

2027



NEW HIRE BENEFITS GUIDE

U.S. Salaried and Non-Union Hourly Employees

ALLEGION™ 



WELCOME TO ALLEGION!

We're Happy You're Here! Our benefits are designed for who you are as an individual, with all your unique wants and needs in mind. We care about your health and wellbeing and want you to stay informed and feel confident about the benefits you choose. That's why we provide resources that can answer your questions and help you learn more about what's available to you.

So, now's the time to learn about your options so you can make the best choices for you and your family. Browse through this summary to understand all the benefits before you enroll. For most benefits, you'll only have 31 days from your hire date to enroll. Otherwise, you won't be able to enroll until the next Annual Enrollment, with benefits effective January 1, 2028.

YOUR ENROLLMENT TO-DO LIST

Learn about your benefits

Prepare for enrollment by reviewing this summary for high level details about your benefit programs. Or, visit our benefits information site, AllegionBenefits.com, to learn more.

Enroll in Workday

You can access Workday, our online enrollment system, from your desktop or a kiosk or through the mobile app to make your benefit elections.

Print your confirmation

You will not receive a printed confirmation statement in the mail. Be sure to print or save a copy from the system after you finish selecting your coverage.

Review the 401(k) Plan

Take a look at the information you receive from Fidelity on the Employee Savings Plan – including investment options and how to change your contribution rate or opt out.

Watch for ID cards

If you enroll in medical and prescription drug coverage, or you open a spending account, you will receive ID cards and debit cards at your mailing address within two weeks of enrolling. You will not receive an ID card for dental or vision coverage – your providers will verify coverage with your employee ID or Social Security Number.

WHAT IF I DON'T ENROLL?

If you don't enroll within 31 days of your eligibility date, you will automatically be defaulted to the following Company-provided benefits with coverage effective as your date of hire:

- Basic Life and Accidental Death & Dismemberment Insurance
- Employee Assistance Program (EAP)
- Short-Term Disability (STD)*
- Long-Term Disability (LTD)*

*Hourly employees will be enrolled in STD and LTD after 90 days from date of hire.

WHO'S ELIGIBLE

Employees

You're eligible if you work:

- 30+ hours and are a regular full-time employee
- 20-29 hours and are a regular part-time employee (part-time employees are not eligible for LTD or Flexible Spending Account (FSA) benefits)

Eligible Dependents Could Be:

- Your legal spouse*
- Your dependent children under age 26 (including biological, step, adopted, and foster children)
- Any child age 26 or older who is permanently and totally disabled before age 26

DEPENDENT VERIFICATION REQUIRED: If you enroll dependents in Allegion benefits, you must verify eligibility to participate. You will receive letters from Verifi1 with the required steps to ensure your dependents are covered.



When Coverage Begins

For most benefits – excluding those that require Evidence of Insurability (EOI) – coverage is effective on your first day on the job at Allegion. You will have the opportunity to enroll in or change your coverage options during each year's Annual Enrollment period, with benefits starting January 1.

Life Event Changes

During the year, you cannot make changes to your benefits unless you have a qualified life event, such as marriage, birth of a child, divorce, loss of coverage, etc. If you do not make changes to your benefits within 31 days of the qualified life event, you will have to wait until the next annual open enrollment period to make changes (unless you experience another qualified life event). Details about life events are available on the [Allegion Benefits site](#).

Spousal and Tobacco Surcharges

Employees with spouses who have access to medical/pharmacy coverage through their employer will be subject to a \$100/month spousal surcharge if they elect Allegion's Medical/pharmacy plan. Employees who use tobacco will be subject to a \$50/month tobacco surcharge.

***Domestic Partner Coverage:** Please note that domestic partners are not eligible for coverage under Allegion's benefit plans.



MEDICAL COVERAGE

Allegion offers four medical plans, giving you the freedom to choose what's best for you and your family. There are two factors to consider when choosing a plan – cost and access to your preferred providers. The HSP and PPO offer you the ability to see any provider you choose (but you pay more when receiving care from an out-of-network provider). The High Performance Network options help keep costs lower because you are limited to a high-quality group of in-network providers.

