

# COLE HAAN

GETTING YOU TO EXTRAORDINARY



## 2022 Benefits Guide

**SUMMARY OF FULL AND PART TIME EMPLOYEE BENEFITS**

# Benefits at Cole Haan

WELCOME!

We're glad you're here. We know you're some of the best and brightest in our field, that's why Cole Haan offers a competitive benefits package that helps you take care of your health, wealth and emotional well-being. Here is a summary of the various benefit plans offered by Cole Haan.\*

There is also more information on the [ADP Employee Portal](#) under the tools/resources section. The ADP Employee Service Center is also here to help. You can reach them at **1-855-344-7850** or by email at [MyLifeAdvisor@adp.com](mailto:MyLifeAdvisor@adp.com)



## YOUR 2022 BENEFITS

Getting you to...

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\*This Benefits Summary presents an overview of Cole Haan's benefit programs. Please refer to the summary plan description for plan rules and details. Cole Haan reserves the right to change, discontinue or terminate the benefit plans and programs at any time.

# Benefits - Eligibility

GETTING YOU TO...ENROLLED



Cole Haan offers benefit options for both Full-Time and Part-Time employees. The options available to you will depend on the standard hours you are scheduled to work per week. See the chart below for more details!

| WORK STATUS   | BENEFIT OPTIONS   |   |
|---|---|---|
| <p><b>FULL-TIME</b><br/>(30 + hours per week)</p>         | <ul style="list-style-type: none"> <li>◆ Health Insurance</li> <li>◆ Dental Insurance</li> <li>◆ Vision Care</li> <li>◆ Health Savings Accounts</li> <li>◆ Flexible Spending Accounts</li> <li>◆ 401(k) Retirement Plan*</li> <li>◆ Life Insurance/AD&amp;D Options</li> <li>◆ Short- and Long-Term Disability</li> <li>◆ Supplemental Insurance</li> </ul> | <ul style="list-style-type: none"> <li>◆ MetLife Legal Plan</li> <li>◆ Farmers Insurance Auto and Home Discounts</li> <li>◆ Vacation Time</li> <li>◆ Sick Time*</li> <li>◆ Paid Parental Leave**</li> <li>◆ Holidays</li> <li>◆ Cole Haan Discounts</li> <li>◆ Employee Assistance Program</li> <li>◆ LifeMart Discounts</li> <li>◆ Health Advocate</li> <li>◆ Total Pay Cards</li> </ul> |
| <p><b>PART-TIME</b><br/>(less than 30 hours per week)</p> | <ul style="list-style-type: none"> <li>◆ Employee Assistance Program</li> <li>◆ Health Sherpa</li> <li>◆ Sick Time*</li> </ul>  | <ul style="list-style-type: none"> <li>◆ Cole Haan Discounts</li> <li>◆ LifeMart Discounts</li> <li>◆ Total Pay Cards</li> </ul>  |

\*New hire 90 day waiting periods apply to all, except New York employees

\*\*one year eligibility<sub>3</sub>



# Benefits - Eligibility

GETTING YOU TO... ENROLLED



Here's when you can enroll or make changes to your benefits:

**AS A NEW HIRE** – you will have **31 days** from your start date to make your enrollment elections. The benefits you choose will be effective as of your start date.

**DURING OPEN ENROLLMENT** - This is the 2-week annual enrollment period held once a year when you are free to make changes to your benefits. Open enrollment elections are effective January 1 of the following calendar year.

**QUALIFIED LIFE EVENTS** – These are events (i.e., marriage, birth of a child, gaining/losing coverage elsewhere, etc.) that allow you to change your benefits during the year. You'll have **31 days from the event date** to make your changes.



## ENROLLING FAMILY MEMBERS

Cole Haan allows you to enroll certain tax-qualified dependents in our benefit plans including:

**Your Legal Spouse** - A "legal spouse" is someone (same or opposite sex) who you are married to, and the marriage must be recognized under state law.

