

2025 Benefits guide

January 1, 2025 - December 31, 2025



Inside this guide

3	Updates in 2025
3	Important reminders
4	How to enroll
4	Help with your elections
4	Dependent eligibility
5	Medical
6	Pharmacy
6	Medical plan premiums
7	Flexible spending
10	Dental
11	Vision
12	Employee Assistance Program (EAP)
13	Preventable care benefits
14	Life insurance
15	Retirement accounts
16	Voluntary benefits
17	Additional programs
21	Benefits contact list



Updates in 2025

Introducing NEW Centivo Medical Plan

- Plan details can be found on [page 5](#)

Aetna CDHP Deductible

- Single \$1,650
- Family \$3,300

Aetna Dental PPO Plan

- Adding bone graft coverage

Aetna Vision Plan

- Hardware will now be available every 12 months

* HSA and FSA limits are subject to change

Increased HSA contribution limits (amounts include the employer contribution)

- Employee only coverage: \$4,300
- Family coverage: \$8,550

Increased Health Care FSA Limit

- Contribute up to \$3,200 per family

Commuter (parking/transit)

- Contribute up to \$325 per month

NEW Doula reimbursement program with Progyny

- Receive up to \$2,000 per birthing event

Important reminders

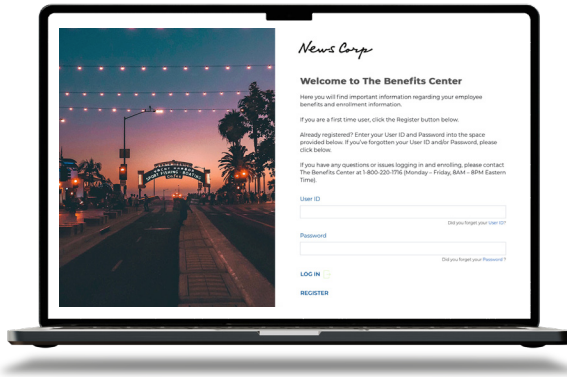
New Employees: Enroll within 60 days of your date of hire. If you don't enroll within this time period, you will not have benefits coverage, except for plans and programs that are fully paid by Realtor.com, such as, Basic Life and Accidental Death & Dismemberment (AD&D), Short Term Disability (STD), Long Term Disability (LTD), and Employee Assistance Program (EAP).

After your enrollment opportunity ends, you will not be able to make changes to your benefits until the next Open Enrollment, unless you experience a qualifying life event, such as marriage, birth of a child, adoption, a change in your spouse's employment status that affects benefits eligibility, or divorce.

New Employees: It is important to keep track of your 401(k) contributions, especially if you have contributed to a plan with a previous employer. The IRS sets an annual limit and it's your responsibility to ensure that your total contributions across all employers do not exceed this limit for the current calendar year. Please monitor your contributions closely to maximize your retirement savings while staying compliant with IRS regulations.

How to enroll

To enroll or make changes, visit the Benefits Center website: link2mybenefits.com.



If you have questions or need assistance with enrolling, you can call the Benefits Center at **800.220.1716**, where trained representatives can answer your questions.

If you're having difficulty accessing the site with the username and passcode you previously used, try registering as a First Time User when you enter the enrollment site.

Need help with your elections for 2025?

Navigate your benefit choices using Precision Benefits! Precision Benefits will walk you through a brief questionnaire and then recommends the benefits package that best matches your needs. Make time when you're in The Benefits Center to evaluate which healthcare plan might be the financial right one for you and make your election at the same time.

You can access [Precision Benefits here](#).

Dependent eligibility

- Your legal spouse or your domestic partner.
- Your child, or a child of your spouse/domestic partner
 - Who is under 26 years of age for medical, dental and vision coverage.
 - Who is under 24 years of age for child life insurance coverage.
- Your disabled child or the disabled child of your spouse/domestic partner who meets certain criteria.



Medical

For the 2025 plan year, there will be a choice of five medical plans.

