

2024 BENEFITS OPEN ENROLLMENT

WHAT'S NEW FOR 2024?

AGENDA

- Open Enrollment Information for 2024
- What's New for 2024
- Open Enrollment Resources
- How to Enroll
- Questions

OPEN ENROLLMENT INFORMATION/ACTIONS

OPEN ENROLLMENT INFORMATION

2024 Benefits Open Enrollment is
October 30 – November 12

- Open enrollment is passive for 2024, which means your 2023 elections will roll over.
- Review your current benefits elections to be sure they still meet your needs for 2024.
- **Healthcare FSA, Dependent Care FSA, and Health Savings Account contributions need to be re-elected annually, these elections and contributions do not roll over from year to year.**
- To waive coverage, you must decline coverage during Open Enrollment.
- Review your beneficiaries.

WHAT'S NEW FOR 2024

MEDICAL & DENTAL PLAN PREMIUMS

- Due to the rising cost of health care and to help manage costs, medical and dental plan contributions will increase for 2024. It's important to note that these increases are still below health care inflation rates, which allows us to continue to provide you competitive, quality medical coverage.
- While we're making increases to medical and dental plan contributions, there will be **no changes** to the Anthem medical plan designs or MetLife dental plan designs for 2024.
- Choose from the same three Anthem medical plan options
 - PPO Plan
 - Core HSA Plan
 - HSA Plus Plan
- Choose from the same two MetLife dental plan options
 - Standard Dental Plan
 - Premium Dental Plan



MetLife

Compare plan options in the 2024 Employee Benefits Guide

WIN FERTILITY THROUGH ANTHEM



- Parsons is partnering with WIN to provide inclusive family building solutions to help Anthem medical plan participants navigate their family building journey.
- You'll work with a nurse care advocate who will help you navigate your care, while becoming a meaningful part of your support system no matter where your journey takes you.
- Anthem medical plan participants will receive a \$40,000 lifetime maximum benefit toward eligible expenses related to fertility treatment and fertility medications.
- With WIN, you have:
 - **24/7 nurse care advocate support**, including education, guidance and emotional support to help you each step of the way.
 - **Assistance selecting an in-network provider** based on your individual treatment needs, goals and preferences.
 - **Expertise in understanding complex information**, such as common causes, testing and treatment options, as well as medication guidance.
 - **Convenient nurse access through the WINFertility app**, which you can use to schedule consults with your WIN nurse and get instant clinical support directly in the app.

HINGE HEALTH THROUGH ANTHEM



- To help our employees conquer back or joint pain, we're introducing **Hinge Health** to Anthem medical plan participants at no cost. Hinge Health offers innovative digital programs for back, knee, hip, neck, shoulder, and other pain in easy-to-do 15-minute exercise therapy sessions. Hinge Health provides all the tools you need to get moving again from the comfort of your home.
- Your custom plan may include:
 - A physical therapist and/or health coach to design a care plan just for you.
 - Access to virtual physical therapy sessions as needed.
 - App-guided exercise therapy you can do from home and at your own pace.

SAVEONSP



Specialty medications can cost a lot of money. That's why the **Anthem PPO Plan** offers a copay assistance benefit administered by SaveOnSP, which can help you lower your out-of-pocket costs to as little as \$0.

- If you're filling an eligible medication, SaveOnSP will support your enrollment in copay assistance and, upon your consent, monitor your pharmacy account to ensure the copay assistance is applied accordingly to reduce your final responsibility to as little as \$0.
- Penalty applies if you are eligible but do not enroll in SaveOnSP
- Conditions covered by manufacturer copay assistance programs include, but are not limited to:
 - Hepatitis C
 - Multiple Sclerosis
 - Psoriasis
 - Inflammatory Bowel Disease
 - Rheumatoid Arthritis
 - Cancer

SaveOnSP will contact you if you are enrolled in the PPO plan and your medication qualifies

If you do not enroll, you will pay 30% co-insurance for the medication

KAISER CHANGES

New for 2024 – Plan Design Change

To help manage costs, we are introducing a \$750 deductible to the Kaiser HMO Plans. You will now have to meet the \$750 deductible before paying for certain inpatient and outpatient services.

Kaiser HMO is available in the following locations:

- Kaiser HMO California
- Kaiser HMO Colorado
- Kaiser HMO Georgia
- Kaiser HMO Mid-Atlantic

Learn more about these options and the 2024 plan design changes in the 2024 Employee Benefits Guide

SHARECARE UPDATES



- Because we believe the wellbeing of our employees is so important, we're increasing the amount of the Wellness Credit for Parsons medical plan participants from \$30 to \$45 per month beginning in 2024.
- To earn a 2024 Wellness Credit, you must complete these two activities by December 31, 2023:
 - Take (or re-take) the RealAge Test.
 - Get a physical exam with your primary care provider.
- **It's important to note that the Wellness Credit process is different than the current Live Well. Be Well. program requirements in that you must complete the two activities by December 31, 2023. You will not be able to receive the Wellness Credit after the plan year begins in 2024.**

