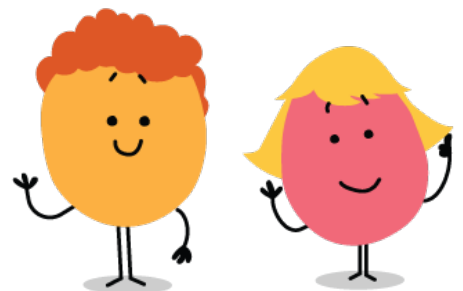


OMNIVISION[®]

2025

US Employee Benefits Guide



Welcome

It is OMNIVISION's goal to provide a comprehensive and competitive benefits package to help our employees meet their needs and the needs of their families. This booklet is intended to be an easy reference guide, providing summarized descriptions of key benefits available to you as an eligible employee of OMNIVISION.

Who is Eligible

All regular full-time and part-time employees working 30 or more hours per week are eligible to participate in OMNIVISION's health plans. Benefits begin on your date of hire. You may also enroll your eligible dependents onto the health plans. Your eligible dependents include:

- Spouse or registered domestic partner
- Children up to age 26, regardless of student status
- Children over the age of 26 who are physically or mentally incapable of self-support

When to Enroll

Eligible employees may enroll at the following times:

- Within 30 days of your date of hire or date of eligibility for benefits
- During annual open enrollment
- Within 30 days of a **Qualifying Event**

Qualifying Events:

- Change in marital status, including marriage, divorce or legal separation
- Change in number of dependents, including birth, adoption, placement for adoption or death of a dependent
- Loss of coverage
- Change in employment status for your spouse, domestic partner or dependent
- Moving out of a coverage service area

Note: Remember that coverage for a new spouse or newborn child is not automatic. If you experience a qualifying event, you have 30 days to update your coverage. Please contact Human Resources immediately to complete the appropriate election information as needed. If you do not update your coverage within 30 days from a qualifying event, you must wait until the next annual open enrollment period to update your coverage. Election changes must correspond with a qualifying event that affects eligibility for coverage.

How to Enroll

Log in to iSolved at:

<https://amcheck.myisolved.com>



Meet ALEX, Your Personal Interactive Benefits Counselor

Picking the right benefit plans can be a challenge.

- *Which medical plan is best for me?*
- *How much should I save in my flexible spending accounts?*
- *Should I get extra life insurance?*
- *Does a health savings account make sense for me?*

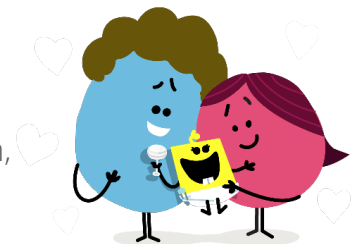


These decisions are important, and a lot goes into making the right choice. To make the process easier for you, OMNIVISION has adopted an easy-to-use online tool called **ALEX**.

How ALEX works is simple.

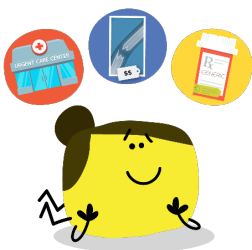
All you have to do is log on and respond to ALEX's questions. ALEX will prompt you for some basic information about you and your family and ask a few questions about your personal situation to help you figure out what to choose based on your responses (everything you indicate remains confidential, of course).

Talking with ALEX feels like having a conversation with a real person, and because ALEX uses simple language and avoids insurance jargon, the explanations and recommendations are easy to understand.



Also, because ALEX is available from any computer with an internet connection, you can use ALEX with your family as you consider your options. If you have any questions about how anything works, ALEX can walk you through them.

Start a conversation with ALEX today.
Visit: <https://www.myalex.com/omnivision/2025>



Note: ALEX does not create, receive, maintain, transmit, collect, or store any identifiable end-user information.



Medical Plan Options (California Only)

KAISER HMO - Kaiser offers a wide range of care and support to help you stay healthy. There are no deductibles to keep track of and virtually no paperwork to worry about for the services you receive. As a Kaiser member, you can receive medical care at any Kaiser facility. Simply present your ID card to receive services.

KAISER HSA - The Kaiser HSA plan is similar to the traditional Kaiser HMO plan, except it has a higher deductible and a lower monthly premium. Preventive care is still covered at 100% but most other services, including prescription drugs, will be covered after you meet your deductible. By selecting the HSA plan, you will be eligible to open an HSA bank account where you can set aside pre-tax dollars to help pay for eligible expenses. Additionally, OMNIVISION will provide a contribution into your HSA bank account. (See page 6 for more details.)

Note: The plan summaries below represent In-Network costs to you. Out-Of-Network services are not covered by the plan, except for emergency services.

Kaiser HMO and HSA plans are only available to California employees.

