



ITRON U.S. BENEFITS 2023



YOUR HEALTH



YOUR CAREER



YOUR FUTURE



TO OUR ITRON EMPLOYEES & THEIR FAMILIES

The work you do every day profoundly matters as Itron works to provide critical solutions that help our customers better manage energy, water and city services to create a more resourceful world.

Itron's 2023 benefit plans remain comprehensive, competitive, and robust allowing our employees opportunities to focus on their health, career and the future.



YOUR HEALTH



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YOUR FUTURE

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SUMMARY OF PREMIUMS

The following table shows the 2023 employee benefit premiums and the associated cost Itron pays.

		MEDICAL	
	Coverage Tier	Employee Paid Portion of Monthly Premium	Itron Paid Portion of Monthly Premium
Premera Blue Cross – PPO Plan	Employee Only	\$85.00	\$681.77
	Employee + Spouse	\$221.00	\$1,427.54
	Employee + Children	\$205.00	\$1,405.20
	Employee + Family	\$342.00	\$2,149.98
Premera Blue Cross – Account-Based Plan	Employee Only	\$55.00	\$648.16
	Employee + Spouse	\$116.00	\$1,395.79
	Employee + Children	\$105.00	\$1,371.63
	Employee + Family	\$182.00	\$2,103.26
Kaiser – HMO <i>(Coverage available for CA Employees only)</i>	Employee Only	\$46.00	\$706.03
	Employee + Spouse	\$156.00	\$1,498.54
	Employee + Children	\$139.00	\$1,365.14
	Employee + Family	\$239.00	\$2,017.15
		DENTAL	
	Coverage Tier	Employee Paid Portion of Monthly Premium	Itron Paid Portion of Monthly Premium
Delta Dental – PPO	Employee Only	\$17.00	\$26.92
	Employee + Spouse	\$33.00	\$54.85
	Employee + Children	\$46.00	\$77.00
	Employee + Family	\$63.00	\$103.90
		VISION	
	Coverage Tier	Employee Paid Portion of Monthly Premium	Itron Paid Portion of Monthly Premium
VSP – Core Plan	Employee Only	No Cost	\$0.71
	Employee + Spouse	No Cost	\$1.44
	Employee + Children	No Cost	\$1.53
	Employee + Family	No Cost	\$2.45
VSP – Buy Up Plan	Employee Only	\$9.38	\$0.71
	Employee + Spouse	\$19.03	\$1.44
	Employee + Children	\$20.40	\$1.53
	Employee + Family	\$32.52	\$2.45

SUMMARY OF PREMIUMS *(continued)*

The following table shows the 2023 employee benefit premiums and the associated cost Itron pays.

LIFE INSURANCE				
	Coverage Tier	Employee Paid Portion of Monthly Premium	Itron Paid Portion of Monthly Premium per \$1,000 of coverage	
Basic Life Insurance	Employee	No Cost	\$0.095	
	Spouse		\$0.668	
	Child		\$0.668	
AD&D Insurance	Employee Only	No Cost	\$0.012	
Life Insurance Example:				
Employee, 40 years old making \$60,000/year and chooses \$100,000 in Opt Life and AD&D:				
Basic Life - $\$60,000 \times 2 / \$1,000 \times \$0.095 = \$11.40/\text{mo}$				
Basic AD&D - $\$60,000 \times 3 / \$1,000 \times \$0.012 = \$2.16/\text{mo}$				
Optional Life - $\$100,000 / \$1,000 \times \$0.10 = \$10.00/\text{mo}$				
Optional AD&D - $\$100,000 / \$1,000 \times \$0.014 = \$1.40/\text{mo}$				
LEAVE PROGRAMS				
	Coverage Tier	Employee Paid Portion of Monthly Premium per \$100 of coverage	Itron Paid Portion of Monthly Premium per \$100 of coverage	
Long-term Disability	Employee Only	No Cost	\$0.340	
Optional Long-term Disability 10% buy-up	Employee Only	\$0.216	No Cost	
Long Term Disability Examples				
Employee, 40 years old making \$60,000/year:				
Basic LTD - $\$60,000 / 12 / 100 \times \$0.340 = \$17/\text{mo}$				
Buyup LTD - $\$60,000 / 12 / 100 \times \$0.216 = \$10.80/\text{mo}$				
SUPPLEMENTAL PROGRAMS				
		Low Plan	High Plan	
Accident Insurance	Employee Only	\$8.39	\$15.83	No Cost
	Employee + Spouse	\$13.13	\$24.79	No Cost
	Employee + Child	\$17.15	\$32.36	No Cost
	Employee + Family	\$21.41	\$40.03	No Cost
Legal Assistance Insurance	Employee + Spouse + Children <i>(children up to age 21)</i>	\$18.00		No Cost
OPTIONAL COVERAGES SUBJECT TO AGE BANDED PREMIUMS				
Critical Illness Insurance	Premium cost determined by age of employee			
Optional Life Insurance	Premium cost determined by age of employee or dependent			
Optional AD&D Insurance	Premium cost determined by age of employee or dependent			



2023 MEDICAL PLAN DETAILS

We offer high quality, competitive medical plans with low employee premiums, copays and deductibles. Itron offers three medical plans: A Health Savings Account eligible AccountBased Plan, a PPO Plan, and for our California employees, we offer a Kaiser HMO Medical Plan.

Benefits with Premera BlueCross Blue Shield and Kaiser Permanente

Premera BlueCross Blue Shield is the medical administrator for the Account Based Plan and the PPO Plan. Kaiser is the medical administrator for the Kaiser HMO plan (only provided to California employees).

