HEALTH & WELLNESS
MTD PRODUCTS INC

GROWING TOGETHER

MTD Open Enrollment for 2022 Benefits

October 29 - November 12, 2021

While our benefits haven't changed much since last year, that doesn't mean your needs have stayed the same. It's important to take a fresh look and decide which options best fit your and your family's specific situation for the year ahead. As always, we want to make sure you're aware of and take full advantage of MTD's entire Total Rewards offering.

What's New for 2022?

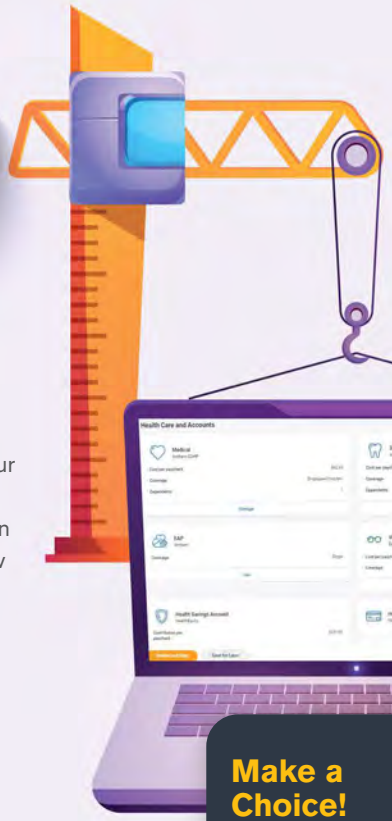
Learn about plan updates and the numerous programs to benefit you and your family. For more detailed information about all your options, check out the *2022 Benefits Guide*, which is available on *The Backyard*, Workday®, and the MTD Benefits Wallet Card.

Consider the Options

Whether your family situation has changed or remains the same, the right coverage level and choice between the PPO or Consumer-Driven Health Plan (CDHP) with Health Savings Account (HSA) are crucial. Refer to the examples and make an informed decision.

Here to Help

MTD offers many benefits and resources that help you not only become and stay healthy, but manage your personal life through challenging times. Learn what those are and how to access them.



Same Great Benefits. Fresh New Look.

We've done a facelift on our enrollment website, and we think you'll like what you see!

Benefits Options You Can Elect or Change During Open Enrollment:

- Medical/Prescription Drug Coverage: Two options
- Health Savings Account*
- Dental: One option
- Vision: One option
- Flexible Spending Accounts* (FSAs): Two accounts are available to help you set aside tax-free money to save on health care and day care expenses.
- Voluntary products: Prudential



Other Benefits Offered by MTD:

- ConsumerMedical®
- Employee Assistance Program (EAP)
- Torchlight™ Caregiver Support
- Disability Coverage
- EstateGuidance® Program

** You must make new elections for 2022; it will not default to your 2021 choices.*



Make a Choice!

- **If you do not select a medical plan as part of the Open Enrollment process for 2022, you will automatically be enrolled in the CDHP at your current coverage level (coverage levels include: waived, employee, employee/spouse, employee/child(ren), family).**
- **FSA & HSA Contributions require an active election each year.**
- **All other current benefits elections will continue for 2022 if you do not enroll by the deadline.**

Medical Plan Options for 2022

The chart below shows the highlights of In-Network coverage only. You can also choose to receive care outside of the plans' networks of providers, but when you do, costs are typically higher. Refer to your *2022 Benefits Guide* for details. It's available on *The Backyard*, Workday®, and the MTD Benefits Wallet Card.

	CDHP with HSA	PPO
Payroll deduction rates (Bi-weekly amounts and assuming non-tobacco user)*	Employee: $20.35 | Employee plus spouse: $52.11 Employee plus child(ren): $42.63 | Family: $70.92	Employee: $64.59 | Employee plus spouse: $144.86 Employee plus child(ren): $119.58 | Family: $201.14
MTD annual contribution to your Health Savings Account	Employee: $500 | Employee plus spouse: $750 Employee plus child(ren): $750 | Family: $1,000	N/A
Annual deductible	Individual: $1,500 | Family: $3,000** (non-embedded accumulation)	Individual: $850 | Family: $1,700
Annual out-of-pocket maximum (includes deductible, copays, and coinsurance)	**Medical/prescription (combined):** Individual: $3,700 | Family: $7,400 (embedded accumulation)	**Medical:** $3,500 individual | $7,000 family **Prescription drugs:** $3,350 individual | $6,700 family
What You Pay When You Receive Health Care		
Preventive care	0% (no deductible)	
Office visit	20% after deductible	$25 primary | $40 specialist
Emergency room	20% after deductible	$200 + 20% after deductible (copay waived if admitted)
Hospitalization	20% after deductible (10% at Blue Distinction Total Care)	
Prescription drugs	Copay after deductible	Copay

