

YOUR BENEFITS OPEN ENROLLMENT



BENEFIT PLANS EFFECTIVE JANUARY 1–DECEMBER 31, 2023

The open enrollment period begins **October 24** and ends **November 7** at **11:59 p.m. local time**.

During open enrollment, you can:

- ▶ Newly enroll in coverage.
- ▶ Change plans.
- ▶ Add/drop dependents.
- ▶ Drop coverage.

To make a change, complete and submit your enrollment through UKG by **11:59 p.m. local time, November 7, 2022**.

Only some of your current elections will automatically carry over to 2023. HSA, health care FSA, dependent care FSA, accident, critical illness, and hospital indemnity elections will not carry over and require new elections for 2023.

All benefit election changes are effective January 1, 2023, to December 31, 2023.

Please take the time to learn about the benefits SAFEbuilt offers by:

1. Reading this announcement.
2. Reviewing the 2023 Employee Benefits Guide (to be delivered to you soon).
3. Attending one of the Virtual Enrollment Meetings listed to the right or watching a Brainshark video presentation (link to be emailed on 10/28).

If you have questions, contact benefits@safebuilt.com or a SAFEbuilt Benefit Team member:
Leah Barevich 970-305-7520 or
Lori Glenn 970-413-3632.

2023 BENEFITS AT A GLANCE

DECISION SUPPORT TOOL

- ▶ **GREAT NEWS!** PlanSource DecisionIQ is launching this open enrollment season, providing personalized guidance to help you make your benefit decisions.

MEDICAL INSURANCE

- ▶ Medical insurance will continue to be provided through Anthem and Kaiser with no changes to plan design.

WELLNESS PROGRAM

- ▶ You will continue to have the opportunity to participate in the SAFEbuilt Wellness Program through Asset Health in 2023 to earn a medical premium discount for 2024.
- ▶ Program requirements for 2023 will be the same as they were in 2022.
- ▶ Completion of the program's health initiatives in 2023 will earn you a medical premium discount in 2024.

DENTAL AND VISION INSURANCE

- ▶ **GREAT NEWS!** There will be no change in carriers, rates, or plans offered.

VOLUNTARY BENEFITS

- ▶ Accident, critical illness, and hospital indemnity insurance will be offered through The Standard.
- ▶ **ENHANCED!** Benefit levels are the same or better than current levels; and most premiums are lower than current premiums.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

- ▶ **ENHANCED!** Your EAP will be offered by ComPsych and the annual counseling visit limits will increase from four (4) to six (6) visits per issue.

VIRTUAL ENROLLMENT MEETINGS

Date	Time (MST)	Webex
Wednesday, October 26, 2022	8:30 a.m. and 4:30 p.m. MST	Look out for meeting invites coming shortly.

It's important you review your benefits annually. Open enrollment is the only time during the year you can make changes to your benefits, unless you experience a qualified life event such as marriage or birth of a child.