

Investing in you,
*every step
of the way.*



Benefit Guide

March 2026 – December 2026

Steelcase

Make the Most of Your Benefits



Explore What's Inside

Choosing your Benefits	2
Health	4
Tax-Advantaged Accounts	10
Income Protection	12
Retirement	16
Additional Benefits	18
Contacts	19

Choosing Your Benefits

1

Understand your benefits.

You have a variety of benefits, from medical, dental, and vision to life insurance and disability coverage. Learn about all your options and choose the benefits that are right for you and your family.

2

Choose who to cover.

Who's eligible?

- You, if you're a full-time employee, or a part-time employee who works an average of eight hours per week
- Your spouse/domestic partner, if they're not offered coverage through another employer
- Your children,¹ up to age 26 (or older if permanently disabled)

¹Including natural children, stepchildren, children of domestic partners, legally adopted children, or any child for whom you or your spouse are the legal guardian.

3

Use your tools.

- Compare your 2026 paycheck deductions by visiting benefitspricing.com/steelcase. Use access code: Benefits@Steelcase (case sensitive).
- Review this guide and visit benefitscenter.steelcase.com to get details about your 2026 benefits.
- Call the Steelcase Benefits Center at **1-833-885-5660**, from 8 a.m. to 5 p.m. ET, Monday through Friday, and 8 a.m. to 8 p.m. ET during Annual Enrollment for enrollment or general benefit questions.
- Use the **Help Me Choose** tool for medical coverage when enrolling on the Steelcase Benefits Center.

4

Enroll.

Enroll online at benefitscenter.steelcase.com or call **1-833-885-5660**. You can also download the Alight Mobile app (alight.com/app) to review your benefits information, research and contact carriers, get your questions answered through our live chat feature, and enroll.



Don't Forget!

Dependent Verification

If you add or change dependents covered under your Steelcase health plans, you'll be required to provide documentation that proves their eligibility. You'll receive a letter at home explaining what documents are needed, how to submit them, and when they are due. If you do not complete the verification, your dependent will lose coverage after 90 days from enrollment.

Qualifying Life Event Changes

If you experience a qualifying life event, you have 30 calendar days to make changes to your coverage; however, any changes you make must be consistent with the nature of the qualifying life event change. To make your change(s), call **1-833-885-5660** or log in to the Steelcase Benefits Center website at benefitscenter.steelcase.com and select the Change Your Coverage tab at the top of the homepage.

Please note: Benefits provided to domestic partners are taxable unless the domestic partner qualifies under IRS tax rules as a tax dependent. To change the tax status of your domestic partner and/or their children, contact the Steelcase Benefits Center. Domestic partners of the same or opposite sex are defined as those who can demonstrate common residence for at least six months and financial interdependence, or who meet the criteria established by those states that formally recognize these relationships. Tax treatment may differ, and the medical expenses of a domestic partner cannot be reimbursed from an FSA.

At Steelcase, benefits are more than part of your compensation — they're a reflection of how much we value you. Our programs are designed to support your health, financial wellbeing, and work-life balance through every stage of life.

As we transition to a new benefits calendar, your 2026 elections will cover a shortened 10-month plan year (March – December). We're committed to making this transition smooth and ensuring you have the resources to make informed choices. Take a moment to review this guide and learn more about your 2026 Steelcase benefits — we're proud to support you and your family every step of the way.





Health

Steelcase offers choice and flexibility with four medical plan options, plus regional plans in some areas. Your carrier, coverage level, and plan choice determine what you pay and how you pay for care — so choose the option that best fits your needs.

Reach Out to Health Pro

Your healthcare navigation and benefit expert can assist you in:

- Getting answers to questions you have about your plan — quickly and confidentially
- Reviewing your medical bills to ensure you're not being overcharged
- Verifying your coverage
- Scheduling appointments
- Transferring medical records
- Coordinating care
- And more

To get connected, call **1-866-300-6530** or start a request on benefitscenter.steelcase.com.

