

2024 Annual Benefits Enrollment

Questions & Answers

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Introducing your 2024 benefits

Your well-being matters to us, so we offer benefits to help you get the most out of life. Think of us as your personal cheerleader as you take care of your body, save for retirement and provide for your family. Whether you're picking benefits for the first time or are a seasoned pro, make sure you know your options.

Please review these Questions & Answers to learn more about what's changing for 2024 benefits and the basics of how to enroll. You can find additional information and plan details in your online Benefits Decision Guide at mytabenefits.com.

What's changing for 2024?

Q1. What's changing with my health and welfare benefit options for 2024?

A1. You will have access to the same comprehensive suite of benefits for 2024, but with a few changes. Here's what's changing for 2024:

- **Your Cost for Coverage:** Due to the rising cost of health care, you'll see a slight increase to your medical premiums. Dental rates for the Enhanced Plan will also increase slightly because adult orthodontia will be covered; however the Basic Plus Dental Plan and the Standard Vision Plan rates will not change. [See your 2024 rates](#).
- **The \$3,000 Deductible Plan Will Be the \$3,200 Deductible Plan:** Based on new IRS guidelines, the \$3,000 Deductible Plan will become the \$3,200 Deductible Plan. The family deductible will increase to \$6,400 but the out-of-pocket maximums will remain the same at \$5,500 for individual and \$11,000 for family. If you are currently enrolled in the \$3,000 Deductible Plan and you do not make an election during Annual Benefits Enrollment, you'll be enrolled automatically in the \$3,200 Deductible Plan for 2024.
- **New Adult Orthodontia Coverage:** The Enhanced Dental Plan offers orthodontia benefits for all covered members. Previously, orthodontia coverage was limited to dependent children age 26 and under. For more information on dental coverage, [click here](#).
- **2024 Tax-Advantaged Account Contribution Limits:**
 - Health Savings Account*: \$4,150 for individuals and \$8,300 for families
 - Health Care Flexible Spending Account (FSA): \$3,050
 - Dependent Care FSA: \$5,000
 - Also, the amount you can carry over to the following year in the Health Care FSA is increasing to \$610. You no longer need to elect an FSA for the following year to carryover

funds.

**If you are age 55 or older, you can contribute an additional \$1,000 to your HSA in catch-up contributions.*

Q2. Is the cost of employee coverage increasing?

A2. Due to the rising cost of health care, you'll see an increase in the amount you pay for medical coverage. But we're doing everything we can to keep what you pay as low as possible, and Transamerica continues to pay the majority of the cost for your medical coverage. Dental rates will increase slightly in the Enhanced Plan due to the addition of adult orthodontia, but rates for the Basic Plus Dental Plan and the Standard Vision Plan will not change. [See your 2024 rates.](#)

General

Q4. Where can I learn about my health and welfare benefit options for 2024?

A4. Education and resources are available to help you understand your options and the enrollment process.

- **2024 online Benefits Decision Guide** – You should refer to this online guide to get a detailed view of your benefits and the enrollment process. The guide is available at mytabenefits.com. You can view the site from work or from home with no login required.
- **2024 benefits program presentations** – You have access to a series of short, recorded presentations at mytabenefits.com with details on plan options, the enrollment process and online tools.
- **TouchCare** – You can consult with a Personal Health Assistant (866-486-8242) to discuss your 2024 benefit options.
- **Ask the Experts Webinars** – Join our panel of experts at one of our live webinars. Watch your email for registration opportunities.

Q5. Who are the medical plan carriers?

A5. You will have either Wellmark Blue Cross Blue Shield or United Healthcare as your medical plan carrier, based on the state where you live. Some states will have additional network options. [Click here](#) for a list of medical plan carrier(s) by state.

Q6. Where can I find my benefit costs for 2024?