	Aetna Choice POS*	Aetna CDHP with HSA*	Aetna Basic Choice**	Centivo*** Partnership Plan	Kaiser (CA & HI only)
In-Network Plan Design					
Deductible	\$600 / \$1,200	\$1,650 / \$3,300	\$3,000 / \$6,000	\$0	\$0
Employer HSA Funding Amount	N / A	\$500 / \$1,000	N / A	N / A	N / A
Primary Care visit / Specialist visit	\$35 / \$50 copay	20% after deductible	30%	\$0 / \$30 copay	\$20 / visit
Emergency Room	20% after \$350 copay			\$200 / visit	\$100 / visit
Coinsurance	20% after deductible			\$0	N/A
Out-of-Pocket Maximum	\$4,000 / \$8,000	\$4,000 / \$8,000	\$6,000 / \$12,000	\$3,000 / \$6,000	\$2,000 / \$4,000
Preventive Care	Covered at 100%				
Out-of-Network Plan Design*					
Deductible	\$1,200 / \$2,400	\$3,300 / \$6,600	N/A	N/A	N/A
Primary Care visit / Specialist visit	40% after deductible	50% after deductible			
Coinsurance	40% after deductible	50% after deductible			
Emergency Room	20% after \$350 copay	20%			
Out-of-Pocket Maximum	\$8,000 / \$16,000	\$6,000 / \$12,000			
Preventive Care	40% after deductible	50% after deductible			

* All out-of-network reimbursements are subject to Reasonable and Customary (R&C) limits.

** Aetna Basic Choice is a limited-network plan with no out-of-network coverage and may not be available in all areas. Please call your provider to confirm participation.

*** The Centivo Partnership Plan is an in-network plan with no out-of-network coverage and may not be available in all areas. Please visit the Centivo website newscorp.centivo.com to confirm participation.



Pharmacy

	Aetna Choice POS***	Aetna CDHP with HSA***	Aetna Basic Choice***	Centivo***** Partnership Plan	Kaiser****
Deductible	N/A	Combined with medical deductible		N/A	N/A
Retail Rx					
Generic	\$10 copay	20% after deductible (max: \$75)	30%	\$5 copay	\$15 co-pay
Brand	30% coinsurance (\$30 min, \$75 max)			\$35 copay	\$35 Brand 20%specialty
Non-Formulary	50% coinsurance (\$50 min, \$100 max)	20% after deductible (max: \$100)		\$70 copay	
Mail Order Rx					
Generic	\$20 copay	20% after deductible (max: \$150)	30%	\$10 copay	\$20 (up to 100 day supply)
Brand	30% coinsurance (\$60 min, \$150 max)			\$70 copay	\$40 (up to 100 day supply)
Non-Formulary	50% coinsurance (\$100 min, \$200 max)	20% after deductible (max: \$200)		\$140 copay	N/A

***CVS Caremark is the pharmacy plan provider. A CVS pharmacy ID card will be mailed separately.

****Kaiser pharmacy benefits are paired with your Kaiser plan enrollment.

*****Capital Rx is the pharmacy plan provider.

Medical plan premiums

Medical - POS				
Bi-Weekly Contributions				
Tier	% of Salary	Minimum	Maximum	
EE Only	2.25%	\$26	\$117	
EE + Spouse	5.15%	\$59	\$267	
EE + Child(ren)	4.25%	\$49	\$221	
EE + Family	6.70%	\$77	\$348	

Medical - CDHP				
Bi-Weekly Contributions				
Tier	% of Salary	Minimum	Maximum	
EE Only	1.50%	\$17	\$78	
EE + Spouse	3.50%	\$40	\$182	
EE + Child(ren)	2.75%	\$32	\$143	
EE + Family	4.95%	\$57	\$257	

Medical - Kaiser				
Bi-Weekly Contributions				
Tier	% of Salary	Minimum	Maximum	
EE Only	1.15%	\$13	\$60	
EE + Spouse	2.75%	\$32	\$143	
EE + Child(ren)	2.20%	\$25	\$114	
EE + Family	3.80%	\$44	\$197	

Medical - Basic Choice				
Bi-Weekly Contributions				
Tier	% of Salary	Minimum	Maximum	
EE Only	0.50%	\$6	\$26	
EE + Spouse	1.20%	\$14	\$62	
EE + Child(ren)	0.90%	\$10	\$47	
EE + Family	1.70%	\$20	\$88	

Medical - Centivo				
Bi-Weekly Contributions				
Tier	% of Salary	Minimum	Maximum	
EE Only	1.15%	\$13	\$60	
EE + Spouse	2.75%	\$32	\$143	
EE + Child(ren)	2.20%	\$25	\$114	
EE + Family	3.80%	\$44	\$197	

Flexible spending accounts

Pre-tax accounts allow pre-tax contributions to be used for eligible out-of-pocket expenses. A pre-tax account can also help reduce your taxes and increase your take-home pay as the contribution is exempt from all federal, state and most payroll taxes. Realtor.com® offers three types of pre-tax accounts.

