

To: All US-based Employees  
From: Thomas Banach, CFO  
Date: July 9, 2024  
Re: 2024/2025 Group Health/Dental Insurance Renewal

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We have been working with our insurance broker on the renewal of the Blue Cross/Blue Shield employer-sponsored medical plan and Delta Dental Plan. Each year we review our plan, the benefits offered, which benefits are being used, and how our premium costs relate to those of similar companies. We shop for competitive rates based upon the size and demographics of our group relative to the benefits offered.

We have found that by remaining with Blue Cross Blue Shield of Illinois, Delta Dental and United Healthcare, we are able to offer the best possible benefits at competitive rates.

**For the 2024-2025 renewal there will be a few plan benefit changes. Due to increases in costs, there will be some increases to premiums. This year cost increases in the plans were over 25%. By working with United's broker, we were able to reduce some, but not all, of these increases. Certain plans and categories within the plan had more than a 25% increase, while others had little to no increase. Many factors go into plan pricing. Over the last 12 months, the largest factor has been benefit usage as well as certain mandated increases due to the Affordable Care Act.**

**United is increasing the company contribution to your HSA accounts for the coming year. The contribution amount, made on a quarterly basis, will be \$425 for single coverage (\$1,700 annually) and \$550 for family coverage (\$2,200 annually). This is to help offset the government mandated increase in HSA deductibles.**

**Deposits are made to an employee's HSA account on a quarterly basis. These are discretionary contributions by United. The amount and the continuation of the funding are reviewed at the beginning of our plan year.**

**United will also be adding a new High Deductible HSA option. This will be the most affordable plan in the benefit lineup and has a \$7,500 individual deductible.**

**Over the years United has put in place several new options as well as looked to reduce employer/employee costs. These endeavors are paying off by keeping the benefit options affordable while maintaining a level of benefits that all United employees can use. The rates for the medical plans for the coming plan year are attached.**

**Both the Dental and Vision plans will have NO increase in premiums for the 2024/2025 plan year.**

As a reminder, now is the time that those who wish to make a change to their medical plan selection can do so. Changes can be made under “Benefits” in Dayforce payroll. Changes must be submitted no later than July 25, 2024.

Additionally, those who are eligible and would like to purchase additional life insurance can do so at this time. Please contact Julie for the appropriate information no later than July 25, 2024.

If you have not previously elected coverage under our Group Health Insurance Plan and are eligible to do so, you can elect to join at this time. Enrollment must be submitted no later than July 25, 2024.

Also attached is the brochure for our benefit programs which also includes Affordable Care Act required notices and Annual Notice of Women’s Health and Cancer Rights.

Should you have any questions regarding your plan, benefits, or costs, please do not hesitate to contact Julie Remington or myself. We are more than happy to discuss any questions or concerns that you may have.