

OPEN ENROLLMENT

Open enrollment is your annual opportunity to review your benefits and decide whether you need to update any of your elections. Any changes made at open enrollment are effective for the entire 2024-2025 benefits plan year. July 16th-24th is the open enrollment period. New enrollment or changes to existing enrollment will be effective August 1, 2024.

In most cases, once you have made your benefit elections for the plan year, you cannot change them until the next annual open enrollment period, unless you experience a permitted election change event. You must notify your employer within 30 days of the event (60 days in the case of birth or adoption). For more information about making mid-year changes to your benefit elections, please contact your employer or refer to the "Important Information" section in your enrollment guide.

2024-2025 CHANGES

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 6.2% increase from our medical carrier and 4.5% increase from our dental carrier this year. But we are happy to announce that we will continue offering the same benefit plans. The employee contributions for medical and dental coverage will increase slightly. The following changes will take effect on Aug. 1, 2024:

Medical

- » Emergency Room copay changed to \$150 on Base and Buy-Up plans

Flexible Spending Account (FSA)

- » Maximum contribution limit raised to \$3,200
- » Maximum rollover amount raised to \$640

Effective January 1, 2024 there are three Washington State benefit and cost sharing mandates:

- » Hearing Instruments (HB 1222) – Covered up to \$3,000 for hearing aid devices per year not subject to deductible
- » Termination of Pregnancy/Abortion (HB 5242) – Covered at 100%
- » Supplemental and Diagnostic Breast Examination (SB 5396) – Covered at 100% including 3D images

WHAT DO I NEED TO DO?

The 2024 Open Enrollment through Baden Sports will be run online through Paylocity again this year!

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

Benefit selections are required through Paylocity whether you're maintaining, adding, or dropping benefits for yourself and/or your dependents.

All employees must complete the enrollment process with Paylocity by July 24th, 2024.

WILL I GET A NEW ID CARD?

Regence (Medical, prescription drug, and vision)

- » 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)

- » 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)

- » 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.