**Your Permanent Partner** - A "permanent partner" is someone (same or opposite sex) who lives with you full time and with whom you attest to the fact that he or she shares life with you much like a legal spouse.

**Your Children** – including your natural children, stepchildren, adopted children and children for whom you are a legal guardian. Eligible children must be age 25 or under.

# Benefits – Making Elections

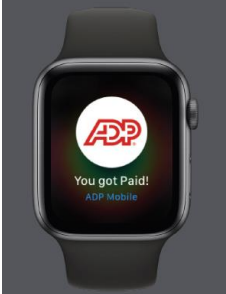
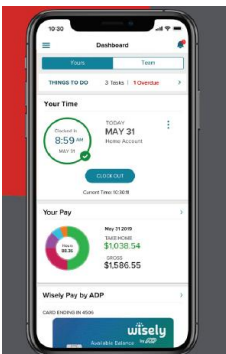
GETTING YOU TO... ENROLLED



For new hires and the annual open enrollment, you can choose your benefits via the [ADP Employee Portal](#).

Here, you can access the step-by-step enrollment tool and explore each benefit, assign any dependents and/or beneficiaries, and see your benefits costs before submitting your final enrollment. After enrolling, you can also view and print your Enrollment Summary right from your computer.

For support with the system enrollment or to process a specific life event changes you may contact the ADP Service Center at **1-855-344-7850**.



## ENROLL ON THE GO!

With the **ADP® Mobile Solutions** app, you can quickly, easily and securely make your benefits elections, view your recent pay statements and more –all on your mobile device.

Go to your App Store and look for **ADP® Mobile Solutions** to download for free. Use your Employee Portal log in credentials to access your information.

# Benefits – Medical Plans



GETTING YOU TO... COVERED

Cole Haan offers a choice of three medical plans so that you can choose the plan that best meets the needs of you and your family. The plans are:

- **High Deductible Health Plan**
- **Basic Coverage Plan**
- **Preferred Provider Plan**

All three plans are administered by UnitedHealthcare on the ChoicePlus network. The chart on the following page provides a comparison of some of the plan features and monthly costs.

If you are electing to cover your domestic partner, you pay an additional taxable amount for medical, dental and vision. That amount is added to your gross pay, taxed, and then deducted back out.

Once enrolled, you will receive your medical and prescription plan cards within 2-3 weeks. You can also access a virtual card, view your claims, find a provider and more on [myuhc.com](http://myuhc.com) and the Health4Me mobile app.

Additional information about the health plans, including more detailed benefit summaries and plan descriptions, is available on the [ADP Employee Portal](#).



## VIRTUAL VISITS

Employees who enroll in one of the medical plans through Cole Haan can also take advantage of the Virtual Visits program.

Virtual Visits lets you and your enrolled dependents see and talk to a health care or mental health care professional from your mobile device or computer. Whether it's a doctor visit for a cold, a prescription need or even behavioral health support, Virtual Visits offers a convenient option at your fingertips!

**How it works:** Log in to [myuhc.com](http://myuhc.com) and view the Virtual Visit platforms available. After registering on your preferred platform, you will then be able to make an appointment with a provider best suited to address your needs. You'll only pay the portion of the cost based on your medical plan.

