

BENEFITS ENROLLMENT

P.F. CHANG'S

THE ENROLLMENT PERIOD BEGINS NOVEMBER 6 AND ENDS NOVEMBER 21, 2023

The open enrollment period begins November 6 and ends November 21.

During open enrollment, you can:

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

To make a change, log into the Workday self-service portal by November 21, 2023.

If you do not submit new elections, your current benefits will automatically carry over to the new plan year with the exception of flexible spending account. You must re-enroll if you wish to participate in health care, limited purpose, and/or dependent care FSA.

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



Scan the QR code to log into the Workday self service portal.

WHAT'S NEW?

MEDICAL INSURANCE

- Per IRS regulations, the Bronze Plan deductible will be increasing to \$3,200 for an individual and \$6,400 for a family.

VISION INSURANCE—ENHANCED BENEFITS!

- **Base Plan:** Exams and retinal imaging will be covered 100% (\$0 copay).
- **Buy-up Plan:** Retinal imaging will be covered 100% (\$0 copay).

HEALTH SAVINGS ACCOUNT

- The IRS annual maximum contributions will be increasing to \$4,150 for individual coverage and \$8,300 for all other coverage levels.

LIFE AND AD&D INSURANCE—NEW CARRIER!

- Effective January 1, 2024, basic life and AD&D and supplemental life insurance will be offered through Reliance Matrix.
- Benefits and per paycheck costs will remain the same.
- If you are currently enrolled in supplemental life through the Hartford, your elections will carry over to Reliance Matrix. No action is needed unless you want to make changes to your coverage.
- This year only, all benefits-eligible employees will be able to elect supplemental life coverage with no statement of health (evidence of insurability) required. You will also be able to elect up to \$100,000 of coverage for your spouse with no statement of health required.
- If you choose to waive supplemental life coverage this year, and decide you want to enroll next year, you can only elect one increment of coverage (1x annual salary for employees and \$10,000 for spouses). Any elections over one increment will be subject to medical underwriting.

Unless you experience a qualified life event such as marriage or birth of a child, open enrollment is the one-time during the year you can make changes to your benefits.

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Please take the time to learn about the benefits P.F. Chang's offers by:

1. Reviewing the 2024 Employee Benefits Guide.
2. Checking out P.F. Chang's new benefit website at employeeconnects.com/pfchangs.

If you have questions, contact P. F. Chang's Benefit Service Center at 877-424-2647 option 2.



Scan the QR code to visit the P.F. Chang's benefits website.

WHAT'S NEW?

SHORT- AND LONG-TERM DISABILITY—NEW CARRIER!

- P.F. Chang's automatically provides short- and long-term disability insurance to full-time management and Global Support Center Team Members **AT NO COST**. These benefits will now be administered by Reliance Matrix.

ACCIDENT AND HOSPITAL INDEMNITY INSURANCE—NEW BENEFIT!

- Full-time Team Members will have the option to enroll in accident and hospital indemnity insurance through Reliance Matrix. See your benefits guide for details.

LEGAL PLAN—NEW CARRIER!

- P.F. Chang's will offer full-time Team Members the option to purchase a legal protection plan through MetLife.
- The plan provides access to in- and out-of-network attorneys of your choice.

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