



Pay and Benefits Upon Termination

This is a summary of the final pay and benefits affecting terminated employees. This document is to be used as a guide. It does not include all of the specific requirements with regards to the extension of benefits or other company policies. If you have questions about your benefits, please contact the Graco Benefits department at 612-623-6616 or benefits@graco.com.

Final Paycheck and Workday Access

You will be paid for hours worked through your termination date. You will receive pay for accrued but unused vacation hours. Vacation cannot be used to extend your employment. Employees on a leave of absence who do not return to work will not receive accrued hours for the time they were out, however vacation credited prior to the commencement of the leave, but not used during the leave, will be paid.

You will have limited access to [Workday](#) after your termination date for a period of 18 months. Your access will grant you the ability to download W-2s and payslips, as well as review your contact information. To log in to [Workday](#), you would use the same username, which is your employee ID with two preceding zeros, and your most recent password. You will be required to complete multi-factor authentication through SMS, email or answering your Challenge Questions. If you need assistance with your password or updating your multi-factor authentication method, please contact HRIS by emailing workday@graco.com or calling 1-844-365-7501. [Workday](#) can be accessed by going to www.mybenefits.graco.com.

Medical (including pharmacy), Dental and Vision Insurance

If at termination you were enrolled in the Graco medical, dental and/or vision plan, your coverage will end on the last day of the month of your termination date. Federal law requires that Graco provide you and/or your dependents the right to continue coverage under the group plan for 18 months. You will receive information regarding your ability to continue coverage, commonly known as COBRA. Graco's COBRA administrator, Benefit Resource (BRI), will mail this information to you. Please review this information and respond by the deadline *if* you would like to elect coverage. If you have questions about COBRA, contact Benefit Resource (BRI) at 866-996-5200.

You and your family will have access to RxSavingsPlus, a prescription drug discount program that can help you save up to 80% on generic medications and up to 40% on brand-name drugs at more than 65,000 participating pharmacies nationwide. All terminated employees and their dependents, regardless of age, are eligible for this benefit and there is no cost to enroll. You can get a card by visiting www.rxavingsplus.com/graco and providing your email address and following the instructions on the screen. You are responsible for paying the full amount of the discounted price of your medication at the time of purchase. To see how much you'll save at your local pharmacy, visit www.caremark.com/drugdiscounts.

Please note, this program is NOT part of the Graco medical plan and your expenses would not accumulate towards your medical and/or prescription deductible and/or out of pocket maximum if you enroll in medical COBRA mentioned above.

Life Insurance, Accidental Death and Dismemberment (AD&D) Insurance and Disability

Life insurance will end on the last day of the month of your termination date. You may continue your group life insurance for up to 18 months. Information about this option will be included with the COBRA information that Benefit Resource (BRI) mails to your home address. Another option is to convert or port your life coverage to an individual policy. The conversion/portability forms may be requested by sending an email to benefits@graco.com or calling 612-623-6616. You must apply for conversion or portability within 30 days of your coverage end date.

AD&D and Disability coverage will end on your last day of employment and there is no provision to extend coverage.

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Flexible Spending Accounts (FSA) and Health Savings Account (HSA)

If you were enrolled in a health care Flexible Spending Account (FSA), your account will terminate on your last day of employment. Federal law requires that Graco provide you with the right to continue your health care FSA coverage under the group plan through the remainder of the year if you have contributed more to your account than you have spent in the Plan Year. You will receive information regarding your ability to continue coverage, commonly known as COBRA, from Benefit Resource (BRI). Please review this information in detail and respond by the deadline *if* you would like to elect coverage. If your healthcare FSA contains your election amount and/or carryover funds, you will have 90 days after the Plan Year ends to submit expenses incurred prior to your termination date.

If you were enrolled in a Dependent Care FSA, your account will terminate on your last day of employment and no further contributions can be made. However, after your termination date you can continue to use the funds contributed to your Dependent Care FSA for eligible expenses incurred through the end of the Plan Year. You will have 90 days after the Plan Year ends to submit any eligible Dependent Care FSA expenses.

If you contributed to a Health Savings Account (HSA) and have a balance after you leave Graco, you can continue to use your dollars to pay for eligible expenses as you receive care, or save it for the future. As a reminder, you may only continue to contribute to your HSA if you meet the eligibility requirements: you must be enrolled in a High Deductible Health Plan, you must not be covered by any other health plan that is not a high deductible health plan, you must not be enrolled in Medicare, TRICARE, or have received any Veterans Health Administration benefits in the last three months, and you must not be claimed as a dependent on someone else's tax return. Contact Graco's HSA administrator, Further at 800-859-2144 or visit www.hellofurther.com for more information.

Critical Illness, Accidental Injury, Supplemental Hospital Care, ID Security and Legal Insurance

Critical Illness, Accidental Injury and Supplemental Hospital Care Insurance

If you were enrolled in critical illness, accidental injury and/or supplemental hospital care insurance, your coverage will end on the last day of the month of your termination date. All plans allow you to continue this coverage at the time you leave Graco until you reach age 100. This continuation feature requires that you have been covered under the policy for at least 12 months and you are under age 70 at the time you chose to continue coverage. Rates may change under the terms of the policy and premiums would be paid directly to Cigna after you leave Graco. For more information and/or to continue your coverage, please contact Cigna, Graco's administrator, at 800-754-3207.