Plan Highlights	Kaiser HMO California	Kaiser HSA California
	In-Network Only	In-Network Only
Deductible (calendar year)		
Individual Coverage	\$0	\$2,000
Individual on Family Coverage	\$0	\$3,300
Family Coverage	\$0	\$4,000
Preventive Care	\$0	\$0
Physician Office Visit	\$30 per visit	\$30 after deductible
Specialist Office Visit	\$40 per visit	\$50 after deductible
Chiropractic Care^	\$15 per visit	\$10 after deductible
Acupuncture^	\$30 per visit	\$30 after deductible
Diagnostic Lab & X-ray	\$10 per encounter	\$10 after deductible
Advanced Imaging	\$100 per procedure	\$150 after deductible
Inpatient Hospitalization	\$500 per day (up to 3 days)	\$250 after deductible
Outpatient Surgery	\$250 per procedure	\$150 after deductible
Emergency Room	\$250 per visit (waived if admitted)	\$200 after deductible (waived if admitted)
Retail Pharmacy		
Generic / Tier 1	\$15	\$10 after deductible
Brand Name / Tier 2	\$35	\$30 after deductible
Non-Formulary Brand / Tier 3	\$35	\$30 after deductible
Specialty Items	30% to \$250	20% to \$250
Mail Order Pharmacy		
Generic	\$30	\$20 after deductible
Brand Name	\$70	\$60 after deductible
Non-Formulary Brand	\$70	\$60 after deductible
Out-of-Pocket Maximum		
Individual	\$3,000	\$3,600
Family	\$6,000	\$7,200

^Limits apply, please refer to your Plan Summary for details.

Medical Plan Options (All states)

ANTHEM PPO - Anthem Blue Cross plans give members access to one of the largest provider networks in the nation, with approximately 59,000 participating physicians and 400 hospitals. PPO plans give members the ability to self-direct their care and, if they choose, see any doctor (including specialists) without a referral.

ANTHEM HSA - The Anthem HSA plan is similar to the traditional Anthem PPO plan. It uses the same network of doctors and hospitals. However, Anthem HSA has a higher deductible and a lower monthly premium. Preventive care is still covered at 100% if in-network, but most other services, including prescription drugs, will be covered after you meet your deductible. By selecting the HSA plan, you will be eligible to open an HSA bank account where you can set aside pre-tax dollars to help pay for eligible expenses. Additionally, OMNIVISION will provide a contribution into your HSA bank account (see page 6 for more details).

Plan Highlights	Anthem PPO		Anthem HSA	
	In-Network	Out-of-Network*	In-Network	Out-of-Network*
Deductible (calendar year)				
Individual Coverage	\$500	\$1,500	\$2,000	\$6,000
Individual on Family Coverage	\$500	\$1,500	\$3,300	\$6,000
Family Coverage	\$1,500	\$4,500	\$5,000	\$12,000
Preventive Care	\$0	40% after deductible	\$0	40% after deductible
Physician Visit	\$10 copay	40% after deductible	20% after deductible	40% after deductible
Chiropractic Care^	\$10 copay (deductible waived)	40% after deductible	20% after deductible	40% after deductible
Acupuncture^	\$10 copay	40% after deductible	20% after deductible	40% after deductible
Diagnostic Lab & X-ray	20% after deductible	40% after deductible	20% after deductible	40% after deductible
Advanced Imaging	20% after deductible	40% after deductible	20% after deductible	40% after deductible
Inpatient Hospitalization	20% after deductible	40% after deductible	20% after deductible	40% after deductible
Outpatient Surgery	20% after deductible	40% after deductible	20% after deductible	40% after deductible
Emergency Room	\$300 copay per visit + 20% after deductible (copay waived if admitted)		20% after deductible	
Retail Pharmacy				
Lower Cost Generic / Tier 1a	\$10	50% up to \$250	\$5 after deductible	40% up to \$250 after deductible
Generic / Tier 1b	\$10		\$15 after deductible	
Brand Name / Tier 2	\$20		\$40 after deductible	
Non-Formulary Brand / Tier 3	\$40		\$60 after deductible	
Mail Order Pharmacy				
Generic / Tier 1a	\$10	Not covered	\$10 after deductible	Not covered
Lower Cost Generic / Tier 1b	\$10		\$30 after deductible	
Brand Name / Tier 2	\$40		\$100 after deductible	
Non-Formulary Brand / Tier 3	\$80		\$150 after deductible	
Out-of-Pocket Maximum				
Individual	\$3,500	\$10,500	\$4,250	\$12,750
Family	\$7,000	\$21,000	\$4,250/individual \$8,500/family	\$12,750/individual \$25,500/family

* Maximum Allowed Amount is the total reimbursement payable under the plan for covered services received from Non-Participating Providers. When using Out of Network providers, members are responsible for any difference between the covered expense & actual charges, as well as any deductible & percentage copay. Members are responsible for all charges above the maximum allowed amount.

^limits apply, please refer to your Plan Summary for details



Health Savings Account (HSA)

A Health Savings Account (HSA) is a personal account in which you and OMNIVISION can place tax deferred money. These funds are owned and controlled by you, and can be used to help pay for qualified first dollar expenses not covered by your high deductible health insurance plan, including copays and deductibles - tax free.