Health savings account (HSA)

If you enroll in either the Aetna CDHP with HSA or the Aetna Basic Choice plan, you are eligible to open an HSA through realtor.com®'s HSA administrator, Fidelity. **Employees enrolled in the Aetna CDHP with HSA or Aetna's Basic Choice plan are required to create an account with Fidelity by visiting netbenefits.com.** HSA funds can be used for eligible healthcare expenses such as medical, dental, vision, hearing, and prescription drug expenses.

For plan year 2025, the realtor.com® employer contribution will be made for Aetna CDHP plan members only. If you have not opened an HSA with Fidelity, we will be unable to deposit the employer contribution into your account. In addition, employees can elect to fund their HSA with pre-tax deductions from their paycheck. Eligible individuals who are 55 years or older by December 31, 2025 can make a catch-up contribution of an additional \$1,000.

For each payroll cycle in 2025, a pre-tax deduction in equal amounts will occur and the funds will be deposited into your HSA. Funds are available once they have been contributed to the account, and the balance will carry over into the next plan year.

HSA Advantages

- You "own" your HSA and your account is portable.
- No "use it or lose it" rule; any unused year end balances carry over to future years.
- Contributions can be changed at any time as long as you continue to be enrolled in a qualified high deductible health plan (HDHP), such as the Aetna CDHP and Aetna Basic Choice plans.
- Participant contributions are made with pre-tax payroll deductions and withdrawals used for qualified medical expenses are tax-free (as detailed under Internal Revenue Code Section 213 (d)).
- HSA money earns tax-free interest for as long as it remains in the account.
- Fidelity offers investment options for your HSA, and the dividends from the investments are also tax-free.
- HSA funds can be saved for future qualified medical and retiree health expenses, such as Medicare premiums.

Sign up and/or access your HSA by going to netbenefits.com or by calling 800.544.3716.

Medical flexible spending account (Medical FSA)

A medical FSA reimburses you for eligible healthcare out-of-pocket costs such as medical, dental, vision, hearing, and prescription drug expenses. Employees enrolled in the Aetna Choice POS, Centivo Partnership Plan, and Kaiser plans are eligible for the medical FSA and will have access to the full elected FSA amount in January 2025.

Dependent care flexible spending account (Dependent Care FSA)

A dependent care FSA reimburses you for eligible child and adult care expenses such as day care, before/after school care, nursery school, preschool, and summer day camp. These funds become available for use after the deduction is taken from each paycheck. Anyone is eligible to enroll.

When enrolling in either medical or dependent care FSA, you will select an annual contribution amount, based on your forecasted annual expenses. A pre-tax deduction in equal amounts will occur each payroll cycle throughout the year and will be deposited into your FSA. Both FSA plans will be administered by HealthEquity | WageWorks in 2025.

Per IRS regulations, there is an annual limit on the amount a participant may contribute to an FSA, and these accounts have a "use it or lose it" rule. **This means you forfeit any unused funds in your account at the end of the plan year, which is December 31st of each year.** Participants have until April 30th of the following year to submit all eligible claims incurred within a specific plan year.



Commuter Benefits

Commuter is a pre-tax benefit account used to pay for public transit—including train, subway, bus, ferry, and eligible vanpool—and qualified parking as part of your daily commute to work. Commuter is a great way to put extra money in your pocket each month and make your commute more convenient and affordable.

Per IRS regulations, there is a monthly limit on the amount a participant may contribute to the commuter benefit. For 2025 the monthly maximum is \$325.