All plans administered by Anthem BlueCross BlueShield (BCBS)	HSP	HSP HIGH PERFORMANCE NETWORK (HPN)	PPO	PPO HIGH PERFORMANCE NETWORK (HPN)
	IN-NETWORK & OUT-OF-NETWORK	IN-NETWORK ONLY	IN-NETWORK & OUT-OF-NETWORK	IN-NETWORK ONLY
You Pay				
Calendar Year Deductible				
Individual	\$1,750		\$1,000 ²	
Family	\$4,000 ¹		\$2,000	
Calendar Year Out-of-pocket Maximum (Includes Deductible)				
Individual	\$3,500		\$3,500	
Family	\$7,350		\$7,000	
Coinsurance / Copays				
Office Visits Preventative Care Primary Care Specialist	\$0 20% after deductible 20% after deductible		\$0 \$25 copay \$40 copay	
Telemedicine	\$59 before deductible 20% after deductible		\$25 copay	
Urgent Care	20% after deductible		\$50 copay	
Emergency Room ³	20% after deductible		20% after deductible	
Hospital Facility (in patient and outpatient)	20% after deductible		20% after deductible	

Spousal and Tobacco Surcharges: Employees may be subject to a \$100/month spousal surcharge and/or \$50/month tobacco surcharge, if applicable.

1. If you are enrolled in family coverage, there is no individual deductible. The family deductible can be met by one family member or a combination of family members.
2. Each family member must meet their over individual deductible until the total account of deductible expenses paid by all family members meets the overall family deductible
3. If you receive non-emergent care from the emergency room, you will be assessed a \$75 penalty and care will not count towards your out-of-pocket maximum.



MEDICAL PLAN NETWORKS

You can find a list of network providers by visiting anthem.com/find-care. You can log in as a member or search as a Guest. If searching as a Guest, you can enter “Indiana” for the State and “Employer-Sponsored” under “How You Get Health Insurance”.

For the PPO and HSP plans, select the National PPO (BlueCard PPO) option; the HPN Network will be listed under National Blue High Performance Network.



PRESCRIPTION COVERAGE

Allegion offers Prescription Drug coverage through Express Scripts as of 1/1/2027.

Prescription Drug coverage is administered by Express Scripts	HSP	HSP HIGH PERFORMANCE NETWORK (HPN)	PPO	PPO HIGH PERFORMANCE NETWORK (HPN)
	IN-NETWORK & OUT-OF-NETWORK	IN-NETWORK ONLY	IN-NETWORK & OUT-OF-NETWORK	IN-NETWORK ONLY
You Pay				
Prescription Drugs – In-network Only				
Retail⁴ Generic Brand Preferred Brand Non-Preferred Specialty	20% after deductible 35% after deductible 50% after deductible Not available		\$10 35% no deductible; \$50 max 50% no deductible; \$100 max Not available	
Mail Order Rx⁵ Generic Brand Preferred Brand Non-Preferred Specialty	\$30 max 30% after deductible; \$150 max 50% after deductible; \$300 max 30% after deductible; \$300 max		\$30 max 30% no deductible; \$150 max 50% no deductible; \$150 max 30% no deductible; \$150 max	

4. If your doctor prescribes a generic drug and you choose to fill it with the brand-name equivalent that is classified as a higher tier of prescription coverage, you will pay the higher tier coinsurance, plus the difference in cost between the generic drug and the brand-name drug.

5. Mail order specialty drugs are limited to a 31-day supply.



DENTAL

With a focus on prevention, early diagnosis and treatment, dental insurance can greatly reduce your costs when it comes to restorative and emergency procedures. Allegion's dental plan is administered by Delta Dental of Indiana.