ID Security Insurance

If you were enrolled in the ID security plan, your coverage will end on the last day of the month of your termination date. This plan allows you to continue this coverage at the time you leave. You will pay the same rate you were paying as an active employee, however premiums would be paid directly to Allstate after you leave Graco. For more information and/or to port your coverage, please contact Allstate at 800-789-2720.

Legal Insurance

If you were enrolled in the legal plan, your coverage will end on the last day of the month of your termination date. This plan allows you to continue this coverage at the time you leave. Rates may change under the terms of the policy and premiums would be paid directly to ARAG after you leave Graco. For more information and/or to convert your coverage, please contact ARAG at 800-247-4184.

401(k), Employee Stock Purchase Plan (ESPP), Stock Option Grants and Pension

Employee Investment Plan – 401(k)

You are eligible to roll over your account to a qualified plan or request a distribution from your 401(k) account. A request for distribution of your plan assets can be made after your last day worked. Please contact Empower Retirement at 855-444-8588 or www.gracoretire.com to request a distribution packet and/or receive account balance information.

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This packet will have information regarding your distribution options and include all necessary forms. If you currently have an outstanding loan through the 401(k) plan, there are two options available to you for repayment of this loan. To exercise any one of these options listed below, please contact Empower Retirement directly at 855-444-8588.

- You may elect to receive your account balance as a distribution (i.e. no additional loan payments will be required). In doing so, the unpaid loan principal will be considered part of your taxable distribution.
- Your outstanding loan balance may be pre-paid prior to your account distribution to avoid tax penalties.

Employee Stock Purchase Plan (ESPP)

If you are enrolled in the current Graco ESPP Year and terminate on or before February 28/29, you are not eligible to purchase shares. You will receive a lump sum distribution of your cash account balance on your final paycheck. The distribution will include all of your contributions to the Plan since the Plan Year began on March 1.

If you retire between December 1 – February 28 (or 29) and meet the retiree eligibility criteria of age 55 with 10 years of service or age 65, you may leave the accumulated contributions in the Plan and purchase shares of Graco Stock similar to any active participant. If this is your choice, and you would like all of your contributions used to purchase shares, no action is required.

- Shares purchased prior to 2015 are held at EQ. To obtain information and/or access your account, call 800-468-9716 or login to www.shareowneronline.com.
- Shares purchased 2015 and after are held at Computershare. To get information and/or to access your account, call 855-444-8588 or login to www.gracoretire.com.

Stock Option Grants

In the event you have stock options, termination may impact your ability to exercise. Complete details of your stock options and the ability to exercise your options are available on www.gracoretire.com. If you have specific questions regarding Stock Option Grants, you may contact Janel French, Graco's Treasury Manager, at 612-623-6729.

Pension Plan

If you were employed on or before December 31, 2005, you *may* be eligible to receive a benefit from the Graco Pension Plan. Contact Milliman at 800-638-9446 for more information.

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Important Contacts

The Graco Benefits department may be reached at 612-623-6616 or via email at benefits@graco.com.

Benefit	Insurance Carrier	Phone / Website
Medical	BlueCross BlueShield of MN Network: Blue Cross Aware (MN Residents) BlueCard PPO network (Non-MN Residents)	651-662-5104 / 866-873-5657 www.bluecrossmnonline.com
Prescription Drugs	CVS Caremark	833-741-1367 www.caremark.com
Employee Assistance Program	Unum/Health Advocate	800-854-1446 (multi-lingual) www.unum.com/lifebalance
Dental	Delta Dental of MN Network: Delta PPO & Delta Dental Premier	800-448-3815 www.deltadentalmn.org
Vision	VSP Vision Care Network: VSP Signature	800-877-7195 www.vsp.com
Flexible Spending and Health Savings Accounts	Further	800-859-2144 www.hellofurther.com
Wellness Program	Bravo Wellness	877-662-7286 www.bravowell.com/graco
Medical Condition Support	Livongo	800-945-4355 go.livongo.com/graco code: GRACO
Critical Illness, Accidental Injury and Supplemental Hospital Care	Cigna	800-754-3207 www.cigna.com
Supplemental AD&D Insurance	New York Life	800-732-1603
Basic Life, AD&D, Supplemental Life and Dependent Life Insurance	Unum	800-421-0344 www.unum.com
Short-Term Disability, Salary Continuation and FMLA	Graco	763-251-5769
Long-Term Disability	Unum	800-858-6843
Legal Insurance Plan	ARAG	800-247-4184 www.ARAGlegal.com/plans Access code 18599gr
ID Security Insurance Plan	Allstate	800-789-2720 www.myaip.com
401(k), Employee Stock Purchase Plans (ESPP) and Stock Option Grants	Empower Retirement	855-444-8588 www.gracoretire.com
ESPP Shares purchased prior to 2015	EQ by Equiniti	800-468-9716 www.shareowneronline.com
Milliman	Pension	800-638-9446
COBRA	Benefit Resource (BRI)	866-996-5200