2025 IRS maximums

	Aetna Choice POS	Aetna CDHP with HSA*	Aetna Basic Choice	Centivo / Kaiser
Employee HSA Contributions**	N/A	\$3,800 / \$7,550	\$4,300 / \$8,550	N/A
Employer HSA Contributions	N/A	\$500 / \$1,000	N/A	N/A
Medical FSA	\$3,200	N/A	N/A	\$3,200
Dependent Care FSA	\$5,000****			

* IRS maximum participant contribution limits are inclusive of employer contributions.

** Eligible employees 55 years of age and older can make a catch up contribution of an additional \$1,000.

*** IRS Contribution limits are subject to change.

**** Those who earn \$155,000+ will be capped at \$1,800.



Dental

Realtor.com® offers two dental plans through Aetna. The Aetna Dental PPO allows flexibility to see in and out-of-network providers, while the Aetna Dental DMO is a low-cost, in-network only plan.

	Aetna Dental PPO *	Aetna Dental DMO**
In-Network Plan Design		
Deductible	\$50 / \$150	N/A
Annual Benefit Maximum	\$2,500	N/A
Preventive Care	100%	\$5 copay
Basic Care	80% after deductible	
Major Care	80% after deductible	
Orthodontia Care	80% after \$100 deductible (child only)	100% coverage after \$1,500 copay (child & adult)
Orthodontia Lifetime Maximum	\$3,000	
Out-of-Network Plan Design*		
Deductible	\$50 / \$150	N/A
Annual Benefit Maximum	\$2,500	
Preventive Care	100%	
Basic Care	80% after deductible	
Major Care	80% after deductible	
Orthodontia Care	80% after \$100 deductible (child only)	
Orthodontia Lifetime Maximum	\$3,000	

*All out-of-network reimbursements are subject to Reasonable and Customary (R&C) limits.

**The DMO is a limited-network plan and may not be available in all areas. Please call your provider to confirm participation.

Dental pricing

DPPO	
Coverage Category	Bi-Weekly
Employee Only	\$9.78
Employee + Spouse	\$19.56
Employee + Child(ren)	\$22.01
Family Coverage	\$31.79

DHMO	
Coverage Category	Bi-Weekly
Employee Only	\$3.78
Employee + Spouse	\$7.42
Employee + Child(ren)	\$8.70
Family Coverage	\$12.26

Vision

Need new glasses or contact lenses? Considering laser surgery? Vision coverage is available through the Aetna Vision Preferred plan. It offers coverage for a variety of services both in and out-of-network.

Aetna Vision Preferred Plan	
In-Network Plan Design	
Exam Frequency	Once every 12 months
Frames Frequency	Once every 12 months
Lenses Frequency*	Once every 12 months
Routine Exams	\$25 copay
Standard Contact Lenses Fit Exam	\$150 allowance
Frames	\$150 allowance, 20% any amount over \$150
Single Vision Lenses	\$150 allowance
Conventional Contact Lenses	\$150 allowance, 15% off any amount over \$150
Laser Vision Correction	15% off retail price or 5% off promotional price
Out-of-Network Plan Design**	
Exam Frequency	Once every 12 months
Frames Frequency	Once every 12 months
Lenses Frequency*	Once every 12 months
Routine Exams	\$50 reimbursement
Standard Contact Lenses Fit Exam	Not covered
Frames	\$70 reimbursement
Single Vision Lenses	\$50 reimbursement
Conventional Contact Lenses	\$105 reimbursement
Laser Vision Correction	No discount

*Benefit on either eyeglass lenses or contact lenses, not both, during benefit year.

**All out-of-network reimbursements are subject to Reasonable and Customary (R&C) limits.

Vision pricing

Contributions	Vision Plan (non-Drivers)
Tier	Bi-Weekly
EE Only	\$1.95
EE + Spouse	\$3.91
EE + Child(ren)	\$5.87
EE + Family	\$7.83



Employee Assistance Program (EAP) & Wellness

Creativity, focus, collaboration, attention to detail – these attributes of success are best achieved when employees are unburdened by stress, worry, depression, or even just lack of sleep. At Realtor we want to make sure they have every opportunity to be heard, unload and reset.

Resources for Living EAP

Aetna Resources for Living provides employees and household members with free counseling services on issues like stress, relationship, anxiety, depression, substance misuse, self-esteem and more.