A6. The online Benefits Decision Guide at mytabenefits.com has everything you need to know about your benefits, including the 2024 costs for medical, dental and vision coverages. On the homepage, click the "2024 rates" tile. You'll also see full coverage details and costs on the Mercer Marketplace 365+ website when you enroll during Annual Benefits Enrollment.

Q7. Will I receive new medical plan ID cards?

A7. If your medical plan election is staying the same in 2024, you will **not** receive a new ID card unless you change coverage tiers or add new members.

Q8. Will I receive a new debit card for my HSA or FSA?

A8. You will only receive a new debit card if you were not previously enrolled in an HSA, FSA or the Commuter Benefits Program with Transamerica.

Enrollment

Q9. When is Annual Benefits Enrollment?

A9. This year's Annual Benefits Enrollment begins **Thursday, October 26, and continues through Friday, November 10, 2023.**

Q10. How do I enroll?

A10. You will enroll through the Mercer Marketplace 365+ website.

Enter benefits.transamerica.com in your browser window.

- If you are connected to the network, it won't be necessary to enter additional credentials.
- If you're not connected to the network, you'll need to enter your network username, password and domain. Most employees will enter "US" as the domain (Corporate Center will use "DS").

Please note: If you're part of the Transamerica Agency Network, you'll be required to enter your credentials whether you are connected to the network or not, enter the same ID and password you use for ePortal and Integrity Ed, and enter "US" as the domain.

Once you've finished enrolling, make sure to print or save a copy of your confirmation statement for your records. You will not be able to make any changes after the enrollment period ends.

Q11. What happens if I don't enroll?

A11. Most of your current benefits will automatically carry over for 2024 with the exception of the Health Savings Accounts (HSA) and Flexible Spending Accounts (FSAs).

- If you have a high-deductible health plan, you may wish to elect an HSA and set your contribution amounts for 2024; even if you don't wish to contribute to an HSA, you must elect one (you can make a \$0 election) in order to receive Reward Dollars for the wellness activities you complete.
- You may wish to elect an FSA and set your contribution amounts for 2024.

If you want to make any changes to your current benefit elections, including adding or dropping benefits, electing an HSA or FSA, you must make these enrollment changes between **October 26 and November 10, 2023**.

Even if you don't plan to make changes to your medical benefits, it's still a good idea to review your elections, confirm your providers are in-network and make sure your beneficiary information is up to date.

Q12. Will I need to verify my dependents?

A12. You will need to submit dependent verification if you add a new dependent to your benefits. You must submit verification within 31 days from the date of enrollment or your dependents will be removed from benefits.

Q13. Why should I review my beneficiaries each year?

A13. Life changes such as a birth or marriage happen. And when they do, you should review your primary and contingent beneficiary elections. You can do this by visiting the Mercer Marketplace 365+ website at benefits.transamerica.com.

Q14. What if I enroll on the Mercer Marketplace 365+ site and need to make a change to my elections before November 10?

A14. You can return to the site and make changes to your elections any time up until 11:59 p.m. ET on November 10.

Q15. What if I need to make changes to my 2024 elections after November 10?

A15. No changes will be allowed after the November 10 enrollment deadline unless you experience a qualifying life event.

Q16. What if I have a qualifying life event?

A16. If you have a qualifying life event (i.e., you have a baby or get married) either later in 2023 or in 2024, you can make changes to your benefit elections at benefits.transamerica.com.

Questions

If you have additional questions, please contact the Mercer Marketplace 365+ dedicated Transamerica Benefits Center at 866-891-4274. Benefits counselors are available from 6 a.m. to 8 p.m. CT Monday through Friday. During Annual Benefits Enrollment, extended hours will be available on Saturdays from 9 a.m. to 1 p.m. CT.

The information is intended to provide highlights for 2024 Annual Benefits Enrollment. In the event of any conflict or inconsistency between this information and the actual Plan documents, the provisions of the Plan documents, including applicable insurance contracts, will govern. The receipt of this information does not entitle you to benefits under the Plan. In order to be entitled to benefits, you must meet all of the applicable eligibility requirements.