# Benefits – Medical Plans



GETTING YOU TO... COVERED

| MEDICAL PLANS & COVERAGE   | HIGH DEDUCTIBLE HEALTH PLAN (HDHP) WITH HSA  | BASIC COVERAGE PLAN  | PREFERRED PROVIDER ORGANIZATION PLAN (PPO)   |
|--|--|--|--|
| PROVIDER NETWORK (Doctors & hospitals)   | <b>Choice Plus</b> provider network (In New England, the <b>Harvard Pilgrim</b> network applies).                | <b>Choice Plus</b> provider network (In New England, the <b>Harvard Pilgrim</b> network applies).            | <b>Choice Plus</b> provider network (In New England, the <b>Harvard Pilgrim</b> network applies).            |
| ANNUAL DEDUCTIBLE  | <b>In-Network</b><br>\$2,500 (individual)/<br>\$5,000 (family)*  | <b>In-Network</b><br>\$2,000 (individual)/<br>\$4,000 (family)   | <b>In-Network</b><br>\$1,000 (individual)/<br>\$2,000 (family)   |
|  | <b>Out-of-Network</b><br>\$5,000(individual)/<br>\$10,000 (family)*  | <b>Out-of-Network</b><br>\$4,000 (individual)/<br>\$8,000 (family)   | <b>Out-of-Network</b><br>\$3,000(individual)/<br>\$6,000 (family)  |
| COINSURANCE (After deductible, % you pay for diagnostic & procedural services) | <b>In-Network</b><br>20% after deductible  | <b>In-Network</b><br>20% after deductible  | <b>In-Network</b><br>20% after deductible  |
|  | <b>Out-of-Network</b><br>40% after deductible  | <b>Out-of-Network</b><br>40% after deductible  | <b>Out-of-Network</b><br>40% after deductible  |
| OUT-OF-POCKET MAXIMUM  | <b>In-Network</b><br>\$5,000 (individual)/<br>\$10,000 (family)  | <b>In-Network</b><br>\$4,000 (individual)/<br>\$8,000 (family)   | <b>In-Network</b><br>\$3,000 (individual)/<br>\$6,000 (family)   |
|  | <b>Out-of-Network</b><br>\$10,000 (individual)/<br>\$15,000 (family)   | <b>Out-of-Network</b><br>\$8,000 (individual)/<br>\$16,000 (family)  | <b>Out-of-Network</b><br>\$6,000 (individual)/<br>\$12,000 (family)  |
| CHIROPRACTIC, NATUROPATHIC & ACUPUNCTURE VISITS                                | 12 Visits per calendar year (yearly deductible and co-insurance apply)   | 12 Visits per calendar year (yearly deductible and co-insurance apply)                                       | 12 Visits per calendar year (yearly deductible and co-insurance apply)                                       |
| PREVENTIVE CARE SERVICES   | <b>In-Network</b><br>Covered at 100%   | <b>In-Network</b><br>Covered at 100%   | <b>In-Network</b><br>Covered at 100%   |
|  | <b>Out-of-Network</b><br>Not covered   | <b>Out-of-Network</b><br>30% after deductible  | <b>Out-of-Network</b><br>40% after deductible  |
| OFFICE VISITS  | <b>In-Network</b><br>20% after deductible  | <b>In-Network</b><br>20% after deductible  | <b>In-Network</b><br>\$30 (primary care)/\$50 (specialist)   |
|  | <b>Out-of-Network</b><br>40% after deductible  | <b>Out-of-Network</b><br>40% after deductible  | <b>Out-of-Network</b><br>40% after deductible  |
| PRESCRIPTION CO-PAYS (per retail prescription)                                 | <b>Generics:</b> \$15<br><b>Brand:</b> \$30<br><b>Specialty:</b> \$50<br>(Co-pays apply <i>after</i> deductible) | <b>Generics:</b> \$15<br><b>Brand:</b> \$30<br><b>Specialty:</b> \$50<br>(Co-pays not subject to deductible) | <b>Generics:</b> \$15<br><b>Brand:</b> \$30<br><b>Specialty:</b> \$50<br>(Co-pays not subject to deductible) |
| TAX ADVANTAGED ACCOUNT OPTION  | Health Savings Account (details on <a href="#">pg. 11</a> )  | Health Care Flexible Spending Account (details on <a href="#">pg. 11</a> )                                   | Health Care Flexible Spending Account (details on <a href="#">pg. 11</a> )                                   |
| CONTRIBUTION (MONTHLY)   | HIGH DEDUCTIBLE HEALTH PLAN (HDHP) WITH HSA  | BASIC COVERAGE PLAN  | PREFERRED PROVIDER ORGANIZATION PLAN (PPO)   |
| EMPLOYEE ONLY  | \$46.00  | \$74.00  | \$150.00   |
| EMPLOYEE + CHILD(REN)  | \$92.00  | \$150.00   | \$300.00   |
| EMPLOYEE + PERM PARTNER  | \$112.00   | \$176.00   | \$352.00   |
| EMPLOYEE + FAMILY  | \$126.00   | \$202.00   | \$398.00   |

\*Under the HDHP plan, no one in the family is eligible for benefits until the family coverage deductible is met.