Using the insurer's networks will save you money because the plan pays a higher percent of the charge. Premera and Kaiser's contracted in network rates provide deep discounts, which means lower out-of-pocket costs for you and for Itron. Kaiser does not have out of network coverage, so the employee would be responsible for the entire cost of services provided by a non-network provider.

How Do Out-of-Pocket Maximums Work?

ACCOUNT-BASED PLAN:

All out-of-pocket costs, excluding premiums, accumulate towards this maximum. When out-of-pocket costs reach the maximum, covered claims will be paid at 100%.

Account-Based Plan	Out-of-Pocket Maximum
EE Only	\$3,000
EE + Spouse	\$6,000
EE + Child(ren)	
EE + Family	

PPO PLAN:

All out-of-pocket expenses, except for premiums and prescription drug out-of-pocket costs, accumulate toward the annual out-of-pocket maximum. When you reach the out-of-pocket maximum, you'll have 100% coverage for eligible claims (except for prescriptions).*

PPO Plan	Out-of-Pocket Maximum
EE Only	\$2,500
EE + Spouse	\$5,000
EE + Child(ren)	
EE + Family	

KAISER HMO

(Coverage available for CA Employees only):

All services that are subject to co-insurance accumulate toward the annual out-of-pocket maximum. Depending on your coverage tier, when you reach the out-of-pocket maximum, you'll have 100% coverage for eligible claims.

HMO Plan	Out-of-Pocket Maximum
EE Only	\$1,500
EE + 1 Family Member	\$1,500
EE + 2 or more Family Members	\$3,000

*Prescription drugs carry a separate out-of-pocket maximum of \$2,000. Once the member reaches the maximum on drugs of \$2,000, insurance will pay 100% of prescription costs for the rest of the year.



IN-NETWORK MEDICAL COVERAGE AT-A-GLANCE

Premera Blue Cross Blue Shield PPO & Account-Based Plan

Benefits	PPO Plan	Account-Based Plan
Office Visit	\$20 copay / \$30 for specialists	90% covered after deductible
Virtual Visit	\$20 copay	90% covered after deductible
Preventative Care	100% covered	100% covered
Annual Deductible	Employee Only \$400 Employee + 1 or more \$800	Employee Only \$1,500 Employee + 1 or more \$3,000
Out-of-Pocket Maximum (<i>Including Deductible</i>)	Employee Only \$2,500 Employee + 1 or more \$5,000	Employee Only \$3,000 Employee + 1 or more \$6,000
Employer Health Savings Account Contribution	N/A	Employee Only \$750 Employee + Spouse \$1,000 or Child(ren) Employee + Family \$1,250
Lifetime Maximum	Unlimited	Unlimited
Diagnostic X-Ray and Lab	100% covered	90% covered after deductible
Advanced Radiological Imaging (<i>MRI, CAT, PET</i>)	90% covered after deductible	90% covered after deductible
Emergency Room (<i>Not including advanced radiological imaging</i>)	\$150 copay, then 100% covered (<i>copay waived if admitted to hospital</i>)	90% covered after deductible
Ambulance	90% covered after deductible	90% covered after deductible
Durable Medical Equipment	90% covered after deductible	90% covered after deductible
Chiropractic (<i>20 visits per calendar year</i>)	\$20 copay	90% covered after deductible
Urgent Care	\$50 copay	90% covered after deductible
Inpatient Maternity (<i>Delivery, Hospital, Birthing Center</i>)	90% covered after deductible	90% covered after deductible
Outpatient Maternity (<i>Office Visit, Initial Visit to Confirm Pregnancy</i>)	\$20 copay	90% covered after deductible
Hospital		
Inpatient	90% covered after deductible	90% covered after deductible
Outpatient	90% covered after deductible	90% covered after deductible
Mental Health		
Inpatient	90% covered after deductible	90% covered after deductible
Outpatient Facility	\$20 copay	
Or Physician Visits		
Alcohol and Drug Treatment		
Inpatient	90% covered after deductible	90% covered after deductible
Outpatient	\$20 copay	

*Please refer to the Summary Plan Description for Out-of-Network coverage levels.



IN-NETWORK MEDICAL COVERAGE AT-A-GLANCE

Kaiser HMO - Available for CA Employees

Benefits	Kaiser HMO
Office Visit	\$20
Preventative Care	100% covered
Annual Deductible	\$0
Out-of-Pocket Maximum <i>(Including Deductible)</i>	Employee Only \$1,500 Employee + 1 \$1,500 Employee + 2 or more \$3,000
Employer HSA Contribution	N/A
Lifetime Maximum	Unlimited
Diagnostic X-Ray and Lab	\$10 per encounter
Advanced Radiological Imaging <i>(MRI, CAT, PET)</i>	\$50 per procedure
Emergency Room	\$100 per visit
Ambulance	\$75 per trip
Durable Medical Equipment	20% coinsurance
Chiropractic <i>(20 visits per calendar year)</i>	\$20 copay
Urgent Care	\$20 per visit
Inpatient Maternity <i>(Delivery, Hospital, Birthing Center)</i>	\$250 per admission
Outpatient Maternity <i>(Office Visit, Initial Visit to Confirm Pregnancy)</i>	No charge
Hospital	
Inpatient	\$250 per admission
Outpatient	
Mental Health	
Inpatient	\$250 per admission
Outpatient Facility	\$20 per visit
Group Outpatient Treatment	\$7 per visit
Alcohol and Drug Treatment	
Inpatient	\$250 per admission
Outpatient	\$20 per visit
Group Outpatient Treatment	\$5 per visit