Additional information is available at
Parsons.Sharecare.com

BASIC LIFE INSURANCE CHANGES

- **NEW Basic Life Option for 2024** - To help employees avoid imputed income, which is the tax on the value of employer-provided life insurance over \$50,000, we are introducing a \$50,000 Basic Life Insurance option.
- We are also reducing the level of Basic Life Insurance from 3 x salary, up to \$400,000 to 2 x salary, up to \$400,000.
- If you wish to maintain the same 3x salary benefit amount, there are two voluntary plan options for consideration:
 - Supplemental Life – can elect up to \$100,000 of coverage without providing Evidence of Insurability (EOI)
 - Group Variable Universal Life (GVUL) – can elect 1 x salary without providing EOI
 - Special offering available during open enrollment period only
 - Enroll at MyBenefits.MetLife.com

PARENTAL LEAVE ENHANCEMENT

- Paid leave benefit available to regular, full-time and part-time US employees*
- Must be taken after the birth/adoption and used within 12 months of birth or adoption
- Can be taken in hourly or whole increments; consecutively or non-consecutively

	Current Parental Leave	New Parental Leave effective January 1, 2024
Paid Leave	80 Hours	160 Hours

- Births and Adoptions that occur on January 1, 2024, and later are eligible for the new benefit of 160 hours of paid leave
 - Transition period for births/adoptions that occur in December 2023

* - Union and SCA employees are not eligible for parental leave

ALLSUP VETERANS DISABILITY SERVICE



Veterans with service-connected disabilities can encounter an overwhelming experience when navigating the complex and lengthy disability compensation benefits program through the U.S. Department of Veterans Affairs. Parsons is pleased to introduce Allsup's Veteran's Disability Service benefit for all employees.

- **Step 1: Contact Allsup**
 - Provides you with access to one of Allsup's Claims Specialists. These individuals are authorized to assist in the preparation of VA benefit claims.
- **Step 2: Investigating Options**
 - The Allsup VA expert will discuss your current situation with you. This may involve discussing existing or potential VA claims, and exploring next steps.
- **Step 3a: Advice and Assist**
 - Allsup will provide a personalized packet with the appropriate VA forms and instructions on how to file.
- **Step 3b: Pursuing Your Appeal**
 - If you're eligible for one, Allsup will help you evaluate and determine the path that best meets your needs.

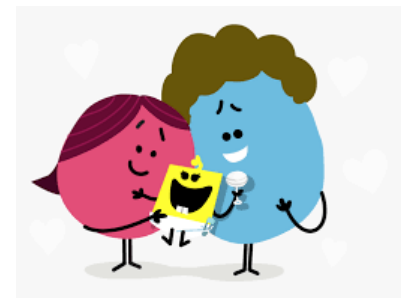
Getting Started

Call 888-372-1190 and let the representative know you are a Parsons employee

ANNUAL ENROLLMENT RESOURCES

CHOOSE THE RIGHT BENEFITS WITH ALEX

- ALEX can help you make benefits decisions that are right for you
- Log on and respond to ALEX's questions about you and your family
- ALEX will provide a recommendation based on your responses
- ALEX uses simple language and avoids insurance jargon, so explanations and recommendations are easy to understand
- **New for 2024:** ALEX has a Medicare module that can walk you through the various parts of Medicare and help you determine eligibility



Access ALEX at PARSONSBENEFITS.COM

OTHER RESOURCES TO HELP YOU CHOOSE

Use these other valuable resources to help make your decisions:

- 2024 Employee Benefits Guide
- Plan Summaries
- ParsonsBenefits.com
- Vendor webinars
- ALEX
- HR Central

Never miss an update when it comes to your employee benefits! To sign up to receive text messages, text PARSONS to (860) 735-1641*

*message and data rates may apply



WEBINAR SCHEDULE

Anthem

October 31st at 12 pm (Eastern)

Kaiser

October 31st at 3 pm (Eastern)

MetLife – Life Insurance

November 1 at 12:00 (Eastern)

WIN Fertility

November 2 at 12:00 (Eastern)

Hinge Health

November 2 at 3:00 (Eastern)





REMINDERS

OE Period is October 30 through November 12

OE is the only time each year when you can elect or make a change to your benefits unless you have an IRS qualifying life event (marriage, birth, death)

Must enroll in Healthcare and Dependent Care FSA each year; current elections to not carry forward

You must elect/re-enroll in Health Savings Account (HSA) each year; current elections do not carry over

Basic Life Insurance is changing; consider if you want voluntary, additional supplemental life insurance

If enrolled in Critical Illness, Hospital Indemnity or Group Accident plans with MetLife, submit for your Wellness Reimbursement

Review your beneficiary information

Complete your wellness initiatives in 2023 for premium credit in 2024

Go to Workday or Benefits Website (ParsonsBenefits.com) for more plan information

HOW TO ENROLL

HOW TO ENROLL

2024 Annual Benefits Enrollment is
October 30 – November 12

- Visit **PARSONSBENEFITS.COM** to review plan information
- Review the 2024 benefits information
- Enrollment/Changes are done in **Workday**

THANK YOU