Administered by Delta Dental of Indiana	DPPO PLAN	DPPO BUY-UP PLAN
	IN-NETWORK (Out-of-Network coverage available at a higher cost to you)	
Calendar Year Plan Maximum		
Per Individual	\$1,750 per individual (Basic and Major Services combined)	\$2,000 per individual (Basic and Major Services combined)
	You Pay	
Calendar Year Deductible		
Individual	\$50	\$50
Family	\$150	\$150
Preventive Care		
Cleanings (4 per year), Exams (2 of the 4 Cleanings can include Exams by the provider), X-Rays (1 per year)	\$0, covered at 100%	\$0, covered at 100%
Basic Services		
Fillings, Extractions, Periodontics, Oral Surgery	20% after deductible	20% after deductible
Major Services		
Crowns, Inlays, Dentures	50% after deductible	50% after deductible
Orthodontia		
Per Individual (in addition to the plan maximum)	50%, no deductible \$1,750 Lifetime Limit	50%, no deductible \$2,000 Lifetime Limit
Orthodontia Coverage Eligibility	Children up to age 19	Adults & Children



VISION

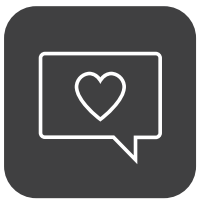
Healthy eyes and clear vision are important parts of your overall health and quality of life.

You may enroll yourself and your eligible dependents, or you may waive vision coverage. You do not have to be enrolled in medical coverage to elect vision coverage, nor do you have to cover the same dependents under medical and vision.

The table below summarizes the key features of the VSP vision plan. Please refer to the official plan documents for additional information on coverage and exclusions.

To find a vision provider, visit [VSP.com](https://www.vsp.com). VSP does not administer ID cards; you can provide your Social Security Number in place of an ID card.

Administered by VSP	VISION PLAN
	IN-NETWORK (Out-of-Network coverage available at a higher cost to you)
	You Pay
Exam (every 12 months)	\$0
Lenses (every 12 months) Single Bifocal Trifocal	\$20 copay \$20 copay \$20 copay
Frames (available every 24 months)	Anything over \$150
Contact Lenses (available every 12 months and in lieu of frames and lenses) Medically Necessary Elective	\$0 \$20 for up to 6 boxes on the covered contact lens selection list; anything over \$150 if you choose contacts that are not included on the covered contact lens selection list



ANTHEM BENEFITS

Take advantage of these Anthem programs designed to support your physical, mental, and family health – at no additional cost to you.

Sydney Health App

- Access your personal health information, including providers, deductibles, account balances, and claims
- Compare care options, manage healthcare costs, track wellness activities, and more



Building Healthy Families

- Personalized pregnancy support for growing families
- Access to family care coaches, digital tools, and educational resources



Telemedicine (LiveHealth Online)

- Receive quality care from home, the office, or on the go through video visits, 24/7/365.
- Connect with board-certified physician to treat common conditions and behavioral health needs



Hinge Health

- Digital therapy program for chronic back or joint pain, limited mobility, and injury recovery
- Available to employees and eligible dependents enrolled in an Allegion medical plan.



Autism Spectrum Disorder Program

- Personalized support for individuals and families affected by autism
- Dedicated care managers help navigate the healthcare system, connect with specialists and community resources, and coordinate care

Customized care plans are available all at no cost.

Call 1.844.269.0538 to get started with an introductory session.

Inclusive Care Program

- Provides LGBTQIA+ employees and their loved ones to quality, affirming healthcare through Anthem
- Assistance in finding in-network providers experienced in gender-affirming care, mental health, and other specialized services

Call the Anthem phone number on your **medical ID card** to learn more and access support



FLEXIBLE SPENDING ACCOUNTS (FSA)

We offer several tax-advantaged accounts through WEX that you can use to pay for eligible health and dependent care expenses. When deciding how much to contribute, be sure to consider what you've already contributed this year with a previous employer, so you stay within IRS regulations

Limited Expense Flexible Spending Account (FSA)