- **Counseling Sessions** — 10 sessions per issue per year, in-person or Televideo.
- **Counseling via text** — 10 weeks of texting with a counselor included in the program. Register for Talkspace through talkspace.com/rfl, or on the resourcesforliving.com website.
- **24/7 Support** — access to counselors who can listen and support you with any issue, and who can also provide assessment and recommendations.
- **Work life Services** — Resources for Living's WorkLife Specialists can assist members by providing consultation and helping to find a wide range of services including childcare, elder care, convenience/personal services, caregiver support, urgent/daily living needs, school/college planning, adoption, parenting, pet care, special needs and summer care.
- **Legal** — free 30-minute consultations with plan attorneys, and discounted legal services beyond the initial consultation.
- **Financial** — free 30-minute consultation with a financial consultant on any personal financial question or topic.
- **Resourcesforliving.com Website** — full range of online tools and resources includes articles, live and on-demand webinars, videos, self-assessments, a discount center, myStrength (emotional wellness portal), and much more. Access the website by clicking here - resourcesforliving.com; User Name: NEWSCORPBENEFITS; Password: BENEFITS
- **Organizational Services** — Management Consultation with our team of specialized Management Resource Consultants to assist with employee issues including supporting employees with personal or behavioral health issues, change management, and dealing with traumatic or upsetting workplace or personal events.
- **Eligibility** — employees and all household members and children up to the age of 26.

Access information

- EAP — access services by calling **855.807.0013**
- Website: resourcesforliving.com; User Name: NEWSCORPBENEFITS; Password: BENEFITS

Benefits and Wellness page on the Block

For additional wellness information, including webinars, visit the Block and click on employees, Benefits & Wellness.

Take advantage of preventative care benefits

Taking advantage of preventative care benefits is essential for maintaining long-term health and well-being. Preventative care such as annual physicals, vaccinations, and screenings, helps detect potential health issues early, allowing for timely intervention before they become more serious or costly. Most in-network preventative services are covered at 100%, so there's no excuse to skip it.

Have a routine physical exam each year.

Get regular dental cleanings. Numerous studies show a link between regular dental cleanings and disease prevention – including lower risk of heart disease, diabetes, and stroke.

See your doctor at least once a year. If you have certain health risks, such as diabetes or high blood pressure, your doctor may recommend more frequent eye exams.

Need a personal doctor? Here's why.

Continuity of care. Having a personal doctor ensures that you receive consistent, personalized medical attention over time. Your doctor becomes familiar with your medical history, lifestyle, and any ongoing health issues, allowing them to provide tailored advice and more accurate diagnosis.

Trust and communication. A long-term relationship with a personal doctor fosters trust, making it easier to discuss sensitive health concerns openly.

Preventative care. Personal doctors not only treat illnesses but also focus on preventative care. They can provide guidance on healthy living, conduct regular screenings, and help catch potential health problems early.



Life insurance

Company-Provided Life Insurance

Realtor.com® provides life insurance coverage for both Basic Life and Accidental Death and Dismemberment (AD&D) for all eligible employees. The basic coverage is equal to 1x your salary (base + bonus + commission*), rounded up to the nearest thousandth. As an employee, you are automatically enrolled and there is no cost to you.

Supplemental Life

Supplemental Life Insurance is available to eligible employees who may purchase coverage up to an amount equal to 5x their salary. The total coverage amount is capped & cannot exceed \$3 million when combined with the Basic Life Insurance. An EOI form may be required for some coverage levels.

Supplemental Accidental Death and Dismemberment (AD&D)

Supplemental AD&D life insurance is available to eligible employees who may purchase coverage up to an amount equal to 10x their salary. The total coverage amount is capped & cannot exceed \$3 million when combined with Basic AD&D.

