Plan Year: 11/1/23 – 10/31/24

Employer Contributions:

- Final Employer Funding: **attached**
  - ACA Affordability testing – **passed**
- Number of Benefit Deductions Per Year: **24**

Eligibility Requirements:

- Eligibility: Employees must work a minimum of 30 hours per week or 130 hours per month per ACA requirements

- Waiting Period: 1st of the month following 30 days of full-time employment
- Dependents: legal spouse, children up to age 26, disabled children of any age
- Domestic Partnership- Please confirm if you want DP Covered/not covered – I didn't see this listed so I wanted to confirm

Medical

Renew with UHC – **net 4% rate change**

Plans:
- ANDQ (Base) - $3,000 deductible, $6,500 OOP, 80% coins
- BCZ2 (MID) - $3,000 deductible, $6,000 OOP, 80% coins
- BCYC (Buy Up) - $500 deductible, $3,500 OOP, 80% coins

Ancillary Lines

Dental: Renew w/ Principal (6.**5% rate change**) – single option
Vision: Renew w/ Principal (**0% rate change**) – single option
Basic Life/AD&D: Renew w/ Principal (**0% rate change**) – Flat 50k amount
Voluntary Life: Renew w/ Principal –(**0% rate change**) anyone can elect up to the GI benefit without a health statement; annual re-enrollment included – currently enrolled employees can increase benefit by up to $10,000 w/o EOI, not to exceed GI benefit
STD: Renew w/ Principal (**0% rate change**)
LTD: Renew w/ Principal (5.8 **% rate change**)

Open Enrollment

- **Open Enrollment Strategy:** NFP Virtual Benefit Hub; NFP to Update
- **Meeting Date and Time**: None needed
- **Communications**: NFP to create a Virtual Benefits Hub & Flyers with QR Code
- **Enrollment Portal**: EASE (NFP to update)
- **Enrollment window**: 9/29 – 10/13
- **Passive enrollment:** if employees do not log on to make their elections, they will automatically roll to the new plan year. (Will confirm with Becky)

Miscellaneous

- **COBRA Vendor**: UHC (TPA) – Paula to update rates

To follow in separate email(s)

- Renewal paperwork: NFP will send over any necessary renewal/implementation documents for signature via DocuSign