*Kaiser HMO does not have any out-of-network coverage



2023 MEDICAL PREMIUM RATES & SURCHARGES

	Coverage Tier	Monthly	B-Weekly Premium
PPO Plan	EE Only	\$85.00	\$39.23
	EE + Spouse	\$221.00	\$102.00
	EE + Children	\$205.00	\$94.62
	EE + Family	\$342.00	\$157.85
Account-Based Plan	EE Only	\$55.00	\$25.38
	EE + Spouse	\$116.00	\$53.54
	EE + Children	\$105.00	\$48.46
	EE + Family	\$182.00	\$84.00
Kaiser HMO (Coverage available for CA EE only)	EE Only	\$46.00	\$21.23
	EE + Spouse	\$156.00	\$72.00
	EE + Children	\$139.00	\$64.15
	EE + Family	\$239.00	\$110.31

Spousal Surcharge

The rates above do not include the \$75/month surcharge for adding a spouse to your plan who qualifies for other health insurance, such as from an employer or a retirement plan. If you enroll your spouse, you must indicate whether he or she is eligible for other insurance.

If you add your spouse to Itron's medical plan but don't opt out of the spousal surcharge, we'll apply it by default.

Tobacco Surcharge

Tobacco use is the single greatest cause of excessive health care spending and one of the leading causes of death. If you or your spouse use tobacco, Itron will assess a surcharge of \$50/month per tobacco user. You may recoup this surcharge by starting the Quit for Life Tobacco Cessation program by March 30, 2023 and completing it by September 30, 2023. You can also start the program at any time during the year. To join the Quit for Life program, simply call (866) QUIT4LIFE or enroll online at www.quitnow.net. For more information see page 20.

Important Note for Election Surcharges: We expect you to ethically and honestly report you and your covered spouse's tobacco use, and spousal eligibility for insurance, under an employer or retirement plan. Failure to do so may result in our applying surcharges retroactively, as well as other disciplinary action.



PREMERA TELEMEDICINE VIRTUAL VISITS:

More options of care coverage to best fit your needs

Primary Care, Urgent Care and Mental Health Care Virtual Visits: When you don't feel well, or your child is sick, the last thing you want to do is leave the comfort of your home to sit in a waiting room. A virtual visit lets you see and talk to a doctor from your mobile device or computer without an appointment. Most visits take about 10-15 minutes and doctors can write a prescription, if needed, that you can pick up at your local pharmacy.

- » **98point6** – on demand, text based general medicine and primary care providers who can answer your questions, treat and diagnose you when you are sick or if you have a chronic condition
- » **Dr. On Demand** – Video chat with a doctor to help diagnose cold and flu symptoms, pediatric care for ages 1+, skin conditions, headaches, diet and nutrition, medication management and mental health therapy
- » **TalkSpace** – Virtual access to a licensed therapist through text or video for nonurgent mental health care

Physical Therapy Virtual Visits:

Anyone who has suffered an injury knows that the road to recovery can be time consuming. But now, you can attend your physical therapy sessions at home! Premera provides Physical Therapy Virtual Visits through Omada for Joint & Muscle Health. What you get:

- » Dedicated licensed Physical Therapist (PT)
- » Head to Toe treatment plan
- » Unlimited 1:1 chats and video visits
- » Free exercise kits with all the tools you need
- » 24/7 access to support

Substance Use Virtual Visits:

Premera believes that geography, time or day should not be a barrier to substance use treatment and has partnered with 2 virtual provider programs:

Boulder - digital clinic that offers long-term support and telehealth treatment for substance use, including alcohol and opioid use disorders

Workit Health provides personalized treatment through therapy, coaching, and medication support

To schedule a Behavioral Health Virtual Visit, Telemedicine Virtual Visit, or Substance Use Treatment Virtual Visit:

- » www.premera.com
- » 98point6.com/premera
- » doctorondemand.com/premera
- » talkspace.com/premera



PRESCRIPTION DRUG COVERAGE: EXPRESS SCRIPTS

		PPO Plan	Account-Based Plan	Kaiser
Network Pharmacy 30-Day Supply	Generic	\$7	90% covered after reaching your deductible	\$10
	Brand Preferred	You pay 30% coinsurance with \$30 minimum and \$60 maximum per prescription	90% covered after reaching deductible	\$30
	Brand Non-Preferred and Specialty	You pay 50% coinsurance with \$50 minimum and \$100 maximum cost per prescription	90% covered after reaching your deductible	\$30
Home Delivery Up to 90-Day Supply	Generic	\$14	90% covered after reaching your deductible	\$20
	Brand Preferred	You pay 30% coinsurance with \$75 minimum and \$150 maximum cost per prescription	90% covered after reaching deductible	\$60
	Brand Non-Preferred and Specialty	You pay 50% coinsurance with \$125 minimum and \$250 maximum cost per prescription	90% covered after reaching your deductible	\$60 for Brand Non-Preferred Drugs; Specialty drugs are only available at retail
Non-Network Pharmacy		You pay 40%	You pay 30%	Not covered; employee pays 100%
Out-of-Pocket Maximums		\$2,000 per member. Once you hit the \$2,000 maximum, insurance will pay 100% of prescription costs for the rest of the year	Prescription costs accumulated toward Account-Based Medical Plan deductible/out-of-pocket maximums	N/A





EXPRESS-SCRIPTS.COM: A WEBSITE FOR YOU

Register at www.express-scripts.com for access to one of the largest and most experienced online pharmacies in the industry. It is easy to get started, and completely safe and secure.

USE THE WEBSITE TO:

- » Submit mail-order refills;
- » Compare the cost of brand name and generic drugs;
- » Find lower-cost generics to discuss with your doctor;
- » Review your prescription records and out-of-pocket costs;
- » Print claim forms, envelopes and ID cards;
- » Find participating retail pharmacies; and
- » Find the Express Scripts preferred drug list exclusions.