- Must be enrolled in the HSP or HSP HPN
- Contribute \$100 to \$3,400
- All funds are available on January 1, 2027
- Pay for dental and vision expenses only
- Must use the money by March 15, 2028, or you lose it
- Must file claims by April 15, 2028

Traditional Health Care FSA

- Can be enrolled in the PPO or PPO HPN (or, if covered by your spouse, in a plan that is not considered high deductible)
- Contribute \$100 to \$3,400
- All funds are available on January 1, 2027
- Must use the money by March 15, 2028, or you lose it
- Must file claims by April 15, 2028

Dependent Care FSA

- You don't have to be in a medical plan to participate
- You may contribute up to \$7,500. In future years, your ability to contribute may be limited if you are considered a Highly Compensated Employee (HCE) to ensure compliance with plan rules
- Funds must be in the account before they can be used
- Pay for care for children under 13, or a spouse or dependent who is physically or mentally incapable of self-care
- Must use the money by December 31, 2027, or you lose it

Note: As of October 2026, the annual maximum contribution limit for the Traditional Health Care FSA and the Limited Purpose FSA may be adjusted per the IRS for 2027.



HEALTH SAVINGS ACCOUNTS (HSA)

We offer several tax-advantaged accounts through WEX that you can use to pay for eligible health and dependent care expenses.

Health Savings Account (HSA)

- Must be enrolled in the HSP or HSP HPN
- Complete specific wellness activities to earn Company Contributions to the account
- Contribute up to \$4,400 (employee only) or \$8,750 (family), plus an additional \$1,000 if you are age 55 or over¹
- You control when and how much to contribute
- Unused money rolls over
- You own the account and any contributions made to it by you or Allegion.

1. The IRS sets the maximum contribution for the HSA. Keep in mind that if you earn any wellness contributions from Allegion, you will need to adjust the amount of contributions you make to the account, so you remain in compliance with the IRS rules.

Health Reimbursement Account (HRA)

- Must be enrolled in the PPO or PPO HPN
- Must complete specific wellness activities to earn Company dollars
- You can't make contributions – only Allegion contributions can be deposited in the account when you complete wellness activities
- Unused funds roll over from year to year but are forfeited if you leave Allegion.

Free Money!

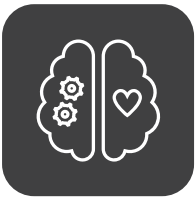
If you enroll in coverage for yourself only, you can earn up to \$1,000 in your Health Savings Account (HSA) or \$250 in your Health Reimbursement Account (HRA) by completing designated wellness activities, such as your annual checkup. If both you and your enrolled spouse complete all the wellness activities, you can earn a combined total of \$2,000 in your HSA or \$500 in your HRA. See page 12 for wellness activities.



WELLBEING

Allegion's wellness program gives you the tools and resources you to earn up to \$1,000 in your Health Savings Account (HSA) or \$250 in your Health Reimbursement Account (HRA), depending on the activities you complete and medical plan you enroll in. If both you and your enrolled spouse complete all the wellness activities, you can earn a combined total of \$2,000 in your HSA or \$500 in your HRA. The program runs from **January 1 – October 31** each year. Be sure to download the Sydney Health App (available in your app store) and register to get started today.

Milestone	HSA Reward	HRA Reward
Complete Annual Physical, or Well Women Visit	\$500	\$100
Complete 1 of 4 Screenings: -Mammogram -Colorectal Cancer -Skin Cancer – Dermatologist -Prostate Cancer – Blood Test	\$200	\$50
Cholesterol Test	\$200	\$50
Dental Cleaning with Exam (Delta Dental)	\$100	\$25
Vision Exam (VSP)	\$100	\$25
Complete 1 of 5 Vaccinations: -Flu -COVID -Pneumococcal -Shingles -Tetanus	\$100	\$25
Tobacco -Tobacco Fee Attestation -Cessation Program	\$100	\$25
Maximum Amount Available	\$1,000 you only \$2,000 you + spouse	\$250 only \$500 you + spouse