If you participate in one of the HSA compatible health plans, you will be eligible to set up a Health Savings Account (HSA) with Inspira Financial and contribute pre-tax dollars to help pay for eligible expenses. OMNIVISION will help fund your HSA account with semi-monthly contributions. If you are enrolled in self-only coverage, OMNIVISION will fund \$25 per paycheck into your HSA. If you are enrolled in family coverage, OMNIVISION will fund \$50 per paycheck into your HSA.

First, determine the maximum amount allowable using the table below. The amount you may contribute is the IRS annual maximum minus any employer contribution. You may contact your HR Department for assistance in determining the amount and frequency of your contributions. Your total annual contribution must not exceed the amount allowable by law. The IRS adjusts and publishes annual contribution amounts annually. Should you exceed the allowable contribution, you may be subject to an IRS tax penalty.

If you enroll in an HSA in the middle of a year, you are allowed to make a full year's contribution up to the IRS maximum allowed, provided that you remain covered by the HSA for at least the 12-month period following that year.

Use the table below to help determine the maximum contribution you can make.

Note: the IRS annual limits include the contributions made by both you and OMNIVISION.

	2025 Annual IRS Contribution Maximum	2025 Employer Contribution
Individual	\$4,300/ year	\$25 / paycheck
Family	\$8,550/ year	\$50 / paycheck
Catch-up Contribution for age 55+	\$1,000	N/A

Advantages of an HSA

- The tax benefits - contributions and interest earned are exempt from federal income tax
- The funds in an HSA can be used to pay for health care expenses of family members
- Unused funds roll over from year to year
- Your HSA, including OMNIVISION's contributions, stays with you even if you switch employers, change health plans or retire
- If you have an HSA somewhere else, you can transfer the balance to your new HSA
- Your money can earn interest — plus, you can enjoy investment options much like a 401(K) (*minimum balance required*)

To maintain HSA eligibility:

- You can't have other health coverage that pays for out-of-pocket health care expenses before you meet your plan deductible
- You or your covered spouse can't have a general-purpose health care flexible spending account (FSA) or health reimbursement arrangement (HRA)
- You can't have Medicare or TRICARE
- You can't be claimed as a dependent

When an employee terminates employment or moves out of the HDHP/HSA plan, their account moves from the active Employer group to the Retail group. While OVT absorbs all fees while you are an employee, kindly note that there are account fees you would be responsible for when you leave OVT or when you migrate to a non-HDHP/HSA plan and retain a balance in the HSA account. The fee schedule can be viewed online by logging into your Inspira Financial account.

\$ Flexible Spending Account

Inspira Financial (Formerly Payflex) - A Flexible Spending Account provides you the opportunity to pay for out-of-pocket health care, dependent day care, and/or commuter expenses with pre-tax dollars. The amount that you choose to contribute is taken out of your paycheck, making it easy to save for out-of-pocket expenses that you have during the plan year.

- **The General-Purpose Health Care Spending Account** is used to reimburse for out-of-pocket health care expenses such as office visit copays, prescription copays, vision expenses, and dental expenses. The maximum you can contribute to the Health Care Spending Account is \$3,300 per year.
- **The Limited Purpose Health Care Spending Account** is designed for HSA participants and is used to reimburse out-of-pocket dental and vision expenses only. The maximum you can contribute to the Limited Purpose Healthcare Spending Account is \$3,300 per year.
- **The Dependent Care Spending Account** is used to reimburse expenses related to the care of eligible dependents while you and your spouse work. The maximum you can contribute to the Dependent Care Spending Account is \$5,000 per year if you are a single employee or married and filing jointly, or \$2,500 per year if you are married and filing separately.
- **The Commuter Benefit** is used to pay for your commuting expenses, such as transit and parking, tax-free. This program allows you to purchase a variety of products to use when commuting and you can elect to have your order recur each month. The IRS limit is \$325 per month for public transportation and for parking.

Plan Rules

	Healthcare FSA Limited Purpose FSA	Dependent Care FSA	Commuter Benefits
Maximum Rollover Limit	\$660	Not eligible	Unlimited
Must incur claims by last day of employment or by	12/31/2025	3/15/2026	Not Applicable
Claims filing deadline	3/31/2026	3/31/2026	Not Applicable
What happens to unused funds	Except for \$660, lose it after 12/31/2025	Lose it after 3/15/2026	Lose it at time of termination
When can I change my election	Only during Open Enrollment or within 30 days of a qualifying event	Only during Open Enrollment or within 30 days of a qualifying event	Anytime

For a detailed list of eligible expenses, please visit Inspira Financial at:

<https://mybenefits.inspirafinancial.com/individual>

Note: If you opt-out of medical, dental, and/or vision, you are still eligible to participate in the Health Care Spending Account. You and your spouse may each enroll for up to the maximum for the 2025 tax year. Remember that you can each have an account but claims for expenses may only be charged to one account and cannot be charged for both.