Home Delivery Prescription Drug Service Can Save You Time and Money

You may purchase ongoing maintenance medications at a retail pharmacy or order a 90-day supply through Express Scripts Mail Pharmacy Service. For more information on how to set up home delivery, visit www.express-scripts.com.

90-Day Retail Therapy:

Itron offers a 90-Day Retail Therapy benefit where employees can obtain a 90-day prescription for maintenance medications. Employees can fill these prescriptions at any Walgreen's or CVS pharmacy across the U.S. For more information on 90-day retail therapy, visit www.express-scripts.com.

Diabetic Patient Assurance Program:

The Patient Assurance Program will ensure eligible participants with diabetes will pay no more than \$25 for a 30-day supply of preferred eligible insulin. This will reduce out-of-pocket costs by 40% or more, so members can have predictable costs at the point of sale.





HEALTH SAVINGS ACCOUNT

A Health Savings Account (HSA) is available to employees enrolled in Itron's Account-Based Plan. HSAs can be powerful vehicles for paying out-of-pocket medical expenses, as well as saving for the future.

A Health Savings Account offers three tax advantages that help you save money and grow the account for the long term.

1. Employees and employers contribute on a pre-tax basis, meaning the funds deposited aren't included in your taxable income.
2. You may invest your contribution in several ways and it will grow tax free.
3. You may withdraw funds tax free for eligible out-of-pocket medical expenses.

Should you leave Itron, you may take the account with you (state tax-withholding may apply).

For more information on the Health Savings Account and the expenses that qualify, log onto www.401k.com to learn more.

2023 HSA Contribution Limits (including the Employer Contributions described below)

Employee Only	\$3,850
Employee + 1 or more	\$7,750
Age 55 and older – Catch up limit	\$1,000

Choosing the Account-Based Medical Plan earns you a contribution from Itron to help fund your account. Itron's contributions for 2023 will be:

Employee Only	\$750
Employee + Spouse	\$1,000
Employee + Children	\$1,000
Employee + Family	\$1,250

Steps to enroll:

1. Enroll in eligible medical plan (Premera Blue Cross – Account Based Plan)
2. Elect bi-weekly contribution you want deducted from your pay
3. Contact Fidelity at netbenefits.com or www.401k.com to open your HSA Account (one-time setup)

Important Note on Health Savings Account: Those joining the Account-Based Plan after Jan. 1 will receive a pro-rated share of Itron's HSA contribution. Joining or leaving the Account-Based Plan during the calendar year may result in pro-ration of the IRS-allowed maximum annual contribution. Those who remain in the plan for 12 months or more generally are not affected. Consult IRS regulations or your tax advisor if this applies to you.



FLEXIBLE SPENDING ACCOUNTS

A Flexible Spending Account (FSA) is a tax advantaged account funded by pre-tax payroll contributions that can be used for eligible expenses. These funds are not taxed at the front end when you contribute to the account, or at the back end when you are reimbursed for eligible expenses.

Ittron offers two types of Flexible Spending Accounts:

1. Health Care Flexible Spending Account

(Only available to those who elect Medical PPO)

This account lets you pay for certain out-of-pocket medical costs, such as prescription drugs, doctor visits, copays, deductibles and coinsurance payments with pre-tax money. You may contribute up to the IRS maximum per plan year (minimum \$130), deducted from your paychecks in installments.

2. Dependent Care Flexible Spending Account

(Available to those who waived or enrolled in either medical plan)

This account lets you use tax-free money to pay for certain dependent-care costs that enable you to work, such as day care or elder care. The maximum contribution is \$5,000 per plan year (minimum \$130).

Make the most of your Flexible Spending Account:

- » Plan before you enroll: you can't change or stop your FSA elections during the plan year, unless you have a qualifying event.
- » You must re-enroll each year to continue participating; your prior year's election will not carry over.
- » Keep all receipts for purchases under the FSA, as you may need to submit them as documentation to the FSA administrator or to the IRS.
- » You can carry over up to \$500 of your unused Health Care FSA dollars into the following year's plan. Anything over \$500 that is unused at the end of the year will not carry over.
- » Health Care FSA funds can only be used to pay for expenses incurred within the current plan year.



FLEXIBLE SPENDING ACCOUNTS & HEALTH SAVINGS ACCOUNTS

	Flexible Spending Account Available to those in the PPO Medical or Kaiser HMO	Health Savings Account Available to those in the Account-Based Plan
Who contributes?	Employees contribute through payroll deductions.	Both employees and Itron contribute.
What is the maximum annual contribution?	IRS maximum amount	\$3,850 for those with employee-only coverage and \$7,750 for those with employee +1 or family coverage. If you are 55 or older, you may contribute an additional \$1,000 per year
What can be reimbursed from the account?	Out-of-pocket medical, dental and vision expenses such as copays, deductibles and coinsurance incurred during the plan year. Eligible medical expenses not covered under the plan (<i>over-the-counter medications and supplies will no longer be reimbursed without a prescription</i>).	Out-of-pocket medical, dental and vision expenses such as copays, deductibles and coinsurance. Eligible medical expenses not covered under the plan. Premiums for tax qualified long-term care insurance. COBRA medical premiums. Medical insurance premiums paid while unemployed. For those over age 65, medical plan premiums such as Medicare premiums (<i>excluding Medigap</i>).
When can I access funds in the account?	January 1	Funds you contribute will be available as they accrue each pay period. Itron will contribute its portion within a month after you open the account.
How do I access funds from my account?	You may submit a copy of your bill with a reimbursement form or use your Flexible Spending Account debit card.	You may use your Health Savings Account debit card, write a check to yourself from your Health Savings Account or call Fidelity and request a check.
What happens to unused money in the account?	You may roll over up to \$500 in unused 2023 medical Flexible Spending Account funds to your 2024 account.	Unused funds carry over year-to-year and are also yours if you leave Itron.
Do I earn any interest on money held in the account?	No	Yes. The funds are held in a brokerage account. You may invest in mutual funds, ETFs, stocks and bonds. Investment earnings grow tax-free in a Health Savings Account.
Who administers the plan?	Navia: www.naviabenefits.com Company Code SIV	Fidelity: www.401k.com