No Matter Which Plan You Choose, You'll Get:

Comprehensive Coverage

All our medical plans cover services like office visits, inpatient and outpatient care, and mental health treatment.

No-Cost Preventive Care¹

Certain preventive services (like mammograms and annual checkups) are free when you use in-network providers.

Care from Anywhere

Telemedicine provides 24/7 access to board-certified doctors and psychiatrists via video chat or phone. Doctors can diagnose you, prescribe medication, and send your prescription directly to your pharmacy. Behavioral health services are also available.

Health Travel Reimbursement

Through HealthEquity | WageWorks, you are provided up to \$3,000 per plan year for travel expenses related to medical care not available within 100 miles of where you live. Reimbursement can be submitted for expenses related to travel, mental healthcare, reproductive health support, and treatments for disease or injury offered in specialized health centers. Visit member.my.healthequity.com or use single sign-on from Spark to learn more or submit claims.

Fertility Benefits

We want you to have the flexibility and resources in your journey to grow your family. The lifetime maximum for medical fertility treatments is \$35,000, and the lifetime maximum for fertility medications is \$15,000.

¹Preventive drugs are determined by the insurance carrier. You must have a doctor's prescription for the medication — even for products sold over the counter (OTC) — and you must use an in-network retail pharmacy or mail order service.

Compare Medical Plans

Use the Help Me Choose tool.
Get a personalized medical plan recommendation based on your lifestyle, budget, and healthcare use. Just answer a few questions based on your needs and preferences, and see the plan that fits you best. Access **Help Me Choose** tool in the enrollment platform.

Kaiser Permanente in California only offers in-network coverage.
Care received outside of the Kaiser network in California isn’t generally covered unless you experience a life-threatening health issue. Please contact Kaiser Permanente for additional details.

¹ During enrollment, you'll see your prices on the Steelcase Benefits Center website.

² The Bronze Plus option has a “true family” deductible and out-of-pocket maximum. This means the entire family deductible must be met before your insurance will pay benefits for any covered family members. There is no “individual deductible” in this plan when you have family coverage. So even if one person in your family has significant expenses, you'll have to pay for it until the full family deductible is met. Similarly, the family out-of-pocket maximum must be met before your insurance will pay the full cost of covered charges for any covered family member.

³ Under Health Net and Kaiser Permanente, if you cover dependents, no covered member pays more than \$2,800 toward the family deductible. Also, these options feature a traditional annual deductible.

⁴ Under Health Net and Kaiser Permanente, these options feature a traditional annual out-of-pocket maximum.