MENTAL HEALTH

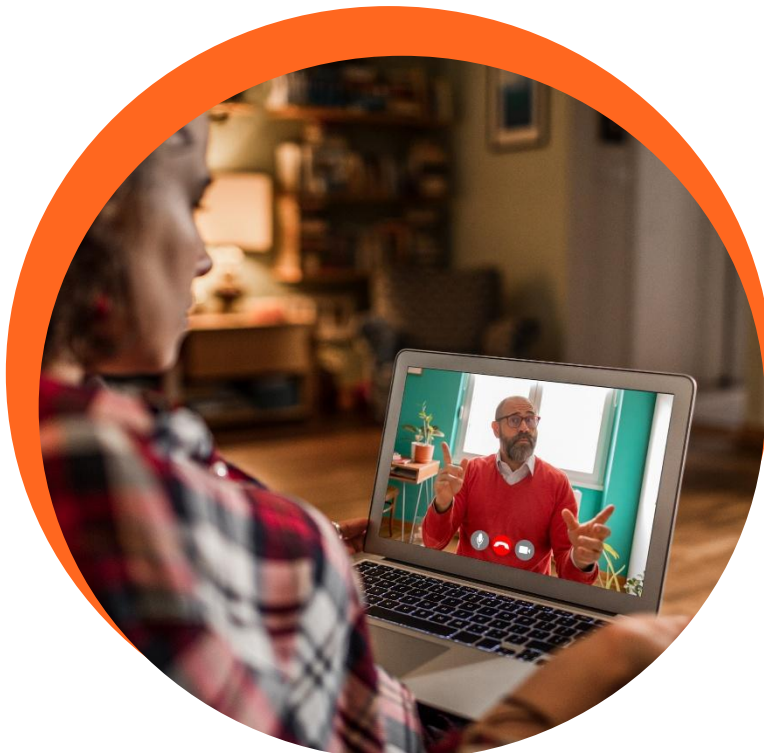
Employee Assistance Program

We all struggle with personal issues from time to time – it's part of being human. That's why the EAP is here to help you get the care and assistance you need. Allegion offers you and your family five free, confidential behavioral counseling sessions per issue each year. You can call the EAP if you need help with personal issues, such as managing stress, balancing work and life, and more. Go to anthemeap.com or call **1.855.873.4932** anytime, day or night, to speak with someone who can help.

In person visits not for you? Talkspace, the online therapy app, is also offered to you through Anthem. Talkspace is a convenient and affordable way for you to get the therapy experience you need.

LiveHealth Online Virtual Care and Mental Health Care

Need to see a physician when traveling? Or late at night? Sore throat? Flu? Allergies? Download the LiveHealth Online App or log in to anthem.com. Enter your Anthem insurance, payment, and pharmacy information and wait a few minutes in the queue to see a physician over the phone. LiveHealth Online is available in Spanish with Spanish-speaking physicians. When you log in to LiveHealth Online, look for Cuidado Medico. Physicians with LiveHealth Online cannot prescribe controlled substances.





INCOME PROTECTION

Get peace of mind knowing you're covered if the unthinkable happens. Review your income protection options below. Please also remember to update your beneficiary information.

Survivor Benefits

BASIC LIFE AND AD&D INSURANCE: FOR YOU (PAID FOR BY ALLEGION)	
COVERAGE LEVEL	COVERAGE AMOUNT
Basic Life and AD&D	1.5X your HWBPP to a maximum of \$1,000,000

EMPLOYEE SUPPLEMENTAL LIFE INSURANCE: FOR YOU AND YOUR DEPENDENTS (PAID FOR BY YOU)	
COVERAGE LEVEL	COVERAGE AMOUNT
Employee Only	- Up to \$2 million in coverage (in multiples of \$10,000) - Up to \$250,000 without Evidence of Insurability (EOI) - Amounts over \$250,000 will require EOI only for the amount above \$250,000
Dependent	- Up to \$500,000 in multiples of \$10,000 for your spouse. EOI is required if you elect more than \$50,000 in spouse coverage. Note: spouse coverage cannot be more than 100% of the employee's supplemental life coverage \$10,000 for your eligible child(ren). Cost is the same regardless of the number of children covered.