## HEALTH ADVOCATE

A free service for employees enrolled in Cole Haan health coverage which can help you and your family resolve healthcare and insurance related issues.

You'll have confidential access to a Personal Health Advocate who can:

- Explain medical conditions
- Help schedule appointments and tests
- Help transfer your medical records
- Resolve billing and claims issues
- Obtain services for your elderly parents and parents-in-law

Call the Health Advocates at 866-695-8622 or visit their website at [www.HealthAdvocate.com/members](http://www.HealthAdvocate.com/members).



## HEALTH SHERPA

For Part-Time employees, Cole Haan offers this free service dedicated to helping you find quality, affordable coverage through the healthcare Marketplace. Health insurance doesn't have to be expensive—8 out of 10 people qualify for discounts, and half pay under \$50 per month.

HealthSherpa makes it easy to find the best plan for you. Their online tools allow you to search for plans by zip code, instantly compare plans, and enroll online with no added steps or paperwork.

Visit [colehaan.healthsherpa.com](http://colehaan.healthsherpa.com) to get started and you can also check out [this informational video](#) to learn more!

Personalized phone support is also available to assist you in answering questions, compare quotes and walk you through your options as well as the enrollment process. The consumer advocate team can be reached at **844-354-3952**.



# Benefits – Dental Plans



GETTING YOU TO... COVERED

Cole Haan offers a choice of two dental plans; both are administered by Delta Dental of New York:

- **Preventive Dental Plan**
- **Preventive Plus Dental Plan**

Your Dental ID cards are available on the Delta Dental member portal at [www.deltadentalins.com](http://www.deltadentalins.com).

The chart below provides a comparison of some of the plan features and contributions. More detailed plan summaries are available on the [ADP Employee Portal](#).



| DENTAL PLANS & COVERAGE | PREVENTATIVE PLUS PLAN   | PREVENTATIVE PLAN   |
|-------------------------|--|---|
| PREVENTATIVE SERVICES   | Two routine cleanings/exams per year (100% coverage) and basic dental (80% coverage), up to plan <b>maximum of \$1,500 per year.</b> | Two routine cleanings/exams per year (100% coverage) and basic dental (100% coverage), up to plan <b>maximum of \$300 per year.</b> |
| RESTORATIVE SERVICES    | 60% to 80% of restorative services, up to plan <b>maximum of \$1,500 per year.</b>   | Not covered.  |
| ORTHODONTIC COVERAGE    | Separate <b>\$1,500 dollar lifetime maximum (50% coverage)</b> , includes coverage for adult orthodontics.                           | Not covered.  |
| CONTRIBUTIONS (MONTHLY) | PREVENTATIVE PLUS PLAN   | PREVENTATIVE PLUS   |
| EMPLOYEE                | \$20.00  | \$10.00   |
| EMPLOYEE + CHILD(REN)   | \$40.00  | \$20.00   |
| EMPLOYEE + PERM PARTNER | \$48.00  | \$24.00   |
| EMPLOYEE + FAMILY       | \$52.00  | \$26.00   |

# Benefits – Vision Plan



GETTING YOU TO... COVERED



Cole Haan offers Vision Coverage for you and your family through Vision Service Plan (VSP), which has a network of over 29,000 providers across the nation. In-network benefits include lenses, frames and one eye exam per calendar year (or up to \$150 in contacts each calendar year in lieu of lens/frame benefit).