	Bronze		Bronze Plus ²	Silver	Gold	Gold II (Only offered in CA)
Type of Plan	High-deductible plan with HSA that covers both in- and out-of-network care		High-deductible plan with HSA that covers both in- and out-of-network care	PPO that covers both in- and out-of-network care	PPO that covers both in- and out-of-network care	HMO that only covers in-network care
Your Share of the Cost ¹	\$\$\$\$ Lowest		\$\$\$\$ Lower	\$\$\$\$ Higher	\$\$\$\$ Highest	\$\$\$\$ Highest
Deductible						
In-network	\$3,400 employee only \$6,800 family		\$2,500 employee only \$5,000 ³ family	\$1,200 employee only \$2,400 family	\$800 employee only \$1,600 family	\$0
Out-of-network	\$3,400 employee only \$6,800 family		\$2,500 employee only \$5,000 ³ family	\$2,000 employee only \$4,000 family	\$1,600 employee only \$3,200 family	N/A
Out-of-Pocket Maximum						
In-network	\$6,400 employee only \$12,800 family		\$4,500 employee only \$9,000 ⁴ family	\$5,300 employee only \$10,600 family	\$3,600 employee only \$7,200 family	\$5,400 employee only \$10,800 family only
Out-of-network	\$12,800 employee only \$25,600 family		\$11,500 employee only \$23,000 ⁴ family	\$10,600 employee only \$21,200 family	\$7,200 employee only \$14,400 family	N/A
Doctor’s Office Visit (includes telemedicine visits)						
In-network	You pay 25% after deductible		You pay 25% after deductible	You pay 30% after deductible	You pay \$25 for PCP and \$40 for specialist, no deductible	You pay \$25 for PCP and \$40 for specialist
Out-of-network	You pay 45% after deductible		You pay 45% after deductible	You pay 50% after deductible	You pay 40% after deductible	N/A
Emergency Room	You pay 25% after deductible		You pay 25% after deductible	You pay 30% after deductible	You pay \$150 , then 20% after deductible	You pay \$150 , then 30% after deductible
Urgent Care						
In-network	You pay 25% after deductible		You pay 25% after deductible	You pay 30% after deductible	You pay \$40	You pay \$40
Out-of-network	You pay 45% after deductible		You pay 45% after deductible	You pay 50% after deductible	You pay 40% after deductible	N/A
Inpatient/Outpatient Care						
In-network	You pay 25% after deductible		You pay 25% after deductible	You pay 30% after deductible	If not an office visit, you pay 20% after deductible	If not an office visit, you pay 30% after deductible
Out-of-network	You pay 45% after deductible		You pay 45% after deductible	You pay 50% after deductible	You pay 40% after deductible	N/A
Personas	I want to keep my paycheck costs low so I can put more money into my HSA for future medical expenses. The Health Supplement plan gives me extra financial protection for injuries or illnesses, and I prefer having a per-person deductible, which the Bronze Plus plan doesn’t offer.		I’m looking to pay less out of each paycheck and when I need care, but I’m not comfortable with taking on the risk of a higher deductible. I like to save by contributing to my tax-advantaged HSA.	I can afford to pay more out of my paycheck for coverage in exchange for a lower deductible. If I need to visit the doctor or get prescriptions, I like that I generally only have to pay copays.	I am willing to overpay for healthcare through my per paycheck deductions for the convenience of lower out-of-pocket costs. I am aware that this is not a cost-effective plan, and I am likely overpaying for coverage. I will not have the tax benefits of contributing to an HSA.	I am willing to overpay for healthcare through my per paycheck deductions for the convenience of lower out-of-pocket costs. I am aware that this is not a cost-effective plan, and I am likely overpaying for coverage. I will not have the tax benefits of contributing to an HSA.

Prescription Drug Coverage¹

Your Steelcase medical plan comes with prescription drug coverage. Review the chart below to understand what you'll pay. To learn more about the prescription drug tiers, refer to your medical carrier's website.

	Bronze	Bronze Plus	Silver	Gold	Gold II (Only offered in CA)
Tier 1 (Generally lowest cost — includes most generics)	100% until you reach the deductible, then you pay 25%	100% until you reach the deductible, then you pay 25%	Retail: \$12 Mail order: \$30	Retail: \$10 Mail order: \$25	Retail: \$10 Mail order: \$25
Tier 2	100% until you reach the deductible, then you pay 25%	100% until you reach the deductible, then you pay 25%	Retail: \$50 Mail order: \$125	Retail: \$40 Mail order: \$100	Retail: \$40 Mail order: \$100
Tier 3	100% until you reach the deductible, then you pay 25%	100% until you reach the deductible, then you pay 25%	Retail: \$70 Mail order: \$175	Retail: \$60 Mail order: \$150	Retail: \$60 Mail order: \$150

Health Supplemental Insurance

Aetna Supplemental Benefits provide extra financial protection for unexpected health events, both on and off the job. The plan pays cash benefits directly to you, which can help with deductibles, everyday household expenses, or recovery costs. Coverage is guaranteed issue, HSA-compatible, and available for employees and families. To see how these benefits can complement your core medical coverage, review the details in the enrollment system or in the Document Library on the Steelcase Benefits Center.



¹Dispense as Written Penalty: For all Steelcase plans, when you choose to have a brand name drug filled when a generic is available, you are subject to additional charges. Even if your provider writes a prescription indicating that the brand may only be filled, you will be subject to an additional charge for the prescription. This penalty is equal to the difference in price between the generic and the brand name drug. It is important to discuss the availability of generic drugs with your doctor.