For a Dependent Care Spending Account, the total per household must not exceed \$5,000 (\$2,500 each if married and filing separately) in accordance with IRS rules.



Dental Plan

ANTHEM - Regular visits to the dentist may do more than just brighten your smile—they can be important to your overall health. OMNIVISION's dental plan is administered through Anthem and is a Dental Preferred Provider Organization (PPO) plan that provides coverage for preventive care, basic care, major care, and orthodontia. The dental plan allows you to choose a PPO participating dentist. With the PPO plan, savings are possible because the participating dentists have agreed to provide care for covered services at negotiated rates.

Plan Highlights	In-Network	Out-of-Network*
Deductible	\$25 / Individual \$50 / 2 Members \$75 / Family	\$25 / Individual \$50 / 2 Members \$75 / Family
Diagnostic & Preventive Care	100% (deductible waived)	100% (deductible waived)
Basic Care	80%	80%
Major Care	50%	50%
Annual Maximum Benefit	\$3,000 per calendar year (per member)	
Orthodontia (adult & child 19 and under)	50% up to \$1,500 lifetime maximum	

*Reimbursement is based on the percentage of Usual, Customary and Reasonable (UCR) charges



Vision Plan

VSP - Vision insurance coverage is provided by VSP utilizing the **VSP Choice Network**, with over 50,000 preferred provider access points nationwide. Preferred providers offer the best value with exclusive discounts and convenient one-stop-shopping which includes exams and a great selection of eyewear.

Plan Highlights	In-Network
Office Visit / Examination (every calendar year)	Covered at 100% after \$20 copay
Materials Copay	\$20 copay
Lens Replacement (every calendar year)	
Single Vision	100% after copay
Bifocal Vision	100% after copay
Trifocal Vision	100% after copay
Frame Replacement (every other calendar year)	Plan pays up to \$200 + 20% off balance
Elective Contact Lenses (every calendar year)	Plan pays up to \$150

Your coverage with Out-Of-Network Providers: Get the most out of your benefits and greater savings with a VSP network doctor. Call Member Services for out-of-network plan details.



Basic Group Life, AD&D, Short Term and Long Term Disability (Company Paid)

THE STANDARD (Formerly Anthem) - Basic Group Life and Accidental Death and Dismemberment (AD&D), Short Term and Long Term Disability coverages are provided through The Standard. OMNIVISION pays 100% of the cost for these benefits. Additional Voluntary Life and AD&D insurance for employees, spouses, and/or children can be purchased through The Standard's Voluntary plan.

Short Term Disability is only available to non-California employees.

Coverage	Benefit Features
Basic Life Benefit (Employer Paid Premium)	2x annual salary to a maximum of \$600,000
Basic AD&D Benefit (Employer Paid Premium)	2x annual salary to a maximum of \$600,000
Short Term Disability (Employer Paid Premium) NON-CA employees only	55% of weekly salary to a maximum of \$2,000 per week 7-day waiting period
Long Term Disability (Employer Paid Premium)	60% of monthly salary to a maximum of \$12,000 per month 90-day waiting period
Voluntary Life and AD&D (Employee Paid Premium)	\$10,000 increments to a maximum of \$500,000 Guarantee Issue (for new hires only): \$100,000 See Plan Summary for spouse and child(ren) coverage



Employee Assistance Program (Company Paid)

CONCERN HEALTH (EAP) - Through CONCERN's Work/Life Services you have access to information, support, and resources to address practical issues such as buying a home, retirement planning, locating daycare centers or summer camps for children, Medicare questions, identifying services for elders in your families, considering education options, legal issues, and much more. They have certified financial planners, attorneys, childcare specialists, and gerontology specialists on staff to share their expertise.

EAP services include:

- Counseling
- Substance Abuse
- Parenting and Childcare
- Financial Coaching
- Legal Consultation
- Eldercare Resources
- Training
- Work/Life Balance



CONCERN offers a variety of self-help tools and resources to help you enhance productivity, resilience, and well-being. Log on to CONCERN's homepage and click on "Employee Guide" for access to the Resilience Hub and LifeAdviser websites.



Identity Theft Protection (Company Paid)

IdentityForce a TransUnion Brand (Formerly Sontiq) - Identity theft protection services are provided through IdentityForce, a TransUnion Brand, to all eligible employees plus all household family members at no charge. You can count on the assistance of a dedicated fraud specialist for any of these instances of identity theft or fraud. Call the member services hotline 24/7 at 855-441-0270 to speak with a fraud specialist if you or your dependent becomes a victim of ID theft.

Proactive Services

- External Breach Support
- Phish Assist
- Email Identity Support
- Social Media Identity Support
- Child Risk

Fraud Services

- Financial Identity Theft
- Tax Identity Theft
- Medical Identity Theft
- Financial Fraud



Personal Travel Assistance (Company Paid)

ANTHEM BLUE CROSS GENERALI GLOBAL ASSISTANCE - You can feel safe knowing that you can use travel assistance services 24 hours a day, seven days a week, even while you are on vacation! Generali Global Assistance or GGA can give you useful tips before you travel, such as vaccination and passport requirements, foreign exchange rates, travel advice and weather conditions. If you need emergency medical care while traveling, call GGA for a medical evaluation. If medically necessary, GGA will help with finding doctors, dentists, and medical facilities or setting up an emergency transfer if you're in the hospital, up to \$1,000,000, and much more!