VOLUNTARY AD&D INSURANCE: FOR YOU AND YOUR DEPENDENTS (PAID FOR BY YOU)	
COVERAGE LEVEL	COVERAGE AMOUNT
Employee Only	Up to \$2 million in coverage (in \$10,000 multiples)
Dependent	50% of your election for Spouse Supplemental AD&D and/or 10% of your election for Child(ren) Supplemental AD&D

Disability

SHORT-TERM DISABILITY (PAID FOR BY ALLEGION)		LONG-TERM DISABILITY (PAID FOR BY ALLEGION)	
Salaried Employees	First 12 weeks: The plan replaces 100% of your base pay. The next 14 weeks: The plan replaces 70% of your base pay	Coverage	- Replaces 40% of your HWBPP after 26 weeks - EOI will be required if you waive additional coverage as a new hire and choose to enroll at a later date - You can purchase an additional 20% in buy-up LTD coverage that replaces 60% of your HWBPP for up to 26 weeks with no EOI
All Other Non-Union Hourly Employees	Up to 26 weeks: The plan replaces 70% of your base pay after seven consecutive days of absence.		

Your Health and Welfare Benefits Base Pay (HWBPP)

Allegion uses HWBPP to calculate survivor benefit coverage. For new hires, this definition is based upon your date of hire and will be updated each August 31. For all basic coverages (Life, AD&D and LTD), your benefit is calculated using your base salary, annualized shift differential and any sales incentives you may be eligible to receive.



VOLUNTARY BENEFITS

Allegion gives you the opportunity to enroll in other benefits. Visit AllegionBenefits.com to get the details and more. Note that some of these plans provide special group savings and discounts. Contact Allegion Benefits at Allegion.USBenefits@Allegion.com or **1.844.623.9008**

ENROLL AS A NEW HIRE/CHANGE DURING ANNUAL ENROLLMENT

Legal Insurance administered by ARAG¹

MONTHLY RATES

Employee Only	\$23.75
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ENROLL ANYTIME

Identity Theft Protection administered by Norton LifeLock¹

MONTHLY RATES

Norton LifeLock Essential – Employee Only	\$6.99
Norton LifeLock Essential – Employee + Family	\$13.98
Norton LifeLock Premier – Employee Only	\$9.99
Norton LifeLock Premier – Employee + Family	\$18.98

¹ Payroll deduction required for these benefits.

Allegion does not sponsor, contribute to or endorse any service or policy offered under the program and makes no representation with regard to any such service or policy. Allegion's responsibility under the programs is limited to coordinating payroll deductions for premium payments. If you choose to purchase a service or policy, your contract for coverage will be with each insurance provider, and your contact for policy servicing will be with Vountary Benefits.





EMPLOYEE SAVINGS PLAN

The Allegion 401(k) Plan, administered by Fidelity Investments, is an easy way to save for retirement.

- If you do not actively enroll or opt out within 30 days of hire, you are automatically enrolled with a 3% pre-tax contribution rate
- You can contribute up to 50% of eligible pay in any combination of pre-tax, after tax, and Roth dollars, within plan definitions and IRS regulations. Employees age 50 and older may make catch-up contributions within IRS rules
- The company matches 100% of your contributions up to the first 6% of eligible pay, subject tot IRS limits. The entire match is made in case and invested in the same investment options you select for your own contributions
- Your contributions and Company-matching contributions are immediately vested
- There is a wide range of investment options from which to choose.

Be a Serious Saver

Consider your contribution carefully because the plan matches up to the first 6% you save.

Saving less means you are losing out on Company contributions.

In order to login, please visit NetBenefits.com, or scan the QR code below.



Don't forget to add your Beneficiary!