Dental

You'll smile knowing your pearly whites are covered! Compare your three dental plan options below.

	Bronze	Silver	Gold
Your Share of the Cost¹ (Per paycheck)	\$\$\$ Lowest	\$\$\$ Low	\$\$\$ Higher
Deductible	\$100 employee only \$300 family	\$100 employee only \$300 family	\$50 employee only \$150 family
Plan Year Maximum (Excludes orthodontia)	\$1,000 per person	\$1,500 per person	\$2,500 per person
Lifetime Orthodontia Maximum	Not covered	\$1,500 per child	\$2,000 per person
Preventive Care (No deductible)	100% covered	100% covered	100% covered
Minor Restorative (After deductible)	You pay 20%	You pay 20%	You pay 20%
Major Restorative (After deductible)	Not covered	You pay 40%	You pay 20%
Orthodontia (No deductible)	Not covered	You pay 50% , children up to age 19 only	You pay 50%

Vision

Focus on what matters! Review our vision plans to find the coverage that is right for you.

	Bronze	Silver	Gold
Type of Plan	Exam-only option	PPO that covers both in- and out-of-network care	PPO that covers both in- and out-of-network care
Your Share of the Cost¹ (Per paycheck)	\$\$\$ Lowest	\$\$\$ Low	\$\$\$ Higher
In-Network Routine Exam	Covered at 100%	You pay \$10	You pay \$0
In-Network Frames	Discounts may apply	\$150 allowance ²	\$200 allowance ²
In-Network Lenses	Discounts may apply	You pay \$20	You pay \$10
In-Network Contact Lenses			
Medically necessary	Not covered	You pay \$20	You pay \$10
Elective	Not covered	\$130 allowance ²	\$200 allowance ²

¹During enrollment, you'll see your prices on the Steelcase Benefits Center website.

²Allowance can be used for frames or elective contact lenses, but not both.

Tax-Advantaged Accounts

HSA and FSAs help you save on eligible medical, dental, vision, prescription, and dependent care expenses. Just keep in mind — eligibility, access, and usage rules can vary, so it’s important to understand how each account works.

	Health Savings Account (HSA)	Health Flexible Spending Account (FSA)	Limited-Use Health FSA	Dependent Care FSA
Who is eligible?	<ul style="list-style-type: none">Employees enrolled in a Bronze planEmployees enrolled in a Bronze Plus plan	<ul style="list-style-type: none">Employees enrolled in a Silver planEmployees enrolled in a Gold planEmployees who have medical coverage elsewhere	<ul style="list-style-type: none">Employees enrolled in a Bronze planEmployees enrolled in a Bronze Plus plan	<ul style="list-style-type: none">Dependents under the age of 13 and claimed on your tax returnAny dependent or spouse who is physically or mentally incapable of caring for themselves
What are eligible expenses? ¹	Medical, dental, vision, prescription drugs, and medical equipment	Medical, dental, vision, prescription drugs, and medical equipment	Dental and vision only until your medical plan deductible is met	Child care, adult care, preschool tuition, travel expenses, and home care
What can I contribute in 2026?	Individual: up to \$4,400 Family: up to \$8,750 Age 55 or over: additional \$1,000 above IRS annual contribution limits	\$100 – \$3,400	\$100 – \$3,400	\$100 – \$7,500 (or \$3,750 if you are married and filing taxes separately) Steelcase will match 75% of your contribution, up to \$750.
Can I change my contribution amount midyear?	✔	✗	✗	✗
When can I access the funds?	Contributions accumulate after each paycheck. You can use your Alight Smart-Choice Accounts debit card to pay for eligible expenses, or you can pay out-of-pocket and reimburse yourself.	Your full annual election is available on the first day of the new plan year. You can use your Alight Smart-Choice Accounts debit card to pay for eligible expenses.	Your full annual election is available on the first day of the new plan year. You can use your Alight Smart-Choice Accounts debit card to pay for eligible expenses.	Contributions ² accumulate after each paycheck. You can also pay out of pocket and reimburse yourself.
Can I carry over funds?	✔ Any unused funds roll over from year to year, helping you save. The money in your account is always yours, even if you leave Steelcase.	✔ Up to \$680 into 2027	✔ Up to \$680 into 2027	✗
What is the greatest benefit?	The money in your account is always yours, offering long-term, tax-free savings that can even be invested.	Short-term savings on predictable expenses each year	Great for accumulating savings in your HSA when you have known qualified health expenses during the year	Set aside pre-tax money to pay for dependent daycare expenses.
If I leave Steelcase, do I get to keep it?	✔	✗	✗	✗
Are there investing options?	✔ Once your balance reaches \$1,000, you have the option to invest a portion of your account.	✗	✗	✗