Business Travel Medical Insurance (Company Paid)

CIGNA MEDICAL BENEFITS ABROAD - CIGNA MBA is available if you have an accident or illness while you are on an approved business trip for your employer outside your country of residence or permanent assignment. CIGNA maintains a health care facility directory, so you can always call the International Service Center to locate a network doctor or hospital. As a covered MBA international business traveler, you have access to any hospital, clinic, physician, or specialist worldwide, however, we recommend using network facilities as they are prescreened and may offer discounts to CIGNA customers. For optimal coverage, please call prior to securing services.

Visit www.CignaEnvoy.com to access services and to find a provider near you.

Username: 02878AMBA

Password: Cigna1





Retirement Savings - 401(k)

FIDELITY INVESTMENTS - Employees may contribute up to 90% of eligible compensation in the OmniVision Technologies 401(k) plan. Deferrals are 100% vested immediately. OMNIVISION may make a discretionary matching contribution to your account.

401(k) Eligibility Rules

Participant Eligibility	All regular full-time or part-time employees age 21 and over
Eligible Compensation	Base salary, overtime pay, profit sharing and bonuses
Non-eligible Compensation	Vacation sell back, relocation assistance, and expense reimbursements are NOT eligible

There are three types of contributions participants can make:

- Pre-Tax (Traditional) 401(k)
- Roth 401(k)
- After-tax (with optional Roth In-Plan Conversion)

Contribution Type	Tax @ Today	Tax @ Withdrawal	Earnings Grow Tax Free	Employer Match Eligible	Contribution Limit (and Catch-up Limits)
Traditional (Pre-Tax)	No	Yes	No	Yes	\$23,500 + \$7,500 (Age 50-59 or 64+) + \$11,250 (Age 60-63)
Roth	Yes	No	Yes	Yes	
After-Tax	Yes	Contribution - No Earnings - Yes	No	No	\$30,000

The 2025 IRS contribution limit for Traditional and Roth 401(k) is \$23,500 (excluding the employer match). The catch-up contribution limit for employees ages 50-59 or 64+ is \$7,500. The catch-up contribution limit for employees ages 60-63 is \$11,250.

Our plan allows for in-plan Roth conversions of your after-tax money source. This would allow you to convert your after-tax contributions (up to \$30,000/year) into your designated Roth account within your 401(k) plan. To initiate a Roth conversion, you will need to call Fidelity (1-800-835-5097) and ask to speak to an "After-Tax In-Plan Roth Conversion Specialist".

To enroll or access your account, log onto www.netbenefits.com. Questions regarding your retirement strategy? Contact John Hitch, Acrisure Retirement Services at (408) 350-5768 or jhitch@filice401k.com

OMNIVISION may change or amend its retirement savings plan at any time and does not guarantee it will continue to make contributions to any plan accounts.

VOLUNTARY BENEFITS



Group Accident & Critical Illness Insurance

METLIFE GROUP ACCIDENT INSURANCE - MetLife's accident insurance works to complement your medical coverage and pays you a lump-sum regardless of what your medical plan may or may not cover. The payment you receive is yours to spend however you like.

Plan offers:

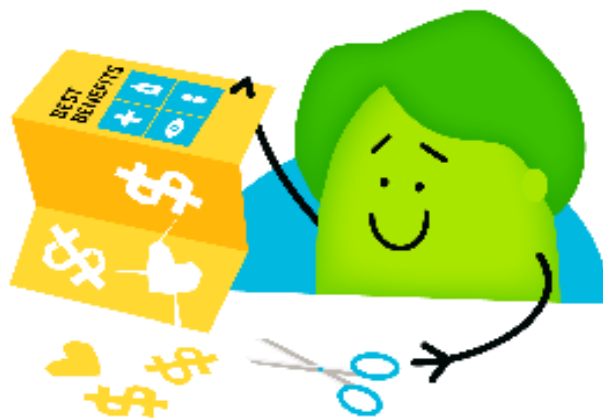
- **Annual Wellness Benefit of \$50 per insured, per year**
- Hospital Confinement Benefit
- Portability if you leave the company or retire
- Premiums are conveniently deducted from your paycheck

METLIFE GROUP CRITICAL ILLNESS INSURANCE - Critical illness coverage can help you cover the extra expenses associated with a serious illness. This coverage provides you with a lump sum benefit of \$10,000 or \$20,000 (depending on your election) upon initial diagnosis.

Covered Illnesses include:

- Heart Attack
- Stroke
- Kidney Failure
- Cancer
- Alzheimer's
- And more

The plan also offers an annual wellness benefit of \$50 per insured, per year.