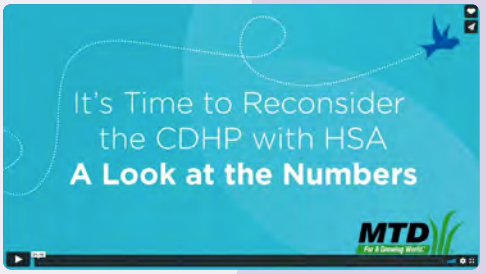
**Tobacco-user rates add $23.07 per bi-weekly pay. Your health is important to us. If you find this requirement unreasonably difficult, there may be an alternative standard for you to complete to qualify for the premium discount. Please contact HR for more details.*

***The entire deductible for family coverage must be met before a claim can be paid for any family member. If multiple family members have claims, the CDHP may begin to pay benefits once $3,000 in total claims are incurred. The CDHP Out-of-Pocket Maximum for an individual within a family unit is $3,700.*



Seeing is Believing

Thinking about making the move to MTD's popular Consumer-Driven Health Plan (CDHP) with Health Savings Account (HSA)? Scan this code with your phone to check out our video.



Build Your HSA

Pay for eligible expenses now and in the future. If this is your first year in the CDHP, your HSA will be opened automatically and MTD will contribute to your account in January 2022.



Coverage	MTD Contributes	You Can Contribute up to	IRS Annual Limit	Catch-Up Contribution
Employee	$500	$3,150	$3,650	Contribute an additional $1,000 (for you and your spouse) if you are age 55 or older in 2022.
Employee + Spouse	$750	$6,550	$7,300	
Employee + Child(ren)	$750	$6,550	$7,300	
Family	$1,000	$6,300	$7,300	



Which Medical Plan Option is Best for You?

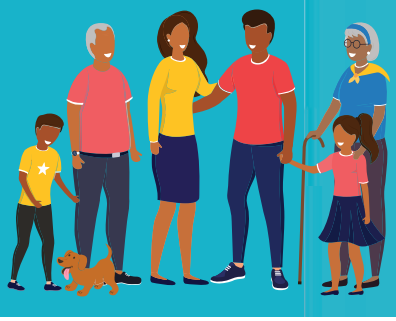
One important consideration is estimating what your health care costs might be with each plan. The following examples may help you understand how your share of the costs could add up in one calendar year.

	CDHP with HSA	PPO
FAMILY who uses **a lot** of health care 20 office visits + $25,000 other medical charges + 7 prescriptions per month (4 generic, 2 formulary brand, 1 specialty)	**$1,844** payroll deductions **$7,400** deductibles, copays, & coinsurance **- $1,000** MTD contribution to HSA **Total Cost to You $8,244** *reduced by $1,860 if you contribute $6,200 to HSA*	**$5,230** payroll deductions **$9,706** deductibles, copays, & coinsurance **Total Cost to You $14,936**
SINGLE who uses **a lot** of health care 10 office visits + $13,000 other medical charges + 5 prescriptions per month (2 generic, 2 formulary brand, 1 specialty)	**$529** payroll deductions **$3,700** deductibles, copays, & coinsurance **- $500** MTD contribution to HSA **Total Cost to You $3,729** *reduced by $930 if you contribute $3,100 to HSA*	**$1,679** payroll deductions **$6,133** deductibles, copays, & coinsurance **Total Cost to You $7,812**
FAMILY who uses **little** health care 5 office visits + $2,000 other medical charges + 2 prescriptions per month (2 generic)	**$1,844** payroll deductions **$2,918** deductibles, copays, & coinsurance **- $1,000** MTD contribution to HSA **Total Cost to You $3,762** *reduced by $1,860 if you contribute $6,200 to HSA*	**$5,230** payroll deductions **$2,091** deductibles, copays, & coinsurance **Total Cost to You $7,321**
SINGLE who uses **no** health care **$0** preventive care	**$529** payroll deductions **- $500** MTD contribution to HSA **Total Cost to You $29**	**$1,679** payroll deductions **Total Cost to You $1,679**