Enrolled in Medicare?

You need to know this.

If you are enrolled (or plan to enroll) in Medicare Part A or B, you can’t **contribute** to an HSA as of the month in which your Medicare coverage begins. However, you can **withdraw** money from your existing HSA balance once you enroll in Medicare if you use your account funds for eligible healthcare expenses such as deductibles, copays, coinsurances, and Medicare premiums.

¹For more details about eligible expenses for savings and spending accounts, go to the Steelcase Benefits Center website at benefitscenter.steelcase.com. Click on the Document Library to review a full list of eligible expenses.

²May be allowed for eligible qualifying life event



Income Protection

We all want to make sure our families are cared for in the event of the unexpected. Steelcase offers several financial protection plan options — some provided by the company and some you can choose to buy — depending on your needs.

Life and Accident

Life and accident insurance — administered by MetLife — gives you and your loved ones peace of mind if something were to happen.

You Automatically Get Company-Paid:

Basic life insurance equal to 1x your annual base salary (\$1,000,000 maximum)

Basic accidental death and dismemberment (AD&D) coverage equal to 1x your annual base salary (\$1,000,000 maximum)

Note: Any basic life coverage amount over \$50,000 per year is taxable. You can opt out while enrolling as a new hire or during Annual Enrollment if you do not want coverage above \$50,000.

You Can Purchase:

Supplemental life insurance

Coverage Options ¹	Amount You Can Purchase
Supplemental life (for you)	Up to 7x your base salary (maximum \$1,250,000)
Spouse life coverage	Set dollar amounts: <ul style="list-style-type: none">• \$10,000• \$15,000• \$25,000• \$50,000• \$100,000
Child life coverage	Set dollar amounts: <ul style="list-style-type: none">• \$5,000• \$10,000• \$15,000• \$20,000

Supplemental accidental death and dismemberment (AD&D)

Coverage Options	Amount You Can Purchase
Supplemental AD&D (for you)	Up to 7x your base salary (maximum \$500,000)
Spouse AD&D coverage	Set dollar amounts: <ul style="list-style-type: none">• \$10,000• \$15,000• \$25,000• \$50,000
Child AD&D coverage	Set dollar amounts: <ul style="list-style-type: none">• \$5,000• \$10,000• \$15,000• \$20,000

¹Coverage for family members is paid with pre-tax dollars.

Disability

Protect your income with short-term and long-term disability coverage — insured and administered by MetLife — to make sure that money still comes to you if you’re unable to work.

Short-Term Disability (STD)

Steelcase provides short-term disability coverage at no cost to you. This benefit replaces a portion of your income for up to 26 weeks if you’re unable to work due to pregnancy or a non-work-related injury or illness. The benefit you’re eligible for depends on your employment type:

Hourly or Non-Exempt Salaried Employees

- Weekly disability benefit is equal to 70% of weekly wages, subject to a three-day waiting period.
- If you’re an hourly or non-exempt employee, sick time will be applied to the waiting period if available.