Legal Plan

MetLife Legal Plans - Quality legal assistance can be pricey, and it can be hard to know how to find an attorney you can trust. With MetLife, you can have a team of top attorneys ready to help you take care of life's planned and unplanned legal events. The pre-paid legal plan includes services for:

- Estate Planning (Wills, Trusts, Power of Attorneys)
- Family & Personal Issues (Adoption, Prenuptials, Domestic Violence, Juvenile Court Defense)
- Civil Lawsuits (Litigation Defense, Small Claims)
- Vehicle & Driving (Repossession, Defense of Traffic Tickets)
- And more

www.legalplans.com



Pet Insurance

NATIONWIDE - Nationwide provides coverage for veterinary expenses related to accidents and illnesses. Policies are available for dogs, cats, birds, reptiles and other exotic pets.

- Use any Vet
- Accidents and Injuries
- Serious/Chronic Illnesses
- Surgeries and Hospitalizations
- X-Rays, MRI's and CT scans

Three easy ways to enroll:

1. Visit <http://www.petinsurance.com/ovt>
2. Visit www.PetsNationwide.com and enter OmniVision Technologies in the search box.
3. Call 877-738-7874 and mention that you are an employee of OmniVision Technologies and you will receive a discount on your policy.



Information at Your Fingertips

Employee Benefits Portal

Benefits Website - You can view detailed plan descriptions and plan documents on the OMNIVISION benefits website at:

<https://sp.ovt.com/hr/SitePages/Benefits.aspx>

iSolved - You will enroll onto benefits on the iSolved portal.

<https://amcheck.myisolved.com>

Username: OVT email address / First Time Password: Last 4 digits of your SSN

Payroll Portal

ADP WORKFORCE NOW - Employees can view their pay statements and W-2, view and update federal tax filing status (Form W-4), update banking information, submit and view vacation/sick time off requests and balances all in one portal:

<https://workforcenow.adp.com>

Personal Interactive Benefits Counselor

ALEX- Log on and respond to ALEX's questions to help you figure out what benefits to choose based on your responses.

Start a conversation with ALEX today. Visit: <https://www.myalex.com/omnivision/2025>



OMNIVISION's Benefits Team

OMNIVISION's benefits team is here to guide you through the often overwhelming and confusing issues regarding your health plans.

For HR related inquiries, you may contact us at hrbenefits@ovt.com

In addition, Acrisure, our external benefits broker, has a team of benefits representatives who can provide you with support on issues with your health benefits including:

- Benefits questions
- Plan education
- Claims
- Eligibility issues
- Provider relations

The Acrisure benefits team can be reached by email at ovtbenefits@acrisure.com



Holidays

OMNIVISION observes 12 paid holidays per calendar year.

- | | |
|--------------------|------------------------------------|
| • New Year's Day | • Thanksgiving Day |
| • Presidents' Day | • Day after Thanksgiving |
| • Memorial Day | • Christmas Day |
| • Independence Day | • Company Scheduled Winter Holiday |
| • Labor Day | (Dec 26, 2025 - Dec 31, 2025) |

**The holiday schedule may change from time to time based on company's discretion*

Vacation

Vacation is accrued based on the following schedule:

Years of Service	Accrual Total	Cap
1st - 5th years	3 weeks per year (15 days)	22.5 days / 180 hours
6th - 10th years	4 weeks per year (20 days)	35 days / 280 hours
11th + years	5 weeks per year (25 days)	45 days / 360 hours

**Once you reach your vacation cap, vacation will cease to accrue until some vacation is used. There is no retroactive grant of vacation for the period of time the vacation accrual was at the cap.*

Vacation Sell Back

Employees may sell back up to 120 hours of unused vacation hours per calendar year. The vacation sell back form is available on ADP WorkforceNow.

Sick Leave

Full-time and part-time employees may take up to 5 paid sick days per calendar year (*January 1st to December 31st*). Unused sick time is reset at the start of each calendar year.

Employee Referral Bonus

OMNIVISION offers generous bonuses for employees referring successful candidates. Please contact careers@ovt.com for further details.

Opt-Out Incentives

OMNIVISION offers eligible employees an opt-out incentive for opting out of our medical and/or dental plan/s. Employees who opt-out of OMNIVISION's medical and/or dental plans are ineligible to receive the opt-out incentives if they are enrolled as a dependent under another OMNIVISION employee's plan. Please see HR for the opt-out form/s. Opt-out incentives will be automatically included in the month end paycheck as taxable income. If you opt-out of OVT's medical and/or dental plan/s, you are still eligible to participate in our other benefit plans.

Note: For new employees with hire dates on the 16th through the end of the month, opt-out incentives will start on the first of the following month.

Medical Opt-Out \$300 per month

You may choose to opt-out of our medical coverage if you have other medical coverage through your spouse or parent. OMNIVISION offers a \$300 per month opt-out incentive to those who are eligible. To be eligible, you must provide proof of other creditable coverage. Individual market coverage does not qualify.

