



## Benefits Open Enrollment Is Coming

During benefits enrollment this year, you'll notice some exciting changes to our benefits program. Take a few moments to learn more about the upgraded benefits offered to our valued employees in 2025.

### ACTIVE ENROLLMENT REQUIRED

Open enrollment dates **November 4th-November 18th**. You must enroll by **November 18th** to have benefits starting **January 1, 2025**.



Medical Plan Changes—We are pleased to announce that medical coverage will remain with Blue Cross Blue Shield (BCBS) this year. However, the current HDHP plan will be eliminated and replaced with two new plan options, as outlined below. **There are no changes to the PPO:**

HDHP 1	
Deductible	Employee: \$1,650 Family: \$3,300
Coinsurance	20% after deductible
Out-of-Pocket Maximum	Employee: \$3,000 Family: \$6,000

HDHP 2	
Deductible	Employee: \$2,500 Family: \$5,000
Coinsurance	20% after deductible
Out-of-Pocket Maximum	Employee: \$5,000 Family: \$10,000

- ▶ If you enroll in the HDHP, you have the option to open a tax advantaged Health Savings Account (HSA). If you are currently enrolled in the FSA, you must have \$0 balance to contribute to the HSA starting January 1, 2025.
- ▶ You will only receive a new ID card if you enroll for the first time or change between the two plan offerings.



- ▶ Option to purchase Hospital Indemnity plan through Guardian
- ▶ Option to purchase Accident plan through Guardian
- ▶ If you elect the FSA and/or HSA you will receive new debit cards



Life and Disability—Coverage remaining with Guardian. Through Guardian you'll receive:

- ▶ Company provided Life/AD&D
- ▶ Company provided Long Term Disability with the option to buy-up
- ▶ Company provided Salary Continuation
- ▶ **Optional Life—Employees with existing Optional Life coverage can increase their benefit by up to \$50,000 during the open enrollment period, without needing to complete Evidence of Insurability (EOI), as long as the total coverage does not exceed the Guaranteed Issue (GI) limit**

#### Dental

- ▶ We're excited to announce that dental coverage will remain with Guardian this year
- ▶ High Plan will now feature enhanced coinsurance for Basic Services



#### Vision

- ▶ Remaining with EyeMed



### Benefits Open Enrollment Resources

- ▶ Online website—View plan details, contact information, and important forms and notices [www.spiraxsarcobenefits.com/WM](http://www.spiraxsarcobenefits.com/WM)