Exempt Salaried Employees

- Eligible for salary continuation for up to 26 weeks



Long-Term Disability (LTD)

LTD replaces a portion of your income if you are disabled for an extended period of time. Steelcase offers two long-term disability coverage options:

- 50% income replacement (maximum \$5,000 monthly)
- 60% income replacement (maximum \$25,000 monthly)

If you elect LTD coverage, the cost will be deducted from your paycheck using post-tax dollars. LTD monthly benefits are payable based on the greater of your monthly rate of pay in effect on October 1, 2025 (or hire date if hired after October 1, 2025), or your monthly average Medicare-taxable earnings for the prior three calendar years.

LTD Coverage — 50% level

The maximum duration of benefits is 60 months. The benefit continues until you are no longer disabled or the maximum duration is reached, whichever is sooner. The maximum duration is as follows:

Age When Disabled	Benefits Payable ¹
Before Age 61	60 months
Age 61	54 months
Age 62	48 months
Age 63	42 months
Age 64	36 months
Age 65	30 months
Age 66	27 months
Age 67	24 months
Age 68	21 months
Age 69 and over	18 months

LTD Coverage — 60% level

The benefit continues until you are no longer disabled or you reach Social Security Normal Retirement Age, whichever is sooner. If nearing Social Security Normal Retirement Age, or if you have already reached Social Security Normal Retirement Age, you will receive a monthly benefit for the following duration:

Age When Disabled	Benefits Payable ¹
Before Age 63	To Social Security Normal Retirement Age or 42 months, if greater
Age 63	To Social Security Normal Retirement Age or 36 months, if greater
Age 64	30 months
Age 65	24 months
Age 66	21 months
Age 67	18 months
Age 68	15 months
Age 69 and over	12 months

Both plans have an elimination period of 26 weeks, an own occupation period of 24 months, and pre-existing condition exclusions. The 26-week elimination period needs to be approved under short-term disability before long-term disability claims are approved.

¹Please note: Mental illness and substance abuse disability benefits will be limited if not confined to a total of 24 months.

Retirement

Saving for retirement is an important part of your overall financial wellbeing. Steelcase offers a 401(k) plan through Empower so you can plan and save for the future.

401(k) Plan

Eligibility

You're eligible to participate in the Steelcase 401(k) Retirement Plan as of your date of hire, and there's no deadline to enroll.

Automatic Enrollment

All new hires are automatically enrolled at a 6% pre-tax contribution rate for regular and bonus pay, and your contributions will be invested in the Plan's default fund. You can choose to change your contribution rates or opt out of the Plan anytime.

Your Contributions

Contribute up to 50% of your eligible earnings on a pre-tax and/or Roth (post-tax) basis, up to a maximum of \$24,500 in 2026.

Your pre-tax or Roth (if you are only contributing on a Roth basis) contribution levels will automatically increase by 2% in June of each year, until your total contribution rate reaches 15%. This increase will apply to both your regular and bonus contribution elections and will occur after you have been a participant in the Plan for at least 12 months. You'll be notified ahead of each annual increase, and you'll have the option to opt out.

You can make additional post-tax contributions, up to \$10,000 per plan year. Post-tax contributions are not eligible for the match and are not included in automatic increases.

If you're age 50 or older at the end of the calendar year, you can contribute an additional \$7,500 each year. Beginning January 1, 2026, if you are age 60 – 63 at the end of the calendar year, you may make an additional catch-up contribution up to \$3,750. Catch-up contributions are not eligible for the match, they are not included in automatic increases, and they are a separate election that you need to opt in to.

You're 100% vested in your contributions. This means the value of your contributions and earnings are yours when you leave the company, regardless of your years of service.

Steelcase Employer Contributions

Steelcase helps you reach your retirement savings goals with matching contributions to your 401(k).

Steelcase matches your pre-tax and/or Roth 401(k) contributions at \$0.66 for every \$1.00 you contribute, up to 6% of your eligible compensation, for a maximum match of 4%.

Please note: Steelcase may make an annual profit-sharing contribution to the Plan, subject to IRS regulations, based on eligible compensation. We target paying an annual profit-sharing contribution of 5% of eligible compensation. You will be notified after the end of the plan year if Steelcase chooses to make the contribution depending on company performance.

