

YOUR BENEFITS OPEN ENROLLMENT



BENEFIT PLANS EFFECTIVE JANUARY 1–DECEMBER 31, 2024

The open enrollment period begins **October 30** and ends **November 12** at **11:59 p.m. local time**.

During open enrollment, you can:

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

To enroll, complete and submit your elections through UKG by **11:59 p.m. local time, November 12, 2023**.

All benefit elections are effective January 1, 2024, to December 31, 2024.

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

1. Reading this announcement.
2. Reviewing the 2024 Employee Benefits Guide.
3. Attending one of the Virtual Enrollment Meetings listed to the right or watching a Brainshark video presentation.

NEW THIS YEAR! Speak with a licensed benefit counselor by calling the Benefits Concierge Center at 888-246-6709, Monday–Friday from 6 a.m. to 6 p.m. MST.

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.

2024 BENEFITS AT A GLANCE

MEDICAL INSURANCE—NEW CARRIER!

- ▶ The medical plans will be administered by Imagine360.
- ▶ There will be minimal changes to your plan benefits and no increase to monthly contributions.

WELLNESS PROGRAM

- ▶ You will have the opportunity to participate in the SAFEbuilt Wellness Program through Asset Health to earn a medical premium discount.
- ▶ Program requirements for 2024 will be the same as they were in 2023.

DENTAL AND VISION INSURANCE—NEW CARRIER!

- ▶ The dental and vision plans will be administered by Ameritas.
- ▶ Your monthly contributions will remain the same.
- ▶ The DHMO plan will be replaced with high and low dental plan options. Benefit enhancements include:
 - » Increased calendar year max from \$1,250 to \$1,500 on the Buy-Up Plan.
 - » Increased orthodontics lifetime max to \$1,500 and adult orthodontia coverage.
- ▶ EyeMed will remain as your vision network; there will be no disruption to your provider status.

LIFE AND DISABILITY INSURANCE—NEW CARRIER!

- ▶ Life and disability insurance will be provided through The Hartford.
- ▶ Your employer-paid life and disability benefits will remain the same.
- ▶ If you sign up for voluntary life and AD&D coverage for the first time during this year's open enrollment, you will not have to submit a statement of health (up to the guarantee issue amount of \$250,000 or greater).

VOLUNTARY BENEFITS—NEW CARRIER!

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

VIRTUAL ENROLLMENT MEETINGS

Date	Time (MST)	Webex