VISION CARE COVERAGE – VSP

Regular eye exams not only identify vision correction needs, but may also detect eye diseases and other health conditions such as high blood pressure and diabetes.

We provide annual eye exam benefits for all employees and their eligible dependents, with a \$20 copay on the VSP core plan or you can “buy up” and pay a premium for the VSP Hardware Buy-Up Plan. That provides the same benefit of the VSP core plan but includes a benefit for hardware (glass/contact lenses).

Buy-Up Hardware Vision Benefits

Network	In-Network	Out-of-Network
Exam Copay	\$20	\$20 copay for exam with coverage for exam services up to \$50
Hardware Copay	\$20	\$20
Hardware	Lenses covered after copay; frames covered up to \$150 Up to \$150 in contact lens coverage provided in lieu of lenses/frames	Up to \$100 toward lenses, frames or contacts provided after \$20 copay
Frequency	Every 12 months	Every 12 months

2023 Employee Premiums for Buy-Up Hardware Vision Coverage

Coverage Tier	Monthly Premium	Bi-weekly Premium
Employee Only	\$9.38	\$4.33
Employee + Spouse	\$19.03	\$8.78
Employee + Children	\$20.40	\$9.42
Employee + Family	\$32.52	\$15.01

TIP: VSP also offers an affiliate network benefit through Costco. Details can be found on iConnect. You may earn points in the Vitality Wellness Program by getting your annual eye exam.



DENTAL COVERAGE – DELTA DENTAL

Delta Dental is Itron’s dental administrator, and the plan allows you to see any licensed dentist. Seeing an in-network dentist; however, will lower your out-of-pocket costs.

You can find a Delta Dental PPO network dentist in your area by visiting Delta Dental’s website at www.DeltaDentalWA.com and:

- » Click on the Patients tab and then on the Find a Dentist link.
- » Input your address and choose the Delta Dental PPO option under *In-Network*.
- » Click Search to find the in-network dentist closest to you.

2023 Dental Premiums

Coverage Tier	Monthly Premium	Bi-weekly Premium
Employee Only	\$17.00	\$7.85
Employee + Spouse	\$33.00	\$15.23
Employee + Children	\$46.00	\$21.23
Employee + Family	\$63.00	\$29.08

Dental Highlights

Annual Maximum \$2,000	Deductible None
Coinsurance	None
» Diagnostic and preventative (exams, cleanings, fluoride, x-rays, sealants)	» 100% at an in-network (Preventative services do not accrue toward annual maximum)
» Restorative (restorations, oral surgery, endodontics, periodontics)	» Company pays 80%
» Major (crowns, dentures, bridges, partials, implants, nightguards)	» Company pays 60%
Orthodontics For adults and eligible dependent children	Company pays 50% up to \$2,000 lifetime maximum

TIP: Protect your smile for free! Preventative dental services such as cleanings, exams and x-rays are free within the dental plan. By having a dental screening, you earn points toward the Vitality Wellness Program.



VITALITY

We're committed to your health and well-being. That's why we offer the Itron Wellness Program in partnership with the Vitality Group. Whether you are looking to eat healthier, build a more active lifestyle or focus on better habits, Vitality has all the tools to help you achieve your wellness goals.

ITRON WELLNESS PROGRAM

Download the Vitality Today mobile app to make it easier to plan healthy activities, keep track of your points, as well as track your fitness in order to work toward your goals and earn rewards.

How Do I Earn Vitality Points?

- » Elect to participate in the Vitality Wellness Program
- » Complete or update your Vitality Health Review at www.powerofvitality.com and you'll receive a health status report and areas for potential change. You can then create personalized goals using these recommendations.
- » If your spouse or domestic partner is not on Itron's medical plan, you are not required to enroll her/him in the wellness program.
- » Children can earn points for certain activities up to age 18.
- » Earn more points with health screenings, fitness activities, online courses and company-wide challenges.
- » Redeem your Vitality points for merchandise.
- » Earn gift cards for achieving Gold and Platinum status.

How do I redeem my Vitality bucks?

Vitality has the rewards you deserve for working toward a healthier lifestyle. Throughout the year, you receive Vitality bucks for the Vitality points you earn. You can redeem your bucks for gift cards from Amazon, Fandango, iTunes, Nike, REI and Whole Foods Market, or you can spend your Vitality bucks on a new fitness device from Polar, Garmin or Fitbit. To redeem your bucks, go to powerofvitality.com and click the Rewards tab.

Vitality Gym Rebate Program

Vitality's Gym Rebate program makes it easy for you to receive an annual rebate for working out. When you participate in the program, your goal will be to attend the gym 70 times in order to qualify for up to \$400 in Vitality gym rebates. Once you have reached this goal, you can submit your rebate request on the Vitality website and Vitality will deposit your rebate into your bank account.





ITRON FIT

Did you know that Itron has an employee led Wellness Program called Itron Fit? Over the last few years, this program has evolved into a global program that has brought many Itron cultures and coworkers together to stay active and fit.