You'll receive the highest benefits if you use a VSP provider, but you will still receive some benefit if you use a non-VSP provider. Plan details can be found on the Cole Haan Employee Portal.

The chart shows what you pay for coverage each month. Contributions are taken from the first two pay checks of each month (24 pay periods per year).

| CONTRIBUTIONS (MONTHLY) | VISION PLAN |
|-------------------------|-------------|
| EMPLOYEE ONLY           | \$5.50      |
| EMPLOYEE + CHILD(REN)   | \$11.00     |
| EMPLOYEE + PERM PARTNER | \$13.00     |
| EMPLOYEE + FAMILY       | \$16.50     |



## HEALTH SAVINGS ACCOUNT (HSA)

If you enroll in the High Deductible Health Plan you have the option to make pre-tax payroll contributions to an HSA administered by OptumBank. You can then use the money you've set aside to pay for eligible medical and dental expenses. Another advantage is that unused funds rollover from year to year so you can continue growing your savings.

### HSA CONTRIBUTION LIMITS

In 2022 you can contribute up to **\$3,650** for individual coverage or **\$7,300** for family coverage. If you are 55 or older you can contribute an additional **\$1,000** per year.

[\*Learn more about HSA's here!\*](#)

## FLEXIBLE SPENDING ACCOUNTS (FSA's)

Save money using Flexible Spending Accounts (FSA's). FSA's allow you to put aside pre-tax dollars to pay for qualified health care, family care or commuting expenses. There are four different types of accounts you can enroll in, and all four are administered by WageWorks\*.

**Health Care FSA** – Up to **\$2,750** for healthcare expenses that are not covered through insurance, like co-pays.

**Family Care FSA** – Up to **\$5,000** for expenses such as childcare that allows you and your spouse to work.

**Commuter Transit FSA** – Up to **\$3,240** per year to pay for buses, trains or other mass transit for your commute to work.

**Commuter Parking FSA** – Up to **\$3,240** per year to pay for parking expenses you incur for commuting to work.

**\*WageWorks is moving to HealthEquity in 2022!**

Detailed information coming to all plan participants in December.



# Benefits – 401(k) Retirement Plan



GETTING YOU TO... *PREPARED*

The Cole Haan Retirement Plan helps you save for your future financial goals. The 401(k) plan is offered through Fidelity Investments, and you are eligible to enroll after you have completed 90 days of service.

## MAKING CONTRIBUTIONS

Once eligible, you can elect and make changes to your desired 401(k) contribution amount at any time throughout the year. This can be done on Fidelity's online portal at [www.401k.com](http://www.401k.com) – register as a first-time user and follow the prompts to set your per paycheck contribution.

**401(K) EMPLOYER MATCH-** Cole Haan will match 100% of the first 5% of your pay that you actively defer into the 401(k) Before-Tax account throughout the year.

**YOU HAVE ACCESS** - the ability to take a loan from your 401k account if emergency funds are needed. Loans are limited to 50% of your account balance, minimum loan is \$500.

**IRS LIMITS** - contribute pre-tax dollars up to the IRS 2022 limit of \$20,500. Those employees 50 older may contribute an additional \$6,500. You may also make after tax contributions.





Cole Haan offers a variety life insurance and disability insurance options so you can find the best level of protection for you and your family:

## **BASIC LIFE INSURANCE**

Cole Haan provides basic life insurance coverage worth one-half your annual salary at no cost to you. There are no enrollment steps you need to take; however, you must log onto the Employee Portal to designate a beneficiary for your life insurance.

### **IMPORTANT REMINDER**

Life insurance protects you and your beneficiaries. Remember to review and keep them up to date!

## **SUPPLEMENTAL LIFE INSURANCE**

You may elect additional life insurance coverage for yourself from .5 to 5.5 times your annual salary (up to a maximum coverage of \$2,000,000). You may be required to provide evidence of insurability (EOI) for coverage.