These are hypothetical scenarios to help you consider different types of costs. All examples are based on 1) non-tobacco rates for payroll deductions, 2) In-Network services, and 3) mail-order copays for prescription drugs. HSA tax savings are based on 30% total taxes (including federal, state, and FICA). Your tax rates may be different. The examples are also based on many other assumptions, such as the specific cost of each medical service received. Your situation will be different, but we hope these examples are helpful in choosing a medical plan option. **Please keep in mind that if you elect the CDHP, all of your prescription expenses will apply to the deductible first. Once you satisfy your deductible, the prescription drug copays will apply.**

Living Well

Committed to Your Wellbeing



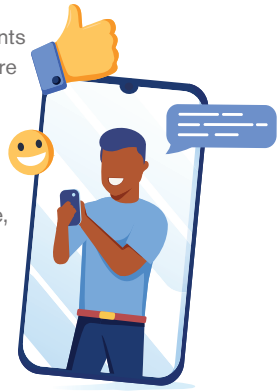


Telehealth

The past two years have taught us to appreciate *LiveHealth Online*®, an easy and efficient way to access the care and support you need 24/7/365. Have a private and secure video visit with a doctor or therapist on your smartphone, tablet, or computer with a webcam — without leaving home. **www.livehealthonline.com**

Healthcare Guidance

ConsumerMedical® helps participants navigate the ever-complex healthcare system and access care from the highest-quality providers — leading to better health outcomes and lower costs. Receiving expert medical guidance is quick and easy by mobile device, computer, or phone, and can often result in avoided surgery or a less-invasive treatment. **1-888-361-3944** or **www.consumermedical.com**



Employee Assistance Program (EAP)

We all need a little help sometimes. Provided by Anthem, The EAP is a complimentary program for you and members of your family. The service is 100% confidential and MTD doesn't see any employee information. The EAP can help with a broad range of everyday matters including finances (saving for college, getting out of debt), legal issues (divorce, bankruptcy, estate planning), or personal (depression, substance abuse, relationships) concerns. They can even help you find childcare or a pet sitter! **1-800-865-1044** or **www.anthemeap.com | login: MTD**

Caregiver Support

Torchlight™ can help find real-time solutions on hundreds of topics for the modern caregiver. They provide important resources and support when it comes to dealing with the complexities of elder and child care. **1-844-693-3477** or **https://mtd.torchlight.care**

Diabetes Prevention

Working with *Lark*®, an innovative year-long Diabetes Prevention Program, members learn to apply changes to their diet, physical activity, sleep habits, stress management, and more through interactive coaching. **www.lark.com**

Retirement Review

It All Starts with a Plan

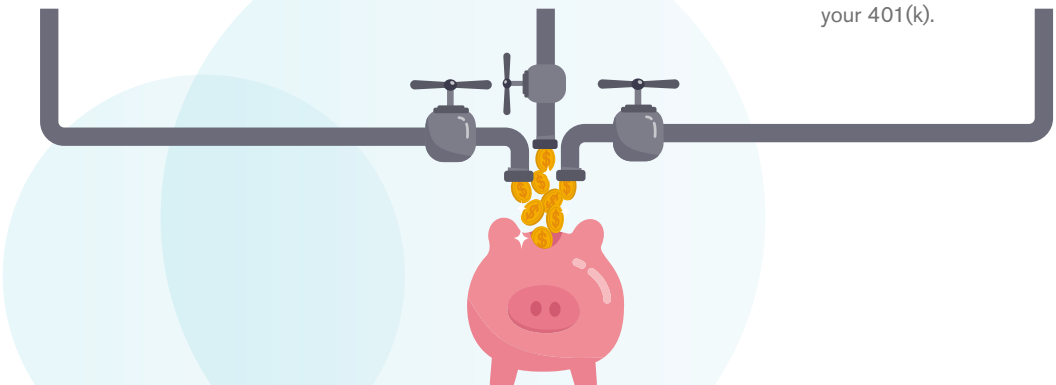
MTD offers financial planning to all employees at no cost. Not sure how to maximize savings? Heading into retirement and want to know how to coordinate spending from plans and where to pull dollars for different expenses (i.e., health care versus other expenditures)? For answers and to learn more, click on the Financial section of the Benefits Wallet Card.