Dependent Life Insurance

Dependent Life Insurance coverage for a spouse or domestic partner is available in amounts ranging from \$25,000 to \$100,000 and Dependent Life Insurance coverage for a child is available in the amount of \$10,000 per child.**

Monthly Life Insurance Rates (All Rates are Per \$1,000 of Coverage)				
Supplemental Life			Child Life	
Age	Employee	Spouse / Domestic Partner	14 days to 24 years old	
< 25	\$0.042	\$0.033	\$0.094	
25-29	\$0.043	\$0.033		
30-34	\$0.046	\$0.037		
35-39	\$0.056	\$0.046		
40-44	\$0.085	\$0.069		
45-49	\$0.128	\$0.119		
50-54	\$0.196	\$0.214		
55-59	\$0.336	\$0.388		
60-64	\$0.504	\$0.847		
65-69	\$0.924	\$1.624		
70-74	\$1.496	\$2.949		
75-79	\$1.751	\$5.474		
80+	\$1.751	\$9.580		
			Supplemental AD&D	
			Employee Only	Employee + Family
			\$0.020	\$0.027

*12 month fiscal year bonus and commission lookback

**During Open Enrollment employees can purchase dependent life coverage without being enrolled in employee supplemental life.

Retirement accounts

Traditional 401(k) & Roth 401(k) and 401(k) After-Tax Contributions

The News Corp 401(k) Savings Plan administered by Fidelity allows you to make contributions to a retirement account and provides a matching program of 100% of the first 1% and 50% of the next 5% to help you make the most of your money. For a total of 3.5% of your annual eligible earnings.

Deciding how to save in the News Corp 401(k) Plan depends on many factors, including your personal circumstances, overall retirement goals, and tax situation. You don't have to choose just one contribution type for your 401(k) savings.

There are three retirement savings accounts available: the Traditional 401(k), Roth 401(k), and After-Tax Contributions. The Roth 401(k) will allow employees to contribute on a post-tax basis with the same investment options as the traditional 401(k). Funds will grow tax-free and will be tax-free upon withdrawal. Traditional 401(k) and Roth 401(k) contributions will be included in the maximum company match.

	Traditional 401(k) & Roth 401(k) Contributions	Catch-Up Contributions*	\$401(k) After Tax Contributions**
2025 Annual Contribution Limits***	\$23,500	\$7,500	\$70,000

* Employees who are 50 years of age or older will be eligible to participate in catch-up contributions, per IRS annual limits.

** After-Tax contributions are available along with the automated Roth In-Plan conversion feature. After-tax allows you to save beyond the annual IRS contribution limit. With the automated in-plan conversion feature you can convert your after-tax contributions to Roth on a daily basis. After-tax contributions are not match eligible.

*** IRS Contribution limits are subject to change.

You can update your contributions and learn more about our plans by visiting netbenefits.com or by calling 800.278.4015.



Voluntary benefits

Realtor.com® offers a variety of voluntary benefits **available to all employees actively or not actively enrolled in one of our healthplans** administered through **MetLife**. All voluntary benefits are paid through post-tax payroll deductions.



Accident Insurance

Choose from two comprehensive accident insurance plans, which can provide payments in addition to medical and disability income coverage.

Auto Insurance

- Attractive group discounts
- Superior Driver Discounts
- Auto insurance Deductible Savings Benefit
- Glass repairs without a deductible

Critical Illness

Critical Illness Insurance complements medical and disability income coverage. It can ease the potential financial impact of certain critical illnesses by helping to pay for some of the expenses associated with a covered condition.

Home Insurance

No surprises home insurance coverage. So, you can rest assured that your most valuable asset is truly protected. The plan covers the cost to repair or rebuild your house, even if the cost exceeds the limit of liability shown on the declarations page of your policy.

Hospital Indemnity

Hospital Indemnity can be used to cover any out of pocket costs associated with a hospital stay such as household bills, medical insurance deductibles and copays, and more. Payments are made directly to the member.

Legal Services

MetLaw® (provided by Hyatt Legal Plans) offers comprehensive coverage for more than 60 legal matters.

Pet Insurance

Pets get sick. They get hurt, too. And though you can't predict when something will happen, you can be prepared when it does with pet insurance from PetFirst. Coverage is available for accidents, illnesses and preventive care. Save even more when you enroll multiple pets.

Additional programs



Receive on-demand primary care simply by messaging with a board-certified doctor via a text-based mobile app. Available free to you and your dependents.

Available to Aetna plan participants only.

98point6.com



Online therapy without traveling to an office and for significantly less money than traditional therapy. Free to you and your dependents through our EAP program.

Available to Aetna, Centivo, and Kaiser plan participants and those who are not actively enrolled in a benefits plan.

talkspace.com



Improve chronic pain in the comfort of your own home through virtual physical therapy. Plans catered to your unique pain, private access to a health coach, and curated pain education. Free to you and your dependents.