The goal of Itron Fit is to create a unified culture and enable employees to improve their physical and mental well-being, while also living our purpose to create a more resourceful world.

The program offers employees physical activity, mindfulness and team building opportunities that, when possible, are linked to improving the communities we live in and helping the planet.

Benefits of Itron Fit

Being involved in Itron Fit has many benefits, including:

- » Connecting with coworkers from all departments
- » Improved morale
- » Annual activities and tournaments
- » Giving back to our communities
- » Finding a new-found passion

How to Get Involved

Each major location has different Itron Fit activities that are conducted throughout the year. There are also virtual activities that occur on a global level allowing you to connect with coworkers around the world. From putting your way through the cubicles in a mini putt-putt golf tournament to meeting your co-workers on a Saturday for a

cricket match, there are several different ways you can get involved with your peers. To see who leads at your site, reach out to the HR-Helpdesk. If your site currently does not have an activity that you want to participate in, you can start your own team. If you are not sure how to get started, contact the HR-Helpdesk for more information.

Itron Fit Logo Gear

We offer a variety of different Itron Fit logo gear to employees and team leads at no cost. Itron offers shirts, hats, water bottles, triathlon kits, cycling kits and many more options. We are more than happy to provide Itron Fit gear for promotional events, teams and Itron Fit events. Reach out to the HR-Helpdesk for more information on Itron Fit gear.

Contact Information

If you are interested in being involved in Itron Fit, or want more information, please contact the HR-Helpdesk at HR-Helpdesk@itron.com or 1-877-Itron-01.





ADDITIONAL PROGRAMS

HEALTH ADVOCATE

Health Advocate provides you and your family (including parents and parents-in-law) with clinical and administrative support around your health care needs 24/7 by phone or online.

Health Advocate can help you:

- » Untangle and resolve insurance claim issues, and negotiate billing and repayment plans;
- » Clarify benefits, and make sense of medical insurance jargon;
- » Find a medical provider, make appointments and research complex medical conditions;
- » Coordinate care, facilitate pre-approvals, schedule follow-up visits, and transfer x-rays and medical results to those who need to know;
- » Arrange specialized treatments and tests, and answer questions about the results, treatments and prescribed medications;
- » Provide health care cost estimates;
- » Contact a nurse and find web-based information to support treatment decisions;
- » Locate eldercare, including assisted living and adult day care; and
- » Help seniors with medical and Medicare issues

To use Health Advocate, call **(866) 695-8622**.

INTERNATIONAL SOS TRAVEL ASSISTANCE:

Itron partners with International SOS (ISOS), the world's leading medical and travel security services company, to help protect its employees and their accompanying dependents while they are traveling internationally. Examples of the type of assistance ISOS can provide are:

1. Lost or stolen passport assistance during your trip
2. Medical assistance which can include referrals to a medical provider/hospital as well as guaranteeing payment for medical services and air evacuation out of the country for more serious medical episodes

It's important to download the International SOS smartphone app and to call ISOS for both pre-trip advice as well as for advice and assistance during an international trip.



ADDITIONAL PROGRAMS

QUIT FOR LIFE TOBACCO CESSATION PROGRAM - OPTUM

Want to quit tobacco or vaping? The Quit for Life program tailors quit plans using a variety of tools to fuel engagement. These include:

- » Inbound/Outbound coaching calls
- » Progress and cost-savings trackers
- » Text2Quit®
- » Mobile app
- » Secure email messages
- » Online learning community
- » Mail-order patches, gum and lozenges

You may join the Quit for Life program by calling **(866) QUIT-4-LIFE**.

EMPLOYEE ASSISTANCE PROGRAM – LIFEWORKS

The Employee Assistance Program (EAP) helps with more than major life events. Confidential assistance with your personal, family and work-related concerns is just a phone call away, at no cost to you.

LifeWorks is Itron's EAP provider. The EAP is a great source for assistance with:

- » Confidential counseling on personal issues;
- » Legal information, resources and tools;
- » The importance of estate planning; and
- » Information, referrals and resources for work-life needs.

You can contact Lifeworks at **1-800-433-7916** or via their website **www.login.lifeworks.com**

ITRON GIVES

At Itron, our corporate social responsibility is aligned to our company purpose as we strive to create more resourceful communities where we live, work and play. Our employee giving program, Itron Gives, empowers our people to be active participants in their communities through volunteerism, mentoring and personal giving. All full-time employees based in North America are eligible to receive 32 paid hours per year to serve their communities with organizations of their choice. In addition, Itron will match up to \$1,000 USD per employee per year for any charitable donations employees make to qualifying nonprofit 501(c)3 organizations. To learn more, visit Itron Gives on iConnect.



LIFE, ACCIDENT AND DISABILITY INSURANCE

Itron provides basic life, accidental death and dismemberment, business-travel accident, short-term disability and long-term disability insurance, plus options to buy additional life and AD&D insurance.

Basic Insurance

Basic Insurance	Covered by Itron
Basic Life Insurance	
Employee	2x annual base salary up to \$2M
Spouse	\$5,000
Child	\$2,000
AD&D Insurance	
Employee	3x annual base salary up to \$2M
Business Travel Accident	
Employee	3x annual base salary up to \$2M
Short-term Disability	100% of monthly earnings; up to 13 weeks
Long-term Disability	60% of monthly earnings

Optional Insurance

Optional Insurance	Covered by Employee
Optional Life Insurance	
Employee	5x your annual salary up to \$2M*
Spouse	Up to \$50,000
Child	Choose between \$5,000 or \$10,000
Optional AD&D	
Employee	5x your annual salary up to \$2M*
Spouse	Up to \$100,000
Optional Long-term Disability 10% buy-up	10% via monthly premium

*Amounts over \$600,000 will be subject to evidence of insurability.