2027 BI-WEEKLY CONTRIBUTIONS

MEDICAL/PRESCRIPTION*

HSP MEDICAL (ANTHEM BCBS)

Salary	Less than \$50,000	\$50,000 to \$89,000	\$90,000 to \$119,999	\$120,000 or more
Employee Only	\$59.64	\$67.91	\$82.65	\$91.47
Employee + Spouse	\$126.49	\$159.66	\$193.71	\$215.19
Employee + Child(ren)	\$75.90	\$100.32	\$131.72	\$148.07
Employee + Family	\$169.87	\$211.04	\$256.34	\$284.29

HSP HPN MEDICAL (ANTHEM BCBS)

Salary	Less than \$50,000	\$50,000 to \$89,000	\$90,000 to \$119,999	\$120,000 or more
Employee Only	\$29.50	\$43.14	\$56.51	\$64.83
Employee + Spouse	\$69.32	\$101.59	\$132.42	\$152.73
Employee + Child(ren)	\$37.46	\$54.88	\$83.76	\$99.19
Employee + Family	\$94.31	\$134.31	\$175.35	\$201.75

PPO MEDICAL (ANTHEM BCBS)

Salary	Less than \$50,000	\$50,000 to \$89,000	\$90,000 to \$119,999	\$120,000 or more
Employee Only	\$80.85	\$91.46	\$109.99	\$134.18
Employee + Spouse	\$175.17	\$214.93	\$258.70	\$315.50
Employee + Child(ren)	\$112.12	\$141.18	\$180.00	\$221.66
Employee + Family	\$234.41	\$284.09	\$341.76	\$416.82

PPO HPN MEDICAL (ANTHEM BCBS)

Salary	Less than \$50,000	\$50,000 to \$89,000	\$90,000 to \$119,999	\$120,000 or more
Employee Only	\$48.79	\$58.39	\$74.22	\$93.94
Employee + Spouse	\$100.01	\$137.40	\$174.82	\$221.14
Employee + Child(ren)	\$53.31	\$80.51	\$114.37	\$147.82
Employee + Family	\$135.09	\$181.64	\$230.93	\$292.14

*Does not include the \$100/month spousal surcharge or \$50/month tobacco surcharge.



2027 BI-WEEKLY CONTRIBUTIONS

DENTAL

DELTA DENTAL

	DPPO PLAN	DPPO BUY-UP PLAN
Employee Only	\$5.08	\$6.72
Employee + Spouse	\$10.15	\$13.28
Employee + Child(ren)	\$12.00	\$15.80
Employee + Family	\$18.92	\$25.21

VISION

VSP

	VISION PLAN
Employee Only	\$2.83
Employee + Spouse	\$5.64
Employee + Child(ren)	\$6.04
Employee + Family	\$9.65

*Does not include the \$100/month spousal surcharge or \$50/month tobacco surcharge.



2027 WEEKLY CONTRIBUTIONS

MEDICAL/PRESCRIPTION*

HSP MEDICAL (ANTHEM BCBS)

Salary	Less than \$50,000	\$50,000 to \$89,000	\$90,000 to \$119,999	\$120,000 or more
Employee Only	\$29.82	\$33.95	\$41.32	\$45.74
Employee + Spouse	\$63.25	\$79.83	\$96.85	\$107.60
Employee + Child(ren)	\$37.95	\$50.16	\$65.86	\$74.04
Employee + Family	\$84.93	\$105.52	\$128.17	\$142.14

HSP HPN MEDICAL (ANTHEM BCBS)

Salary	Less than \$50,000	\$50,000 to \$89,000	\$90,000 to \$119,999	\$120,000 or more
Employee Only	\$14.75	\$21.57	\$28.26	\$32.42
Employee + Spouse	\$34.66	\$50.80	\$66.21	\$76.36
Employee + Child(ren)	\$18.73	\$27.44	\$41.88	\$49.59
Employee + Family	\$47.16	\$67.14	\$87.68	\$100.87