## **SPOUSE/PERMANENT PARTNER LIFE INSURANCE**

You can also buy life insurance for your spouse or permanent partner. You choose the coverage amount, from .5 times to 2 times your annual salary (up to \$1,000,000). Coverage above \$25,000 will require evidence of insurability (EOI).

## **CHILD LIFE INSURANCE**

You can choose to purchase life insurance for your children. Coverage for each child is \$10,000.

## **ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE**

Coverage is available to you and ranges from .5 to 6 times your salary with a maximum benefit of \$1,000,000. If you enroll, you'll also have the option of covering your spouse/permanent partner for an amount equal to half of your AD&D coverage as well as child coverage equal to 10% of your coverage per child.

# Benefits – Disability Insurance

GETTING YOU TO...PROTECTED



## SHORT TERM DISABILITY INSURANCE

Short-Term Disability (STD) provides income replacement while you are sick or hurt and unable to work. STD benefits start after a 7-day waiting period and continue for up to 180 days from the date of your disability. Cole Haan pays the full cost of STD insurance. Coverage is automatic and it is effective from your first day of employment. Your coverage is based on your salary and tenure with Cole Haan:

| LENGTH OF SERVICE | STD BENEFIT AMOUNT |
|-------------------|--------------------|
| 0-23 MONTHS       | 60% of Pay         |
| 24-59 MONTHS      | 80% of Pay         |
| 60 MONTHS OR MORE | 100% of Pay        |

## LONG TERM DISABILITY INSURANCE

Cole Haan offers a voluntary Long-Term Disability (LTD) program. The LTD plan replaces 60% of eligible income if you are medically disabled for more than 180 days (subject to special rules regarding pay from other sources).

The minimum LTD benefit is \$100 per month and the maximum is \$20,000 per month. LTD benefits are not considered taxable income. Employees pay the full cost of coverage which is based on your income; you must enroll for coverage.







New in 2022, Cole Haan offers you Voluntary Accident Insurance and Voluntary Hospital Indemnity Plan.

## ACCIDENT INSURANCE

Supplements your health insurance by providing cash benefits for covered accidental injuries requiring treatment, urgent care, or hospitalization. Adults with active recreational lifestyles (hikers, bikers, etc.) or sports participants, as well as families with children who often get injured playing with friends or during organized sporting events, should consider getting this coverage.

| COVERAGE LEVEL          | MONTHLY PREMIUM |
|-------------------------|-----------------|
| EMPLOYEE ONLY           | \$9.93          |
| EMPLOYEE AND SPOUSE     | \$15.79         |
| EMPLOYEE AND CHILD(REN) | \$18.82         |
| EMPLOYEE AND FAMILY     | 29.46           |

## HOSPITAL INDEMNITY

Supplements your health insurance by providing cash benefits when admitted to a hospital or intensive care unit (ICU) for a covered sickness or injury. It's an option for individuals covered by an HDHP, or for individuals who are living paycheck-to-paycheck with very little personal savings and expect a hospital stay.

| COVERAGE LEVEL          | MONTHLY PREMIUM |
|-------------------------|-----------------|
| EMPLOYEE ONLY           | \$23.46         |
| EMPLOYEE AND SPOUSE     | \$40.08         |
| EMPLOYEE AND CHILD(REN) | \$32.73         |
| EMPLOYEE AND FAMILY     | 58.62           |

### You are in Control

You can use the money for whatever they need while you recover. You can pay for medical expenses like copays and deductibles or put the money toward everyday living costs like utilities, groceries and childcare.

# Benefits – Vacation and Sick Time

GETTING YOU TO...BALANCED



## **VACATION TIME\***

Everyone deserves a little rest and relaxation. With Vacation Time, you are allocated a bank of time as of your hire date, and at the start of every Fiscal Year thereafter, to use as you need. Vacation time provides pay when you take a vacation, or you need to take care of personal business.

## **SICK TIME\*\***

Sick Time accrues in a separate bank from Vacation Time as of your hire date with Cole Haan. All employees can use your Sick Time after you have worked at least 90 days. You may accrue up to 80 hours of Sick Time at which point your accrual will stop until you use some of your time.