You are 100% vested in Steelcase's contributions after two years of service.

You also become 100% vested in Steelcase's contributions immediately if you reach age 65 during employment, or if your employment terminates because of death, disability, or job elimination or reduction in force as determined by the company.

To learn more, make an election, or opt out, call Empower at **1-877-457-4015** or visit empower-retirement.com/participant or use single sign-on from Spark.

Additional Benefits

Beyond standard coverage, we provide programs and resources to support your overall wellbeing.



Contacts

Employee Assistance Program

AllOne Health, our Employee Assistance Program (EAP), gives you and your family access to confidential support from trained professional counselors for personal, financial, mental health, work-related, and wellbeing questions and challenges. The program is available to anyone in your household and covers up to seven behavioral health visits per issue per year at no cost to you.

Caregiver Leave

Steelcase recognizes that employees must balance work obligations and providing care for their families. You can receive up to 30 working days of paid leave in any 12-month period to support your family members who have a serious health condition.

Bonding Leave

We know how important it is to bond with a new child as your family adjusts to change. For this reason, Steelcase provides six weeks (30 working days) at 100% pay as bonding leave.

Adoption Reimbursement

Growing your family is an exciting journey, and Steelcase provides an adoption reimbursement of \$10,000 to help ease the associated costs.

Expert Medical Advice

You, your dependents, and your parents have access to Teladoc Medical Experts for medical advice on any diagnosis, treatment option, or surgery. Teladoc can help you find a specialist, review your diagnosis, and explore care options at no cost to you.

Education Assistance Program

If you're a regular full-time employee, Steelcase will help you pay eligible tuition and fees up to \$5,250 per calendar year (or up to \$2,625 per calendar year if you're a regular part-time employee) at an accredited college or university so you can work toward achieving your educational and professional goals.

Pet Insurance

Keeping your family healthy includes protecting your pets too. With MetLife pet insurance, you'll receive financial protection from essential services related to accidents and illness as well as additional features like telemedicine, mortality benefits, and special discounts on pet supplies or services.

Learning Care Group

This national network of child care providers offers a 10% discount, waived registration fee, and priority access to care centers.

Legal Services

The Legal Plan through MetLife Legal offers a network of attorneys that can help with creating or updating a will, real estate matters, tax audits, document preparation, and more. You must opt in to this voluntary benefit to cover yourself and eligible family members. The website gives you the ability to quickly create a will, living wills, and power of attorney online.

Access the benefits listed above and so many more by visiting the **Your Steelcase Benefits** page on Spark.

National Insurance

Aetna (Offered in all states except AK, ID, MT, WY, MO, and SD; availability in some states may be limited)	General site: aetna.com/aon/fi Member site: aetna.com 1-855-496-6289
Cigna (Generally offered in all states except MN and ND; availability in some states may be limited)	General site: connections.cigna.com/carrierbenefits-fi2026 Member site: my.cigna.com 1-855-694-9638
UnitedHealthcare (Generally offered in all states, but availability in some states may be limited)	General site: whyuhc.com/aon9 Member site: myuhc.com 1-888-297-0878

Regional Insurance

Dean/Prevea360 (South Central and Northeastern Wisconsin)	Site: aon.deanhealthplan.com 1-877-232-9375
Health Net (Select markets in California)	healthnet.com/myaon 1-888-926-1692
Kaiser Permanente (Generally available in CA, CO, DC, GA, MD, VA, OR, and southwest WA)	General site: kp.org/aon Member site: kp.org Pre-enrollment: 1-877-580-6125 CA post-enrollment: 1-800-464-4000 CO post-enrollment: 1-303-338-3800 GA post-enrollment: 1-404-261-2590 DC, MD, VA post-enrollment: 1-800-777-7902 OR and southwest WA post-enrollment: 1-800-813-2000 (HMO) or 1-866-616-0047 WA pre-enrollment and post-enrollment: 1-855-407-0900
Medical Mutual (Generally available in OH)	General site: medmutual.com/aon Member site: member.medmutual.com Pre-enrollment: 1-800-677-8028 Post-enrollment: 1-800-541-2770
Priority Health (Available in the lower peninsula of MI; outside of MI, Priority Health utilizes the Cigna national network)	General site: priorityhealth.com/aon Member site: member.priorityhealth.com/login 1-833-207-3211
UPMC Health Plan (Generally available in PA)	General site: upmchealthplan.com/aon Member site: upmchealthplan.com/members 1-844-252-0690