New Parent Leave

Itron recognizes the importance of family and offers a brief period of paid time off for employees to celebrate a new addition to their family. All regular Itron employees who have recently added a child to their family through birth or adoption will be able to take 4 weeks of paid time off.

Requesting a Leave

Itron partners with Prudential Financial to assist with approving and tracking available time off for employees requesting a leave of absence. If you need to take time off for New Parent Leave, your own health condition or to care for a family member for an extended period of time, please contact Prudential at **(877) 367-7781**. You will be asked for a control number which is 44928. Always make sure you are keeping your supervisor and HR Manager informed on your need to take a leave of absence.





VOLUNTARY INSURANCE

CRITICAL ILLNESS INSURANCE - METLIFE

Critical Illness provides lump sum payments for specific critical illnesses. You can use the lump sum payment as you see fit, and it can be used to compliment your medical and disability plan coverages. There are two plan options available with varying premiums based on age and smoker status and are shown in Itron's benefit enrollment system.

Some covered conditions include:

- » Cancer
- » Heart attack
- » Stroke
- » Major organ transplant
- » Coronary artery bypass graft
- » Kidney failure
- » 22 other covered conditions

As an incentive to help promote wellbeing, the policy also provides a cash incentive annually for taking one of the eligible preventative screening measures such as a preventative checkup. Be sure to review the summary plan description found on iConnect as certain restrictions apply to the preventative screening benefit.

ACCIDENT INSURANCE - METLIFE

Accident Insurance provides lump sum payments for covered injuries and accident related medical treatments, including medical services and hospitalization. There are two plan options available with varying levels of benefit payouts and corresponding levels of premiums. The payments from this policy can help offset out-of-pocket costs from your medical plan. More than 150 covered events could trigger benefit payments such as:

- » Fractures
- » Dislocations
- » Burns
- » Concussions
- » Torn cartilage in knee
- » Emergency room visit
- » Accident related hospital admission and confinement
- » Lacerations
- » Broken tooth
- » Ambulance ride

LEGAL ASSISTANCE INSURANCE – MET LAW

Legal assistance insurance provides you with the ability to find an attorney quickly. Go to www.members.legalplans.com to select an attorney and receive your case number. When you call the attorney's office, let them know you're a Met Law member and provide your case number to make an appointment.

Examples of covered services for you and your dependents:

- » Estate planning
- » Document review
- » Family law
- » Real estate matters
- » Document preparation
- » Traffic offenses and more!

To use this benefit, call **(800) 821-6400** or visit the website members.legalplans.com and click on "Attorney Locator" to find an attorney near you.



VACATIONS & HOLIDAYS

Our work-life balance programs include paid vacations and holidays to allow you time to reenergize and rejuvenate so you can be at your best both on and off the job.

Salaried employees (not eligible for overtime) participate in Itron's Flexible Vacation Program, which means there isn't a preset number or allotment of vacation days. Itron gives you the flexibility you need to plan your time on and off the job, and you work with your manager and coworkers to appropriately plan your time off.

Hourly employees (overtime eligible) accrue vacation based on years of service. Those who are part-time and working at least 20 hours a week accrue vacation on a prorated basis.

All employees, including salaried employees participating in the Flexible Vacation Program, are required to enter their vacation time in Itron's time and attendance system.

Length of Employment	Annual Equivalent Vacation Time	Vacation Accrual <i>for hourly and nonexempt employees</i>
1st day of work to 2nd Anniversary date	2 weeks	Vacation accrued from date of hire based on number of hours worked each pay period.
Day after 2nd Anniversary to 9th Anniversary date	3 weeks	Vacation accrued at higher rate from day after 2nd Anniversary, based on number of hours worked each pay period.
Day after 9th Anniversary to 24th Anniversary date	4 weeks	Vacation accrued at higher rate from day after 9th Anniversary, based on number of hours worked each pay period.
Day after 24th Anniversary date	5 weeks	Vacation accrued at higher rate from day after 24th Anniversary, based on number of hours worked each pay period.

If you work less than full-time or are paid hourly, your vacation accrual may vary from the table above.

HOLIDAYS

We provide 88 hours of paid statutory holidays if you are working a minimum of 40 hours a week and 84 hours if you work a minimum of 36 hours per week. Statutory holidays are designated by the company and can vary from year to year.



ITRON INCENTIVE SAVINGS PLAN & EMPLOYEE STOCK PURCHASE PLAN

ITRON INCENTIVE SAVINGS PLAN

All employees may participate in the Itron Incentive Savings Plan for 401(k) retirement savings, and Itron will match a portion of your contributions. You may contribute from 1 to 50% of either pre-tax earnings or after-tax earnings (Roth) through payroll deductions, up to the annual dollar limit established by the IRS.

Itron's auto enrollment at 3% gets you started in building your retirement account. However, contributing at least 6% of your salary allows you to make the most out of your 401(k). For every dollar you pay into your 401(k)- up to 6%- Itron will contribute 75 cents, with matching funds deposited quarterly. Contributing 6% will earn you a company match of 4.5%. To be eligible for the company match, you must be actively employed on the last day of the respective quarter.

Your contributions are always 100% vested. Itron's matching contributions vest on a three-year graded basis, and once you reach three years of service, provided you work 1,000 hours each year, your matching contributions will be 100% vested.

A catch-up provision allows participants age 50 and older to contribute more to build their retirement savings at a faster rate.

