



BENEFITS

Live Your Life With Confidence.

BE SYNNEXTRAORDINARY

HealthBenefits – We've got you covered

Medical, Dental and Vision Options

All of our medical plans cover visits to the doctor's office, hospitalization, emergencies, mental health care, and prescription drugs. The types of plans differ in their costs, coverage levels, and specific plan provisions. We offer a High Deductible Health Plan (HDHP), a traditional PPO or Kaiser HMO, depending on your geographic location. Dental and vision plans are also available.

Flexible Spending Account

The FSA plan allows you to pay for certain healthcare and dependent care expenses on a tax-free basis. You may enroll in a Health Care FSA and/or a Dependent Care FSA.

Health Savings Account

We offer a tax-advantaged medical savings account to employees enrolled in an HDHP. Unlike an FSA, funds roll over and accumulate year over year if not spent. HSAs are owned by the individual and funds may only be used to pay for qualified medical expenses. We also provide a financial incentive for those electing HDHPs.

Life Insurance/AD&D

You can choose from a variety of life insurance and accidental death and dismemberment (AD&D) coverage amounts for yourself and your eligible dependents.

Medical Benefits Abroad

We provide extra medical coverage while traveling on a short-term business trip or assignment at the expense of the employer, outside your home country. This policy provides coverage for medical treatment, hospital admissions and prescription coverage resulting from an accident or illness.

Wellness – We care about your happiness

Employee Assistance Program (EAP)

To help manage difficult life events, we offer an employee assistance program (EAP) to all benefits-eligible employees and their eligible dependents. Our EAP provides confidential personal assessment, counseling, and referral services at no cost and can assist with marital and family problems, alcohol/drug abuse, stress and emotional problems, child and elder-care advice, as well as other issues.

Legal Assistance

Legal support is available whereby you can create, free of charge, the following forms: Health Care Power of Attorney, Financial Power of Attorney, Living Will and Health Care Directive, Basic Will Preparation.

Voluntary Benefits

SYNNEX offers a variety of plan options to supplement your core benefits, including Accident, Critical Illness, Hospital Indemnity, Auto/ Home, ID Theft Protection, Pet Insurance, and Purchasing Power.

Financial Benefits– We'll help you save

401k

Our 401(k) plan encourages you to accumulate savings for retirement through convenient pretax and post-tax payroll deductions. SYNNEX also helps you save by offering a matching contribution.

Stock Program

Restricted Stock Awards: Employees at eligible levels within the company have the opportunity to be granted RSA's (Restricted Stock Awards) upon hire, promotion and annually.

Employee Stock Purchase Plan (ESPP)

Our Employee Stock Purchase Plan provides eligible employees an opportunity to purchase SYNNEX common stock at a discount, through payroll deductions. Funds are withheld from the employee's after-tax pay with shares purchased on a quarterly basis.

Profit Sharing Program

Our annual Profit Sharing plan is designed to reward achievement of company financial performance objectives. As with any bonus plan, participation is not automatic, and all annual bonuses are contingent on individual performance as well as the company's business performance for the relevant year.

Paid Time Off – Everyone needs a break

Vacation

Associates either accrue vacation time or are allotted flexible vacation time. We strongly encourage you to take occasional time off to avoid burnout, frustration and stress-related illnesses. Vacation hours are accrued based on length of service; at hire — 15 days or 120 hours; on your 4th anniversary — 20 days or 160 hours; on your 10th anniversary and forward, flexible time is granted in accordance with company policy and business needs.

Sick Time

It's important to take time to get well when you're sick or injured. Full time employees receive 6 days per payroll calendar year while part time employees receive 3 days.

Various Types of Leave

We offer a variety of leaves across the US such as jury duty, bereavement, time off for voting and others.

Lactation Accommodation

We provide a reasonable amount of break time as well as a private room to accommodate an associate desiring to express breast milk for the employee's infant child for up to 1 year after the birth of the child.

Recognition – Let's wave our flags

Founder's Award

An annual Top Performer Award with the recipient receiving a bonus along with an individual trophy and their name engraved on the perpetual trophy located in the lobby of Corporate Headquarters.

President's Club

A global bi-annual award recognizing our top employees. The honorees receive an all-expense paid trip for 2 to a location selected by Executive Leadership.

Milestone Service Anniversary Program

We recognize service milestones of 5, 10, 15, 20, 25, 30, 35 and 40 years. Associates achieving these milestones will receive a certificate and the choice of a lapel pin, key chain, or charm.

Other Types of Recognition

Each month, we recognize our standout associates as "Star Performers" during the Monthly Managers Meeting (MMM). Those recognized have been nominated by their manager and above for their extraordinary work. And our quarterly GEM award is intended to recognize associates who have exemplified the SYNEX core values, either as demonstrated in a one-time "Win" or through a consistently solid performance over the span of a fiscal year quarter. GEM reflects that can-do attitude that we see so often here, and the acronym, GEM, is about Going the Extra Mile.

Ongoing Education – Our commitment to your ongoing development

Tuition Reimbursement

Our program provides an opportunity for eligible employees to obtain additional education or training in order to increase their competence in their present jobs and to prepare for future enhancements within SYNEX.

Huang Leadership Development Scholarship

SYNNEX worldwide employees, past and present, their legal dependents and grandchildren are eligible to apply for the annual Huang Leadership Development Scholarship. The scholarship was established by Bob and Lily Huang as an educational opportunity for valued employees. As many as 10 scholarships are awarded annually.

Training & Development

We offer department level training tools, courses and tutorials for all new and existing associates. These training opportunities includes on-line, self-paced, instructor lead, and webinars.

Other Perks – Other fun stuff we offer

Employee Referral Program

We are always looking to hire the very best so if you refer someone and we hire them, you can earn a bonus up to \$1,000 once the successful candidate has been working full time for six months.

Employee Discount Program

Associates may purchase SYNNEX products available at “system cost” or products from selected suppliers, up to an allowable maximum dollar amount.