Dental Opt-Out \$35 per month (New in 2025!)

You may choose to opt-out of our dental coverage. OMNIVISION offers a \$35 per month opt-out incentive to those who opt-out of our dental plans. You do not need proof of other coverage to be eligible.

Employee Semi-monthly Contributions

Benefit	Carrier	Plan	Employee Only	Employee + Spouse	Employee + Child	Employee + Children	Employee + Family
Medical	Kaiser (CA only)	HMO	\$65.50	\$283.50	\$241.50	\$241.50	\$501
		HSA	\$17	\$189.50	\$156.50	\$156.50	\$361.50
	Anthem	HSA	\$16	\$152.50	\$133	\$133	\$254.50
		PPO	\$41.50	\$208	\$152.50	\$152.50	\$333
		Blue Card PPO (Non-CA only)	\$37	\$185	\$135.50	\$135.50	\$295.50
Dental	Anthem	Dental	\$4	\$24.50	\$30	\$30	\$56.50
Vision	VSP	Vision	\$0.50	\$1.50	\$1.50	\$4	\$4
Life/AD&D, Short Term Disability, Long Term Disability	The Standard	Life & Disability	OMNIVISION pays 100% of Basic Life/AD&D and Disability premium Employee pays voluntary insurance premiums				
Identity Management	IdentityForce a Transunion brand	Identity Theft Protection	OMNIVISION pays 100% of the ID Theft Protection premium for employees and up to 4 dependents				
Voluntary Benefits	Hyatt Legal Plans (MetLaw)	Legal Plan	Individual or Family: \$10.50				
	MetLife	Accident	\$7.28	\$12.67	\$14.39	\$14.39	\$18.02
		Critical Illness	Critical Illness rates are age-rated, please see plan summary				

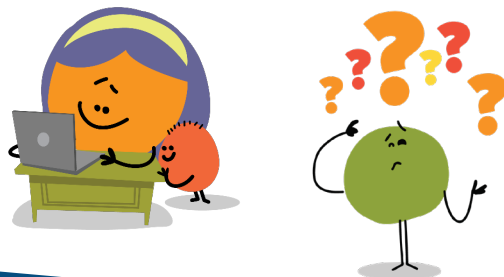
While we have made every attempt to ensure that the information contained in this document is complete and accurate, it is a summary that is not intended to provide a complete plan description and we cannot be held responsible for any errors or omissions. You should refer to the Summary Plan Description (SPD) and Evidence of Coverage (EOC) booklets for plan information. In the event of an actual or apparent conflict between this summary information and the SPD or EOC, the provisions of the SPD or EOC will prevail.

IMPORTANT - All official documents relating to the OmniVision Technologies Employee Benefits Program, including the Summary Plan Descriptions, HIPAA Privacy Notice, Medicare Part D Notice and any other relevant Plan Documents or Notices, are available electronically through the OVT intranet employee benefits page at <https://mybenefits.cc/ovt25/required-postings/>. You may also receive a paper copy of any of the documents by contacting HR.

Benefits Plan Contacts

Carrier/Vendor	Group Number Reference ID	Phone Number	Website
Kaiser - HMO & HSA	601076	800.464.4000	www.kp.org
Anthem - PPO (CA)	165387M001	800.888.8288	www.anthem.com/ca
Anthem BC - PPO (Non-CA)	165387M017	800.888.8288	www.anthem.com/ca
Anthem - Dental	1653870016	844.729.1565	www.anthem.com/ca
Anthem - H.S.A. (CA single)	165387M035	800.888.8288	www.anthem.com/ca
Anthem - H.S.A. (CA family)	165387M038	800.888.8288	www.anthem.com/ca
Anthem BC - H.S.A. (Non-CA single)	165387M041	800.888.8288	www.anthem.com/ca
Anthem BC - H.S.A. (Non-CA family)	165387M044	800.888.8288	www.anthem.com/ca
Anthem Rx	N/A	833.261.2460	www.anthem.com/ca
VSP Vision	30078490	800.877.7195	www.vsp.com
The Standard - Life	1653870007	800.552.2137	www.anthemlife.com
The Standard - AD&D	1653870008	800.552.2137	www.anthemlife.com
The Standard - STD	1653870014	800.232.0113	www.anthemlife.com
The Standard - LTD	1653870015	800.232.0113	www.anthemlife.com
The Standard - Employee Vol. Life	1653870009	800.552.2137	www.anthemlife.com
The Standard - Spouse Vol. Life	1653870010	800.552.2137	www.anthemlife.com
The Standard - Employee Vol. AD&D	1653870011	800.552.2137	www.anthemlife.com
The Standard - Dependent Vol. Life	1653870012	800.552.2137	www.anthemlife.com
The Standard - Dependent Vol. AD&D	1653870013	800.552.2137	www.anthemlife.com
Inspira Financial - FSA, HSA & Commuter	113027	844.729.3539	https://mybenefits.inspirafinancial.com/individual
Fidelity - 401(k)	19053	800.835.5097	www.netbenefits.com
Travel Assistance Generali Global Assistance	N/A	U.S. & Canada: 866.295.4890 Other locations: 202.296.7482	www.anthem.com/ca
MetLife Legal Plans	5966261	800.438.6388	www.legalplans.com
TransUnion	N/A	855.441.0270	www.identityforce.com
CIGNA MBA	02878A	U.S.: 800.243.1348 Outside U.S.: 302.797.3535	www.cignaenvoy.com
Acrisure	Service Team	ovtbenefits@acrisure.com	www.acrisure.com/west
Acrisure Retirement Services	John Hitch	408.350.5768 jhitch@filice401k.com	www.acrisure.com/west
Nationwide Pet Insurance	OmniVision Technologies	877.738.7874	www.petinsurance.com/ovt
MetLife Accident & Critical Illness Insurance	5966261	800.438.6388	www.metlife.com
CONCERN HEALTH (EAP)	OVT	800.344.4222	www.employees.concernhealth.com