How Much is Enough?

It's a great time to review the amount you're contributing to the 401(k) plan. If you aren't saving at least 5% of each pay, you're leaving money on the table that will help you save for a comfortable retirement in the years ahead. If you're already in the plan, please consider saving at a rate of at least 5% per pay to receive the full benefit of the employer matching contribution.

Don't Forget Your HSA

Often overlooked, a Health Savings Account is a valuable retirement savings vehicle. While an HSA can only be used for eligible healthcare expenses before age 65 (without penalty), you can use it tax-free for eligible healthcare expenses or take taxable distributions once you hit that milestone. After 65, you can spend the money on virtually anything — just like with your 401(k).

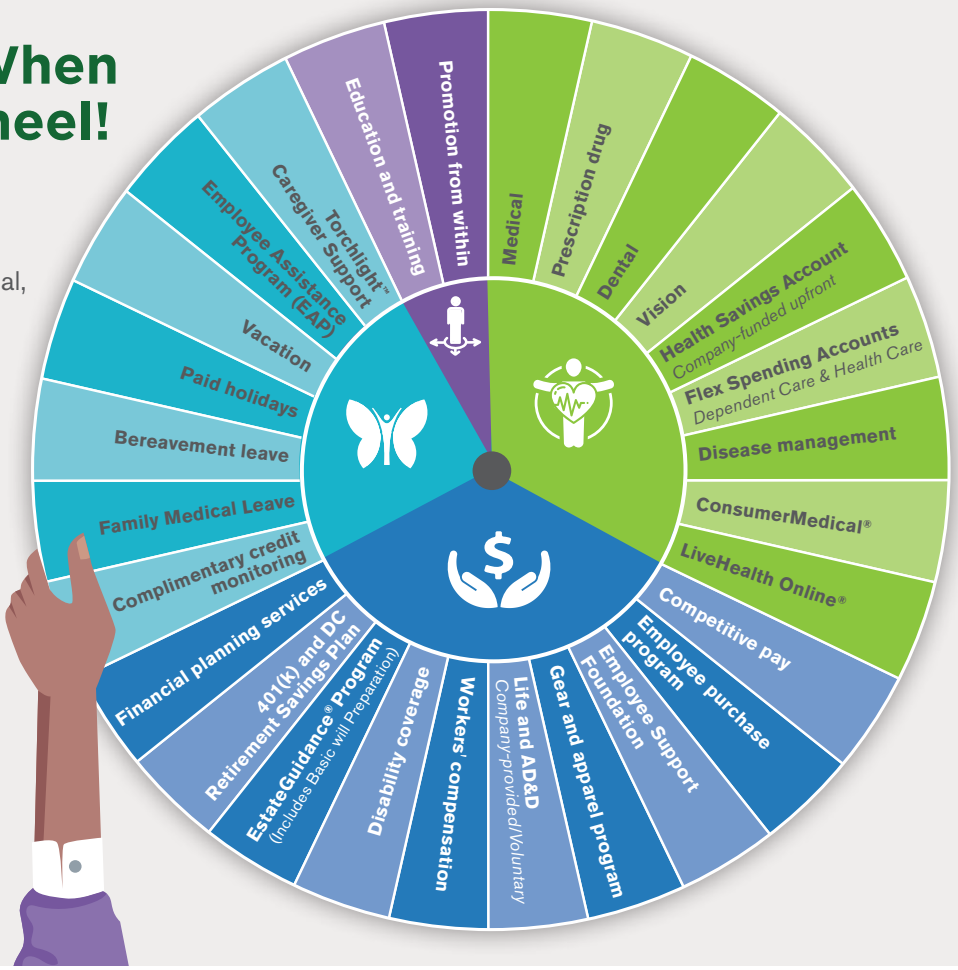


Everyone Wins When You Spin This Wheel!