PPO MEDICAL (ANTHEM BCBS)

Salary	Less than \$50,000	\$50,000 to \$89,000	\$90,000 to \$119,999	\$120,000 or more
Employee Only	\$40.42	\$45.73	\$55.00	\$67.09
Employee + Spouse	\$87.58	\$107.46	\$129.35	\$157.75
Employee + Child(ren)	\$56.06	\$70.59	\$90.00	\$110.83
Employee + Family	\$117.20	\$142.05	\$170.88	\$208.41

PPO HPN MEDICAL (ANTHEM BCBS)

Salary	Less than \$50,000	\$50,000 to \$89,000	\$90,000 to \$119,999	\$120,000 or more
Employee Only	\$24.40	\$29.19	\$37.11	\$46.97
Employee + Spouse	\$50.00	\$68.70	\$87.41	\$110.57
Employee + Child(ren)	\$26.66	\$40.26	\$57.18	\$73.91
Employee + Family	\$67.55	\$90.82	\$115.46	\$146.07

*Does not include the \$100/month spousal surcharge or \$50/month tobacco surcharge.



2027 WEEKLY CONTRIBUTIONS

DENTAL

DELTA DENTAL

	DPPO PLAN	DPPO BUY-UP PLAN
Employee Only	\$2.54	\$3.36
Employee + Spouse	\$5.08	\$6.64
Employee + Child(ren)	\$6.00	\$7.90
Employee + Family	\$9.46	\$12.60

VISION

VSP

	VISION PLAN
Employee Only	\$1.41
Employee + Spouse	\$2.82
Employee + Child(ren)	\$3.02
Employee + Family	\$4.83

*Does not include the \$100/month spousal surcharge or \$50/month tobacco surcharge.



IMPORTANT CONTACTS

BENEFIT	PROVIDER	PHONE	WEBSITE/EMAIL
Allegion Benefits	Allegion	1.844.623.9008	Allegion.USBenefits@Allegion.com
Medical	Anthem	1.844.963.0445	anthem.com
Personalized Health Assistant	Sydney Health	1.844.963.0445	anthem.com
Prescription Drug	Express Scripts (ESI)	1.800.818.6743	www.express-scripts.com
Dental	Delta Dental	1.800.524.0149	DeltaDentalin.com
Vision	VSP	1.800.877.7195	VSP.com
EAP User Code: Allegion	Anthem	1.855.873.4932	Anthemeap.com
HSA/FSA/HRA	WEX	1.866.451.3399	benefitslogin.wexhealth.com
Life/Disability	AFLAC	1.844.426.1325	Mygrouplifedisability.Aflac.com/personal
Employee Savings Plan – 401(k)	401(k) Fidelity	1.800.835.5095	401k.com
Legal Insurance	ARAG	1.800.247.4184	araglegal.com
Identity Theft Protection	Norton LifeLock	1.800.607.9174	my.norton.com

Information at your fingertips

Visit our benefits site to explore Allegion's benefits that are right for you. You'll also find information and resources you need to make your enrollment decisions easier. Get started at AllegionBenefits.com

Summary Plan Descriptions

You can access the Summary Plan Descriptions (SPDs) on our benefits site, AllegionBenefits.com in Resources. If you would like a hard copy of the SPDs, please contact Allegion Benefits at Allegion.USBenefits@Allegion.com or **1.844.623.9008**

While every effort has been made to report all information correctly, this enrollment guide does not constitute a Summary Plan Description or other legal plan document. If there is a discrepancy between this guide and the benefit to which you are entitled under the terms of any formal plan document (including insurance policies and other legal plan documents) or any laws that apply to that plan, the formal legal plan documents are applicable laws will govern. The Company or its delegate, the Benefits Design Committee, reserves the right to change, modify, discontinue or terminate any of its benefit plans or programs, including, without limitation the right to change the rate of permission cost sharing by participants and the benefits provided under any plan or program, in whole or in part, any time and for any reason.



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