m. to 2 p.m. ET	Benefits Fair at 3DS Waltham campus
October 29 - November 9	Open Enrollment period – Exa employees make benefit elections
Week of November 5	Employee documents distributed to all Exa employees
November 30	Employees complete acknowledgment of documents
Early December	Presentation on transition to 3DS 401(k) Plan
Late December	Medical, dental, and prescription drug ID cards arrive at homes
January 1, 2019	Exa coverage ends December 31, 2018; New benefits coverage under 3DS plan begins
January 3	First bi-weekly payroll processed (for time period of December 22 - January 4)
Late December 2018 / Early January 2019	Training on payroll and time tracking systems

## Introducing Your New Benefit Partners

At Dassault Systèmes, we carefully select vendors in the health care and insurance industries who provide quality care as well as provider networks wide and deep enough to meet the needs of our diverse and geographically dispersed workforce. Their attention to customer service and satisfaction is also a key differentiator.

Our partners include:

- **Medical:** Blue Cross Blue Shield of Massachusetts
- **Prescription Medications:** Express Scripts
- **Dental:** Delta Dental of MA
- **Vision:** Vision Service Plan (VSP)
- **Health Advocacy:** Best Doctors
- **Flexible Spending Accounts:** WageWorks
- **Health Savings Account:** Health Equity
- **Life Insurance, Accidental Death & Dismemberment, Short-Term and Long-Term Disability:** Lincoln Financial
- **Employee Assistance Program:** KGA
- **Commuter Benefit:** WageWorks
- **Group Legal Services:** MetLaw/Hyatt Legal Group
- **401(k) Plan Administration:** Fidelity Investments
- **401(k) Plan Financial Advisors:** Arthur J. Gallagher & Co.
- **Wellness Program:** Vitality
- **Identity Theft Protection:** InfoArmor

You'll learn more about our partners throughout the Open Enrollment process. In the meantime, please be assured that we are confident they will provide the excellent level of service and coverage you have come to expect.