TIPS:

- » We accept rollovers from approved retirement plans as soon as you're employed with us.
- » You may borrow from your 401(k) account, subject to certain restrictions.
- » New hires: Itron automatically enrolls you into the plan contributing 3% of your pre-tax pay starting 30 days after you begin work if you don't opt out or elect to contribute more.

To enroll or make changes, call Fidelity at **(800) 890-4015** or use the website **www.401k.com**.

ITRON EMPLOYEE STOCK PURCHASE PLAN - FIDELITY

Eligible employees may purchase shares of Itron Stock (ITRI on the NASDAQ exchange) at a 5% discount under our Employee Stock Purchase Plan.

To be eligible, you must work at least 20 hours per week. If you choose to participate, you may contribute up to 10% of eligible compensation from each paycheck (on an after-tax basis) toward the quarterly purchase of Itron stock.

You can enroll during the respective windows or opt out by calling Fidelity at (800) 890-4015 or using the website **www.401k.com**.

HOW TO ENROLL FOR BENEFITS

HERE'S HOW TO SELECT YOUR BENEFITS FOR THE COMING YEAR:

1. Read your enrollment materials and make your decisions.
2. Log on to ltron.sharepoint.com and select the iConnect portal on the left-hand side of the screen. From the iConnect homepage, choose "Enroll in your Benefits" under the Apps column on the right.
3. Log in using your network UserID and password. If you are having trouble with your password, please contact the IT Helpdesk.
4. Read your Benefit Confirmation Statement. This is your official record of benefit elections. Contact HR immediately if you find errors on this statement.

QUALIFYING EVENTS:

Special enrollment rights under the Health Insurance Portability and Accountability Act (HIPAA) allow you and your eligible dependents to change certain benefits if a qualifying event occurs outside of the open enrollment period, such as:

- » You or your dependent loses coverage under another group health plan;
- » You gain a dependent through marriage, birth or adoption;
- » You lose a dependent due to death; and/or
- » Your spouse loses his/her right to coverage under another group plan, meaning Itron's spousal surcharge will no longer apply.

DEPENDENT VERIFICATION:

If you are adding dependents to health insurance, you will be asked to provide supporting documentation that establishes an eligible dependent relationship.

ELIGIBILITY FOR BENEFITS:

Employees are eligible for benefits if they work a minimum of 25 hours per week. Eligible dependents include:

- » Your spouse or domestic partner.
- » Your child or your spouse's child who is under age 26, including a natural child, stepchild, a legally adopted child, a child placed for adoption, or a child whom you or your spouse are the legal guardian; or an unmarried child age 26 or older who becomes disabled and is dependent on your care.
- » Dependents must reside in the U.S.

TIP:

- » New hires have 31 days to enroll after you become eligible for benefits to make your benefits elections. If you miss this deadline, you will not be automatically enrolled and will need to wait until the next open enrollment period or qualifying event for coverage.
- » Your benefits will take effect the first of the month following your date of hire.
- » If you have a baby or adopt a child and you want them to be covered for benefits, you need to request to have them added to benefits within 60 days of the birth/adoption.

To make a change, notify the HR Helpdesk within 31 days of the qualifying event at **(877)-ITRON-01** or **HR-Helpdesk@itron.com**. After you supply supporting documentation, you will gain access to change enrollment options on iConnect.

CONTACTS

	Contact	Or Visit
Medical Plan	<p>Premera Blue Cross Blue Shield (844) 960-4790 TTY: 711 Group Plan #4024105</p> <p>Kaiser HMO - (800) 464-4000</p>	<p>www.premera.com</p> <p>www.kp.org</p>
Dental Plan	<p>Delta Dental of Washington (800) 554-1907 Group #03861</p>	<p>www.deltadentalwa.com</p>
Vision Plan	<p>VSP (800) 877-7195</p>	<p>www.vsp.com</p>
Prescription Drugs Plan	<p>Express Scripts (844) 550-2714 Group #ITRONRX</p>	<p>www.express-scripts.com</p>
Flexible Spending Account Plan	<p>Navia (800) 669-3539 Company code SIV</p>	<p>www.naviabenefits.com</p>
Health Savings Account	<p>Fidelity (800) 890-4015</p>	<p>www.401k.com</p>
Voluntary Benefits	<p>Accident and Critical Illness Insurance MetLife (800) 251-0472 Search for Itron and create account</p> <p>Legal Assistance Insurance Met Law (800) 821-6400</p>	<p>www.mybenefits.metlife.com</p> <p>www.members.legalplans.com</p>
Wellness Program	<p>Vitality Group (877) 224-7117</p>	<p>www.powerofvitality.com</p>
Leave of Absence Reporting	<p>Prudential (877) 367-7781 Control #: 44928</p>	<p>www.prudential.com/mybenefits</p>
Employee Assistance Program	<p>LifeWorks (800) 433-7916</p>	<p>www.login.lifeworks.com</p>
Health Advocate	<p>Health Advocate (866) 695-8622</p>	<p>www.healthadvocate.com/Itron</p>

Itron now offers employees the ability of Single Sign-On with most of our vendors. Visit [iConnect>Benefit Vendors Contacts, Links & Single Sign-On Options](#) page and enroll today.

CONTACTS CONTINUED

	Contact	Or Visit
401(k)	Fidelity (800) 890-4015	www.401k.com
Employee Stock Purchase Plan	Fidelity (800) 890-4015	www.401k.com
Itron Employee Emergency Fund	IEEF (866) 277-2030	www.itronemployeeefoundation.com
Other Issues	HR Helpdesk (877) Itron-01	HR-Helpdesk@ITRON.com
International Travel Assistance	International SOS (215) 942-8226	www.internationalsos.com



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