



Benefit open enrollment announcements

Open enrollment: Jul. 5 – 14, 2023

Open enrollment is here! This is your annual opportunity to review your benefit options and make changes for the Aug. 1, 2023 through Jul. 31, 2024 plan year. Please review the enrollment materials in your packet and share the information with your family.

What’s changing on Aug. 1?

Baden Sports is committed to offering quality, affordable coverage to our employees and their families. We consider our health plans to be a very important part of our compensation package. Our plan costs continue to rise – we received a 6.5% increase from our carriers this year. But we are happy to announce that we will continue offering the same benefit plans with an enhancement to our vision coverage. The employee contributions for medical coverage will increase slightly; there will be no changes to employee contributions for dental coverage.

Get more information about our Baden Sports benefits at badenbenefits.com

The following changes will take effect on Aug. 1, 2023:

Medical plan changes

Core and Buy-Up Plans	Current / 2022 – 23		New / 2023 – 24
Vision frames or contact lenses (contact lenses benefit available instead of frames + lenses)	VSP providers: \$150 benefit per calendar year	→	VSP providers: \$200 benefit per calendar year
	VSP approved retail providers: \$80 benefit per calendar year		VSP approved retail providers: \$110 benefit per calendar year
Continuous Glucose Monitors (CGMs) for diabetes	Therapeutic and non-therapeutic devices covered under Durable Medical Equipment benefit	→	Therapeutic devices covered under pharmacy benefit only. Non-therapeutic devices not covered.

Flexible Spending Account (FSA) changes

The IRS has adjusted the contribution maximums for the health care FSA.

Health care FSA	2022 – 23		2023 – 24
Maximum contribution	\$2,850	→	\$3,050
Carry over of unused funds	\$570 from 2022-23 into 2023-24	→	\$610 from 2023-24 into 2024-25

Cost of coverage

Baden Sports funds the majority of the cost of the health plans. If you enroll in a plan, these amounts will be automatically deducted pre-tax from each paycheck (26 per year). Your cost for medical coverage is based on whether you and/or your spouse use tobacco products. A non-tobacco user is defined as an individual who has not used a tobacco product in the last six months.

Medical/Vision Plans

Non-Tobacco Users	Core Plan (\$2,000 deductible)		Buy-Up Plan (\$1,000 deductible)	
	Total monthly cost	Your deduction per paycheck	Total monthly cost	Your deduction per paycheck
Employee only	\$602.90	\$52.87	\$649.60	\$65.96
Employee + spouse/domestic partner (DP)	\$1,336.10	\$260.39	\$1,439.60	\$299.00
Employee + child(ren)	\$1,166.30	\$203.24	\$1,256.60	\$243.58
Employee + spouse/DP + child(ren)	\$1,899.50	\$369.59	\$2,046.60	\$420.34
Tobacco Users*				
Employee only (tobacco user)	\$602.90	\$142.62	\$649.60	\$160.17
Employee + spouse/DP (both users)	\$1,336.10	\$600.39	\$1,439.60	\$647.94
Employee (user) + spouse/DP (non-user)	\$1,336.10	\$443.87	\$1,439.60	\$486.16
Employee (non-user) + spouse/DP (user)	\$1,336.10	\$527.96	\$1,439.60	\$573.09
Employee (user) + child(ren)	\$1,166.30	\$336.11	\$1,256.60	\$368.63
Employee (user) + spouse/DP (non-user) + child(ren)	\$1,899.50	\$602.56	\$2,046.60	\$660.81
Employee (non-user) + spouse/DP (user) + child(ren)	\$1,899.50	\$679.65	\$2,046.60	\$740.50
Employee (user) + spouse/DP (user) + child(ren)	\$1,899.50	\$759.08	\$2,046.60	\$822.60

Dental Plan

	Total monthly cost	Your deduction per paycheck
Employee only	\$53.40	\$2.46
Employee + spouse/domestic partner (DP)	\$111.00	\$14.25
Employee + child(ren)	\$142.30	\$12.29
Employee + spouse/DP + child(ren)	\$199.70	\$24.08

Note: Baden Sports' medical plans are affordable and adequate under the Affordable Care Act (ACA); if you are eligible for our medical plans you may not qualify for a premium credit on the health insurance marketplace.

** Your health plan is committed to helping you achieve your best health. Rewards for participating in a wellness program are available to all employees. If you think you might be unable to meet a standard for a reward under this wellness program, you might qualify for an opportunity to earn the same reward by different means (for example, completing provider counseling for tobacco use cessation covered under the Regence medical plan). Contact us at (253) 883-5168 and we will work with you (and, if you wish, with your doctor) to find a wellness program with the same reward that is right for you in light of your health status.*

What you need to do – enroll online this year!

We are excited to be launching a new online enrollment process with Paylocity this year! **All employees must complete the enrollment process with Paylocity by Jul. 14, 2023 – even if you are not making changes or are waiving coverage.**

You have two options to complete online enrollment:

- **Benefits Enhanced:** Access Benefits Enhanced, select “Action Needed” in the sidebar menu, and then “Start”
- **Paylocity Mobile App:** Log into the Paylocity mobile app on your smartphone, select “Benefits” in the main menu, and select the “Begin” option within the Enrollment Banner

Open enrollment is the only time you can make changes unless you have a qualifying event. Changes will take effect on Aug. 1, 2023.

Will I get a new ID card?

Vendor	Plans	ID/debit cards
Regence	Medical, prescription drug, vision	<ul style="list-style-type: none">• If you make changes to your medical elections or enroll for the first time you will receive a Regence ID card.• If you don't make changes, you will not receive a new ID card. You can continue using your current ID card.
Delta Dental of Washington	Dental	<ul style="list-style-type: none">• If you enroll in the dental plan for the first time you will receive a Delta Dental of WA ID card.• Current enrollees will not receive a new ID card.
Navia	FSA	<ul style="list-style-type: none">• If you enroll in the Health Care FSA for the first time you will receive a debit card from Navia.• Current participants will not receive a new debit card, unless your card is expiring.

Questions?

We want to make sure you have all the information you need to make the right decisions about your benefits. If you have questions, please contact the AssuredPartners Employee Service Center at 1-888-343-3330 or mcm.esc@assuredpartners.com.