Your Total Rewards at MTD

We care for your total well-being, by providing benefits and programs that support your physical, financial, and emotional health — as well as a meaningful career experience at MTD.

- **Physical health and well-being**
- **Financial health and well-being**
- **Emotional health and well-being**
- **Career growth and well-being**



It's All Here!

MTD benefits in the palm of your hand including helpful enrollment resources like the *2022 Benefits Guide* and even a copy of this newsletter. Scan this code to see for yourself!



Save the Icon to Your Home Screen

1. Open the browser on your phone or tablet.
2. Type in the web address: **mtd.mblhr.com**.
3. From your browser's menu, choose "Add to Home Screen."

MTD BENEFITS Wallet Card

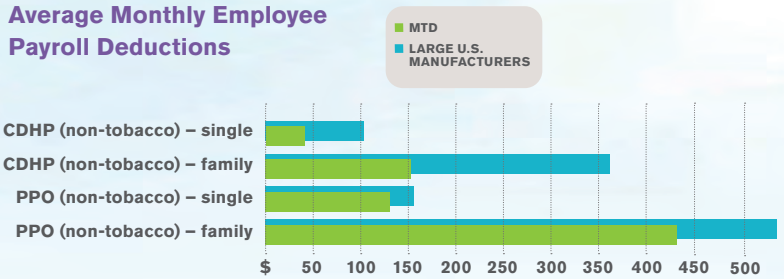
What's New for 2022?

Really, not much. And that's a good thing. We continue to offer an extremely competitive package of comprehensive benefits!

But not surprisingly, rising medical costs continue to impact employers across the country and MTD is no exception. In the pages of this newsletter and the *2022 Benefits Guide*, you will notice slight increases to the payroll deduction rate for both the PPO and CDHP Plans.

With that said, we are committed to providing resources that help you make more informed health care decisions.

Average Monthly Employee Payroll Deductions



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READY

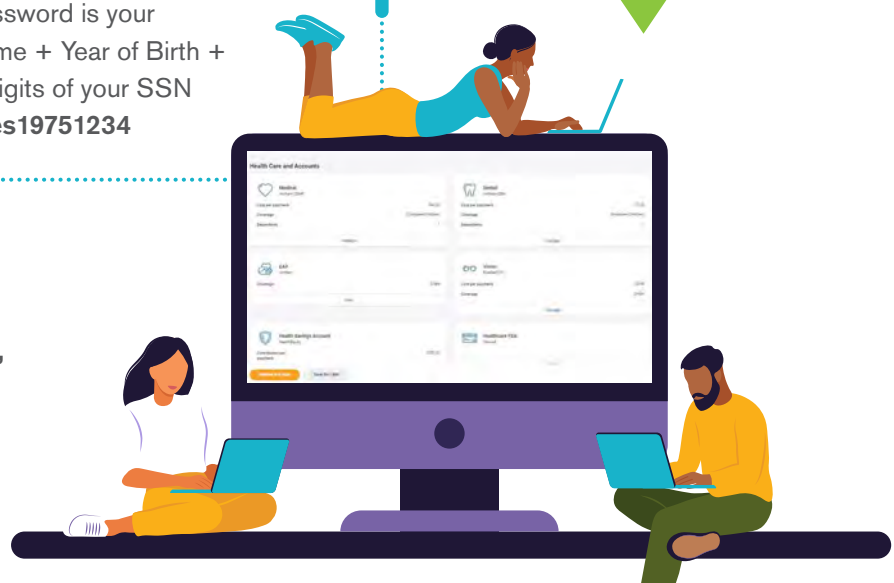
Review your 2021 benefits options and make the elections that are right for you and your family. Review the dependents currently covered under your plans. Remember that stepchildren are now eligible to be covered under our plan if appropriate verification is provided. Remove any dependents that are no longer eligible, and ensure that information is correctly listed for those who are eligible.

SET

Go to wd5.myworkday.com/mtd to complete your Open Enrollment for 2022 benefits online from your work or home computer. Or, stop by a computer kiosk at all MTD locations. Forgot your password?

Your password is your
Last Name + Year of Birth +
Last 4 digits of your SSN
Ex: **Jones19751234**

ENROLL! Choose your benefits for 2022.



FRESH NEW LOOK

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