## A FEW VACATION AND SICK TIME TIPS

- If you have Vacation and/or accrued Sick Time, you need to use it before taking time off without pay.
- Any unused Vacation Time expires at the end of the Fiscal Year.
- Vacation and Sick Time are not paid out when your employment ends.
- You can record your time off as well as check your Vacation and Sick Time balances in UKG, our time tracking system.

Please review the Vacation and Sick Time policy on ADP under benefit resources for more information.

\*Certain exceptions apply for vacation only, due to state requirements.

\*\* New hire 90 day waiting periods apply to all, except New York employees.

# Benefits – Vacation and Sick Time



GETTING YOU TO... BALANCED

| LENGTH OF SERVICE WITH COLE HAAN   | VACATION TIME * (Full-Time Employees)   | SICK TIME ACCRUAL LIMIT (Full-Time Employees) |
|--|---|---|
| <b>NEW HIRES</b><br>(Vacation Time prorated based on quarter of hire.**)<br> | Hired in Q1: 120 hours<br>Hired in Q2: 80 hours<br>Hired in Q3: 40 hours<br>Hired in Q4: 24 hours<br> | 80 hours<br>                                  |
| <b>UP TO 3.99 YEARS</b><br>  | 120 hours<br>(15 days)<br>  | 80 hours<br>                                  |
| <b>4 YEARS UP TO 8.99 YEARS</b><br>  | 160 hours<br>(20 days)<br>  | 80 hours<br>                                  |
| <b>9 YEARS OR MORE</b><br>   | 200 hours<br>(25 days)<br>  | 80 hours<br>                                  |



\*If you are a California or Nebraska employee, please reference the Vacation Time Supplement with specific information for these geographic locations.

\*\*Quarters determined by Cole Haan's Fiscal Year Calendar which typically runs from June 1 through May 31.





From physical and mental wellness topics to financial and social wellbeing resources, WellBeing @ Cole Haan offers you access to wellbeing tools, resources, apps and programs. While not all may appeal to you, we're hopeful one will grab your attention and work for you where you are right now.

Visit The Well, our wellbeing resources site! Go to the ADP Portal's Quick Links and click on The Well to explore all your wellbeing tools!

### Cole Haan's Mission



Our mission is to TRANSFORM Cole Haan from a multi-million dollar U.S. footwear company to a multi-billion dollar global lifestyle brand.

### Quick Links

- My Pay Statements U.S.
- My Pay Statements - Canada
- RM Recruiter Log In
- Search Open Jobs
- UKG (Formerly Kronos)
- Company Policies
- Benefits Resources
- Leader's Guide
- Employee Assistance Program (EAP)
- FSA - My Spending Account
- Fidelity 401(k) Retirement Plan
- Comprehensive Learning
- Comprehensive Learning: MAC and Tablet Users
- CH Talent Management
- AllVoices
- The Well - WellBeing Resources **NEW CONTENT!!!**
- Employee Generated Content Program (EGC)
- Qualifying Live Event



## COLE HAAN DISCOUNT

Cole Haan believes in the products we create, and therefore encourages Cole Haan employees to wear our products.

We provide a 50% discount to you on eligible Cole Haan products purchased in our Retail Stores and online through [colehaan.com](http://colehaan.com). In addition, your family members will receive a 50% discount when they shop in our Retail Stores. It is a great way to save on Cole Haan merchandise.

## EMPLOYEE VOUCHERS

Each year you will also receive fifteen vouchers; with each voucher you receive an additional 50% off an eligible products purchased through [colehaan.com](http://colehaan.com).

## ADP LIFECARE

This Employee Assistance Program (EAP) provides confidential evaluations, counseling and referrals to help you manage life and relationships.