Available to Aetna plan participants only.

hingehealth.com | 855.902.2777



Care Coordinators work closely with you and your family to manage care for a chronically ill, aging, or disabled loved ones. Get help in finding care facilities, manage doctors' visits and medical care plans, help contesting insurance bills, and more. Subscription fees are fully covered.

Available to Aetna, Centivo, and Kaiser plan participants and employees who are not actively enrolled in a benefits plan.

wellthy.com | 877.588.3917



Resources for families, including child and elder care, support for families of special needs children, education assistance, and more. Concierge nanny placement service and additional back up days now available.

Available to Aetna, Centivo, and Kaiser plan participants and employees who are not actively enrolled in a benefits plan.

brighthorizons.com | 877.242.2737



Included Health connects employees and their families to world-class physicians who are able to review medical diagnoses, provide support, and assist in treatment plans. Specializing in connecting LGBTQ+ people and their loved ones with quality, affirming care.

Available to Aetna, Centivo, and Kaiser plan participants only.

**Includedhealth.com/microsite/newscorp/
800.890.9621**

Additional programs

one medical

One Medical Group is a membership-based (paid 100% by News Corp) primary-care practice with quality care, free 24/7 virtual access to a doctor, and appointments that start on time. One Medical Group service may not be available in all areas. To enroll, go the One Medical website and use the registration code listed.

Available to Aetna plan participants only.
onemedical.com/newsCorp | 212.530.0639 |
Registration Code: NWSCORP



Feeling stressed? AbleTo provides personalized therapy and coaching delivered 1-to-1, privately and confidentially, with a professional therapist and coach via phone or video chat.

Available to Aetna plan participants only, subject to Aetna's plan rules.

AbleTo.com/NewsCorp | 855.256.8934

HealthAdvocate Always at your side

Health Advocate is the nation's leading health care advocacy and assistance service. Health Advocate's team of health professionals can help save you time and frustration, offering confidential, personalized assistance with a range of needs from billing issues to claim appeals.

Available to Aetna, Centivo, and Kaiser plan participants and employees who are not actively enrolled in a benefits plan.

healthadvocate.com | 866.695.8622



Rx Savings Solutions is an easy, secure, online tool that helps you identify ways to save money on your prescription medication. Saving opportunities could come in many forms: generics, different forms of the same medication, and alternate treatment plans. Sign up to receive alerts and get support to save money on future prescriptions for ongoing medications. Free to you and your dependents enrolled in a News Corp medical plan.

Available to Aetna plan participants only.

rxsavingsolutions.com | 800.268.4476



Realtor.com® will be offering Milk Stork as a benefit to our breastfeeding employees in support of their business travel. Milk Stork is the first-ever breast milk shipping company for business traveling breastfeeding moms.

Available to Aetna, Centivo, and Kaiser plan participants and employees who are not actively enrolled in a benefits plan.

milkstork.com/newsCorp | 888.207.6909

oviahealth™

Ovia Fertility is the number one fertility app that empowers women to monitor their health, and Ovia Pregnancy is the world's most advanced and personalized pregnancy tracker. Both apps provide personalized daily content.

Available to Aetna, Centivo, and Kaiser plan participants and employees who are not actively enrolled in a benefits plan.

oviahealth.com



Progyny is a concierge fertility coverage designed to assist employees who may need to pursue infertility treatment, preserve their fertility, or receive information regarding the path of surrogacy.

Available to Aetna and Centivo plan participants only.

progyny.com | 888.843.8193



Employees can access DashPass, a complimentary subscription that gets you unlimited free delivery and reduced service fees from DoorDash. You'll save an average of \$4–\$5 on every order, from food to groceries to convenience items.

Available to regular full-time and part-time employees. Effective 1st of the month following your date of hire.

DoorDash.com



We've partnered with a new vendor, PrudentRx. They have collaborated with CVS Caremark® to offer a third-party (manufacturer) copay assistance program that may help save you money when you fill your prescription through CVS Specialty®.

Available to those who enroll in the Aetna Choice POS Plan only.

