



YOUR

BENEFITS OPEN ENROLLMENT

BENEFIT PLANS EFFECTIVE JANUARY 1–DECEMBER 31, 2024

Open enrollment is November 27 through December 8.

During open enrollment, you can:

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

If you do not wish to make any changes to your benefits, you do not need to do anything. Your current benefits will carry over to the 2024 plan year.

If you need to make any benefit changes or enroll in any plans for you or your dependents, enroll via our Benefits Call Center at 833-854-2700 Monday–Friday between 5 a.m. and 5 p.m. from November 27–December 8, 2023.

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

If you wish to fund an FSA in 2024, you must re-enroll by December 8.

You can use a health care FSA for thousands of eligible expenses with tax-free funds, including prescriptions, copays, and over-the-counter treatments. You have a 2 month and 15 day grace period after the plan year ends to use up your health care FSA funds before they are forfeited.

You also have the option to fund a dependent care FSA, which allows you to pay for eligible dependent day care expenses with pre-tax dollars.

For more information, refer to the FSA documents section on employeeconnects.com/monarch or call the Benefits Call Center at 833-854-2700.

BENEFIT UPDATES FOR 2024!

- **GREAT NEWS!** The per paycheck medical plan cost is increasing by only \$5 per paycheck for 2024. It is only \$5 more whether you are enrolled as Employee Only or with your dependents.
- **There will be no changes to the copays and deductibles for the medical, dental, and vision plans for 2024! Your dental and vision insurance will continue to be provided through UnitedHealthcare with no change in cost.**

OTHER VOLUNTARY BENEFITS

- Your life insurance, accident, and critical illness insurance will continue to be offered through The Standard with no change in benefits or price.
- If you did not enroll in life insurance or critical illness insurance when you were first eligible, and you choose to enroll during this annual open enrollment, you will have to answer medical questions and could be declined for coverage or face longer waiting periods.
- As of January 2024, the state of Colorado FAMLI paid leave law goes into effect. This state-provided benefit pays a portion of your weekly income should you qualify for paid leave. This benefit will replace the need for you to purchase The Standard voluntary short-term disability insurance. Therefore, Monarch will no longer offer short-term disability and employees currently enrolled in The Standard disability plan will have coverage and payroll deductions stopped as of December 31, 2023.

HEALTHIESTYOU BY TELADOC!

- **REMINDER:** Team Members can enroll in the HealthiestYou by Teladoc program during open enrollment!
- You can purchase coverage for only \$3.50 per paycheck (\$7 per month, taken as a payroll deduction). You do not need to be enrolled in a medical plan in order to purchase HealthiestYou.
- You and your family will have unlimited virtual access to a doctor via phone or video 24/7/365, as well as unlimited phone or video sessions with the same mental health provider.

Visit employeeconnects.com/monarch for more information, to schedule an enrollment review, or to view all plan information. A full chart of the per paycheck medical plan cost for 2024 is detailed in the Benefit Guide.