ADP LifeCare who uses a network of carefully chosen professionals who are trained and qualified to give you and your family the help you need. It's free, it's confidential and it's a great way to get the support you need. ADP LifeCare is available 24 hours a day, seven days a week, 365 days a year. You can reach them by phone at **1-800-697-7315**.

All Cole Haan employees are eligible for EAP services. Your dependents and members of your household are also eligible.

## ADP LIFEMART

Receive discounts on nationally recognized brand-name products and services and local retailers through LifeMart. You can access LifeMart through the Cole Haan Employee Portal.

## TOTAL PAY ® CARD

You can receive your pay on your Visa®-branded Total Pay® Card. Use it wherever Visa debit cards are accepted.

## METLIFE LEGAL

(MetLaw®) provides a variety of legal services from a network of experienced attorneys at a group rate. This program is available to employees who work at least 20 hours a week. Call 800.438.6388.



## **COLE HAAN DAY OF CARING**

Cole Haan is committed to supporting and encouraging its employees' contributions to charitable organizations. Our employees receive one paid day off per calendar year for time spent engaged in a community service activity with a qualified 501c3 non-profit organization. Cole Haan encourages you to volunteer in your own philanthropic interest areas to make a difference in your community.

## **COLE HAAN SCHOLARSHIP PROGRAM**

The Cole Haan Scholarship Program was established in memory of Mark R. Goodwin to provide scholarships based on scholastic achievement, qualities of leadership, community involvement and a spirit of cooperation to assist associates and their children meet the rising cost of education in accredited programs, colleges/universities, and vocational/technical schools.

## **MATCHING GIFTS PROGRAM**

Dollar for dollar, Cole Haan will match up to \$500 per calendar year in contributions you make to qualified 501c3 non-profit organizations.







Our benefit partners have great online tools and resources to help you get informed and be in full control of your benefits. Explore the web portals and apps below to access these great resources.

## 2022 BENEFITS PRESENTATION

Click on the icon below to learn more about your benefits!



| VENDOR                           | WEB  | APP                                  | PHONE          |
|----------------------------------|--|--------------------------------------|----------------|
| ADP PAYROLL/BENEFITS             | <a href="http://workforcenow.adp.com">workforcenow.adp.com</a>   | ADP Mobile Solutions                 | 1-855-344-7850 |
| ADP LIFECARE                     | <a href="http://workforcenow.adp.com">workforcenow.adp.com</a>   | ADP Mobile Solutions                 | 1-800-697-7315 |
| DELTA DENTAL OF NY               | <a href="http://deltadentalins.com">deltadentalins.com</a>   | Delta Dental                         | 1-800-932-0783 |
| FIDELITY 401(K)                  | <a href="http://401k.fidelity.com">401k.fidelity.com</a> or <a href="http://netbenefits.com">netbenefits.com</a> | Net Benefits                         | 1-800-821-6400 |
| UKG TIME & ATTENDANCE            | <a href="https://colehaan.kronos.net/wfc/logon">https://colehaan.kronos.net/wfc/logon</a>                        | UKG Workforce Central                | N/A            |
| METLIFE LEGAL                    | <a href="http://info.legalplans.com">info.legalplans.com</a>   | n/a                                  | 1-800-438-6388 |
| VSP                              | <a href="http://vsp.com">vsp.com</a>   | VSP Vision Care on the Go            | 1-800-877-7195 |
| UNITEDHEALTHCARE                 | <a href="http://welcometouhc.com">welcometouhc.com</a>   | UnitedHealthcare                     | 1-800-357-0978 |
| UNITED HEALTH CARE MEMBER PORTAL | <a href="http://myuhc.com">myuhc.com</a>   | Health4Me                            | 1-888-468-6979 |
| OPTUMBANK                        | <a href="http://optumbank.com">optumbank.com</a>   | Optum Bank                           | 1-800-791-9361 |
| WAGEWORKS                        | <a href="http://myspendingaccount.wageworks.com">myspendingaccount.wageworks.com</a>                             | Spending Account (CHSA)<br>WageWorks | 1-800-882-7018 |