

Open Enrollment: Preview of What's Changing for 2024

Open Enrollment is coming up fast: **November 6 through November 17**. But before you enroll, you need to understand what's changing with your current Aon Active Health Exchange™ benefits. Many changes have occurred in health care in recent years, they're occurring right now, and they'll continue to occur in the future. Changes are continuously made to carrier networks, prescription drug formularies, and of course, how much you pay.

Below is an overview of important considerations for 2024.

What's New	Why It Matters
You must enroll.	If you don't enroll, you will not have medical coverage through Exela next year. Keep in mind, if you don't elect medical coverage, you won't have prescription drug coverage, either. And, to contribute to a Health Savings Account (HSA) (if eligible) or flexible spending account, you must make an active election.
Your cost of coverage and options have changed.	There are a couple reasons you need to carefully review your options and prices to find the right fit for you and your family next year: <ul style="list-style-type: none">● The lowest cost medical option is changing in some areas. Some carriers increased their premiums for 2024 and others reduced theirs. This means that the carrier that offers you the best value may have changed from last year.● You will have a new Bronze Plus (PPO) coverage option. Keep reading for more detail. When you enroll, the Help Me Choose tool will be available to guide you to the medical plans that best meet your needs.
Insurance carrier provider networks could have changed.	Insurance carrier provider networks can change. Seeing out-of-network providers may cost you substantially more than seeing in-network providers. Always double-check the networks of each insurance carrier you're considering before making a decision. When it's time to enroll, see if providers critical to your care are in the network through the Exela Health Benefits website. For the best results: <ul style="list-style-type: none">● Search for your provider by name—not medical practice.● Check only the office location(s) you are willing to visit.● When searching for a facility, use the complete facility name and confirm whether the specialty of the facility is covered in-network. Important! If you have any uncertainty (for instance, covering out-of-area dependents) or you need the network name, you need to call the insurance carrier .
Medical and Prescription Drug	
You'll have a new lower-cost PPO medical option.	The new Bronze Plus coverage option will be a traditional PPO with prescription drug copays—without the option to contribute to an HSA. This will be significantly different from the current option, so you need to consider all of your options carefully before enrolling.

What's New	Why It Matters
Exela now offers a copay when visiting urgent care under Silver or Gold.	<p>Note: If you elect the new Bronze Plus (PPO) coverage option, you have the option to make FSA contributions. Any money left in your HSA will still be available to use toward qualified medical, dental, and vision expenses.</p> <p>If you're covered under a Silver or Gold coverage level, Exela now offers a copay when you visit urgent care. You will no longer have to meet a deductible and then pay your portion of coinsurance.</p> <p>The Silver copay will be \$50, and the Gold copay will be \$40.</p>
Exela now offers a copay when visiting the emergency room under Gold.	If you're covered under a Gold coverage level, Exela now offers a \$150 emergency room copay before the deductible and coinsurance apply.
How your medication is classified (and covered) could have changed.	Because your medical insurance carrier's pharmacy benefit manager can change how it covers prescription drugs at any time (such as changing coverage tiers), it's strongly recommended that you call the insurance carrier before you enroll to see how your medication will be covered in the new plan year.
Other medical benefits may have changed.	Medical insurance carriers may offer new or enhanced benefits for 2024. Additional coverage details will be available when you enroll, so be sure to review your options carefully.

Health Savings Account (HSA)

The IRS has updated the HSA contribution limits.	If eligible, for 2024, you can contribute up to \$4,150 if you cover just yourself or \$8,300 if you cover yourself and your family. If you're age 55 or older (or will turn age 55 during the plan year), you can also make additional "catch-up" contributions to your HSA up to \$1,000.
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Voluntary Benefits

Accident, Hospital, and Critical Illness	Exela will be offering new Accident, Hospital and Critical Illness policies through Lincoln Financial beginning January 1, 2024. You must make an active election as the current coverage will not carry forward into 2024. Additional information on these new policies can be found in the Benefits Guide, General FAQs and Spring Resource Library.
Group Whole Life with Long Term Care Rider	Exela will be offering a new Group Whole Life policy with a long-term care rider through Allstate Insurance beginning January 1, 2024. You must make an active election as the current coverage will not carry forward into 2024. There's an employee guarantee issue amount of \$150,000 with election amounts in \$10,000 increments for anyone up to the age of 70 years old. The spouse guarantee issue is \$30,000. Additional information on the policy can be found in the Benefits Guide, General FAQs and Spring Resource Library.

Want more information? Beginning October 23, find the details about your medical coverage options on the Make It Yours website at exela.makeityoursource.com.

When it's time to enroll, you will continue to use two enrollment sites:

1. You will visit the Make It Yours website where you will learn about your medical plan options and enroll in the following benefits: medical which includes prescription drug coverage, dental, vision, Health Savings Account (if eligible) and flexible spending accounts. The enrollment is **active**, meaning if you do not take action to make elections, **you will not have medical coverage which**

includes prescription drug coverage through Exela in 2024. Health Savings Accounts and flexible spending accounts also require re-election, as these benefit elections do not carry over. While there are no changes to our dental and vision benefits for 2024, you should review your options and coverage tier and make any changes through the Exela Health Benefits website.

2. You will use the Spring enrollment platform to enroll or make changes to life and disability insurance, new voluntary benefit plans (Accident, Critical Illness, Hospital Indemnity and Group Whole Life Insurance with Long Term Care rider), legal and commuter benefit enrollment options.

If you want coverage for new accident, hospital and critical illness policies through Lincoln Financial and/or new group whole life insurance with long term care rider, you must enroll or you will not have coverage. Enrollment will be passive for supplemental life, disability, legal and commuter benefits, meaning if you do not make changes, your current elections will carry over to 2024. Please remember to review and update your life policy beneficiary designations.

Note: New employees hired in November will need to enroll twice—initially for benefits effective through December 31, 2023 and again during the Open Enrollment period, with benefits effective January 1, 2024.

This overview of 2024 changes serves as a Summary of Material Modifications (SMM), providing information on various Exela benefit plan changes that take effect January 1, 2024. It is intended to provide an overview of changes and information about some of the benefits you may be eligible for through Exela. If there is a discrepancy between the information displayed and the official plan documents, the official plan documents will govern.

Information contained herein is not intended as legal, tax or other professional advice. You should not act upon any such information without first seeking a qualified professional on your specific matter.

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