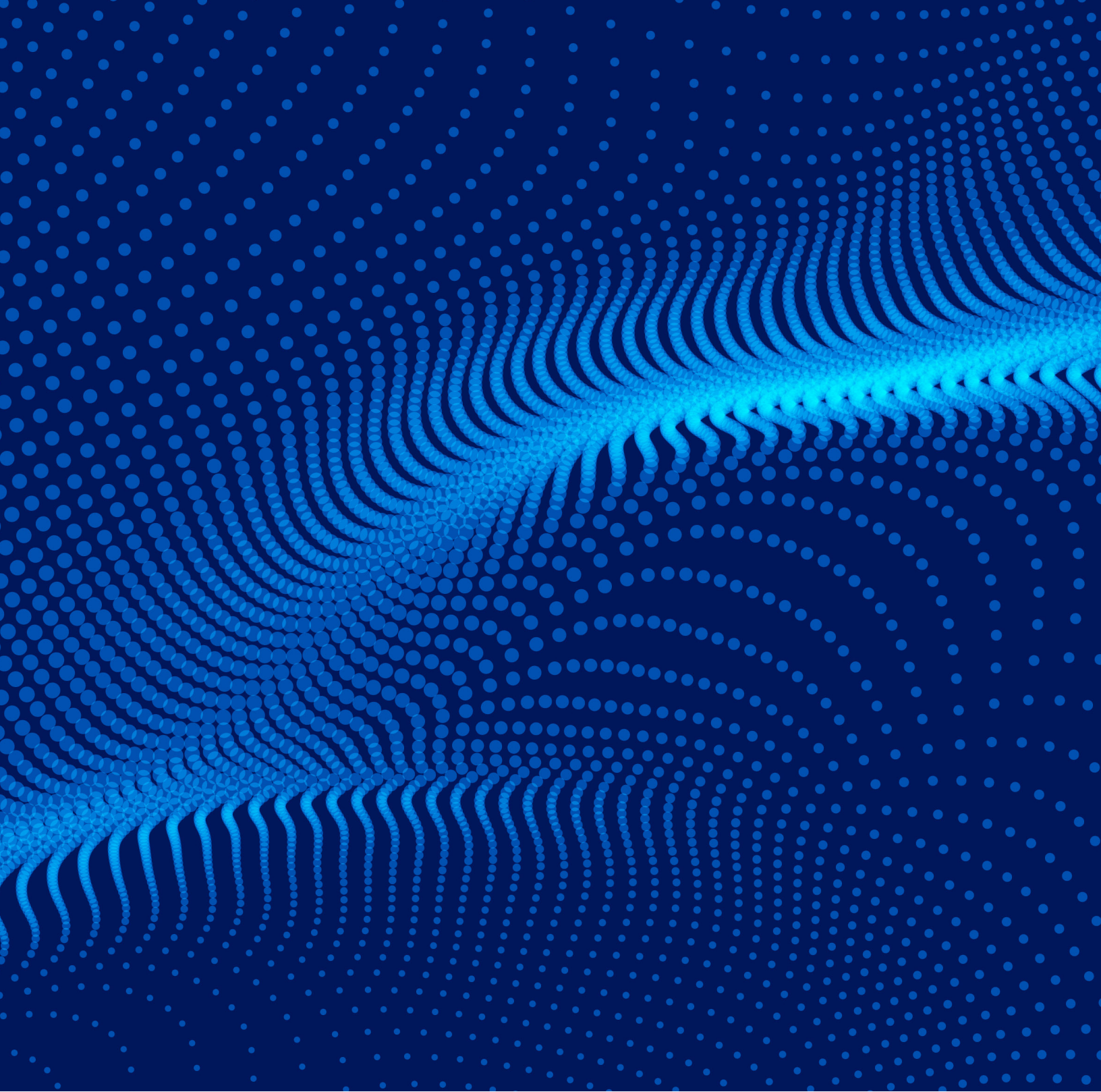
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Notes

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