800.578.4403



LifeLock by Norton is a leading provider of proactive identity theft protection services for consumers and identity risk and credit worthiness assessment for enterprises. LifeLock is offering two products, the Benefit Essential and Benefit Premier, to realtor.com® employees through payroll deductions. These products help detect identity-related incidents, alert members to suspicious activity, and address fraud-related issues on behalf of victims. **All employees are eligible.**

lifelock.com | 800.607.9174



Brightline is a comprehensive behavioral health solution to support kids, teens, and parents across a range of common family challenges. This program has a multidisciplinary care to support dependent children and their parents with the following: psychiatrists, behavioral therapists, and coaches on one on one child's plan. The offering also includes: interactive digital content journeys, webinars, and small workshops.

Available to Aetna and Centivo plan participants and employees not actively enrolled in a benefits plan, and reside in NY, NJ, CT, MA, or WA.

Hellobrightline.com



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Spectrum.org



Staying active is not only an important part of keeping physically fit – it's often a critical component of your mental wellbeing.

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classpass.com



Enjoy discounted shopping from major retailers like Apple, Macy's, Orbitz, Under Armour and more. When you make a purchase off of the Perks at Work site – you not only are taking advantage of discounted pricing – but in addition you are earning what are called "Wow points".

These points can be redeemed as cash credits against future purchases off the site. Effective 1st of the month following 30 days of employment.

Perks at Work via your OKTA Tile



Headspace is an app based program for meditation, mindfulness, and sleep. This program is proven to reduce stress and burnout, increase happiness, and reduce anxiety and depressive symptoms.

Available to Aetna, Centivo, and Kaiser plan participants and employees who are not actively enrolled in a benefits plan.

Headspace.com



Sleepio is an online sleep improvement program that teaches you how to fall asleep faster, stay asleep during the night and feel better during the day.

Available to Aetna plan participants only.

Sleepio.com/newscorp



Benefits contact list

Benefit Plan	Vendor	Phone Number	Website
Realtor.com Benefits Team			askbenefits@move.com
The Benefits Service Center	Empyrean Benefit Solutions	800.220.1716	link2mybenefits.com
Medical / Dental / Vision	Aetna Member Services	800.338.8047	aetna.com
Medical	Kaiser Member Services	800.464.4000	Kp.org
Medical	Centivo Member Services	800.584.0568	newscorp.centivo.com
Pharmacy Plan	CVS Caremark	866.240.4921	caremark.com
Flexible Spending Accounts	Health Equity WageWorks	877.924.3967	healthequity.com
Health Savings Account	Fidelity	800.544.3716	netbenefits.com
Life Insurance	SunLife	---	link2mybenefits.com
Disability Benefits	MetLife	866.268.8224	link2mybenefits.com
Retirement Plan	Fidelity	800.544.3716	netbenefits.com
Commuter	Health Equity WageWorks	877.924.3967	wageworks.com
High-Touch Care Services	One Medical	212.530.0639	onemedical.com/newscorp
	Rx Savings Solutions	800.268.4476	rxsavingsolutions.com
	Hinge Health	855.902.2777	hingehealth.com
	Ovia Health	---	oviahealth.com
	Progyny	888.843.8193	progyny.com
	Milk Stork	888.207.6909	milkstork.com/newscorp
	Included Health	800.890.9621	Includedhealth.com/microsite/newscorp/
Care Coordination	Wellthy	877.588.3917	wellthy.com/newscorp
Family Care	Bright Horizons	Back-up Care 877.242.2737 College Coach 888.527.3550	my.brighthorizons.com
Wellness Programs	Health Advocate	866.695.8622	healthadvocate.com
Telehealth Services	98point6	866.657.7991	98point6.com
Employee Assistance Program	Aetna	855.807.0013	mylifevalues.com
Voluntary Benefits	MetLife	800.438.6388	metlife.com/news-corp
Identity Theft	LifeLock by Norton	800.607.9174	lifelock.com
DoorDash	DoorDash	855.830.5429	work-support@doordash.com
Spectrum Credit Union	Spectrum Credit Union	800.782.8782	spectrumcu.org
Perks at Work	Perks at Work	---	via OKTA
Payroll Information	---	---	realtor.com* payroll.helpdesk@move.com Opcity opcitypayrollhelpdesk@move.com