Dental Insurance

Aetna (Generally offered in all states, but availability in some states may be limited)	General site: aetna.com/microsites/aonfi/index.html Member site: aetna.com 1-855-496-6289
Cigna (Generally offered in all states except MN and ND; availability in some states may be limited)	General site: connections.cigna.com/carrierbenefits-fi2026 Member site: my.cigna.com 1-855-694-9638
Delta Dental (Generally offered in all states, but availability in some states may be limited)	General site: ddmi.deltadentalexchange.com Member site: deltadentalmi.com 1-877-380-2051
MetLife (Generally offered in all states, but availability in some states may be limited)	General site: metlife.com/info/aon-benefit-experience Member site: metlife.com/mybenefits 1-888-309-5526
UnitedHealthcare (Generally offered in all states, but availability in some states may be limited)	General site: whyuhc.com/aon9 Member site: myuhc.com 1-888-571-5218

Vision Insurance

EyeMed	General site: eyemedexchange.com/aon Member site: member.eyemedvisioncare.com/member/en 1-844-739-9837
MetLife (Generally offered in all states, but availability in some states may be limited)	General site: metlife.com/info/aon-benefit-experience Member site: metlife.com/mybenefits 1-888-309-5526
UnitedHealthcare (Generally offered in all states, but availability in some states may be limited)	General site: whyuhc.com/aon9 Member site: myuhcvision.com 1-888-571-5218
VSP (Generally offered in all states, but availability in some states may be limited)	General site: aon.vspexchange.com Member site: vsp.com/signon.html 1-877-478-7559

Additional Benefits

Life Insurance MetLife	<p>For questions regarding coverage, to report a death, or to complete EOI for a new policy, contact the Steelcase Benefits Center at 1-833-885-5660.</p> <p>For questions regarding the status of an EOI that has already been initiated, you can contact MetLife at 1-800-638-6420 (prompt 1).</p> <p>To check on the status of a life claim that has already been initiated, you can contact MetLife directly at 1-800-638-6420 (prompt 2).</p>
Disability Insurance MetLife	metlife.com/mybenefits 1-833-622-0135
401(k) Empower	empower-retirement.com/participant or use single sign-on from Spark 1-877-457-4015
Expert Medical Advice Teladoc	teladoc.com/medical-experts 1-855-380-7828
Employee Assistance Program AllOne Health	steelcaseeap.com (passcode: Steelcase) 1-800-788-8630
Pet Insurance MetLife	pet_info@metlife.com 1-855-934-6153
Health Travel Reimbursement HealthEquity WageWorks	member.my.healthequity.com or use single sign-on from Spark 1-877-924-3967
Health Supplement Aetna	1-800-607-3366
Legal Services MetLife	info.legalplans.com 1-800-821-6400



Steelcase

This overview is intended to provide information about some of the benefits you may be eligible for through Steelcase. If there is a discrepancy between the information displayed in this guide and the official plan documents, the official plan documents will govern. Steelcase reserves the right to amend, suspend, or terminate the plan(s) or program(s) at any time. Please also note that the information provided in this document is intended to be a summary of the most common plan designs offered across insurance carriers. It does not take into account how each insurance carrier covers any state-mandated benefits, its plan administration capabilities, or the approval from the state Department of Insurance of the benefits offered by the insurance carrier. If you have questions about a topic that isn't covered, please contact the Steelcase Benefits Center for additional information.