

# CASCADE DESIGNS®

## 2024 benefit open enrollment announcements

### Open enrollment: November 6 – 17, 2023

Cascade Designs, Inc. (CDI) is committed to helping you and your family experience the best possible health and well-being. That's why we offer you a comprehensive, competitive benefits package with the flexibility to make choices that meet your needs.

Open enrollment is your opportunity to review your options and select the health benefits that will meet your needs in 2024. **This is the only time that you can make enrollment changes in 2024 unless you have a status change.** Please read this memo carefully – there is important information about benefit changes and what you need to do during open enrollment.

### Health care benefits 2024

Like everything else, the cost of health care continues to rise. As we started the benefit renewal process, we reviewed CDI's benefits to make sure they provide value to our employees and balanced that with the increases in cost we are anticipating. We remain committed to offering valuable programs so that you can be well physically, financially and in life.

We are happy to announce that CDI will continue offering the Health Savings Plan (one of our two medical plan options) at **no premium cost for employee coverage** – all you need to do is:

1. Sign up for the Health Savings Plan, and
2. Participate in our **updated wellness program**.

**Note: CDI will pay 100% of the employee's share of the monthly premium** – you must still pay a portion of the monthly premium if you enroll a spouse or children. Although you'll pay to cover dependents, **the premium for your individual employee coverage will be \$0 per month.** Also, CDI will continue contributing to the Health Savings Account (HSA) that goes with the Health Savings Plan. We contribute \$600 per year if you have employee-only coverage or \$1,200 per year if you cover at least one family member.

To retain the current Traditional Plan benefits, we will increase the cost of that plan an average of 6%; however, the wellness premium discount will remain available at \$25 per month.

Please carefully consider which options work best for you and your family. This memo outlines some additions and changes to the plan. Please reach out to HR with any questions.

**The Health Savings Plan will continue to be offered at no premium cost for employee coverage!**

If you have not considered the Health Savings Plan before, now is the time to see if it's the right plan for you.

## What's changing?

The following changes will take effect on January 1, 2024.

### Medical plan enhancements

#### Diagnostic and supplemental breast exams and imaging

If recommended after a mammogram, these services will be covered at 100% on the Traditional plan and 100% after the deductible (\$2,000 individual and \$4,000 family) on the Health Savings Plan, when received from an in-network provider.



#### Breast pumps

Breast pumps will be covered at 100% of billed charges to eliminate any balance billing to members on the Traditional Plan and Health Savings Plan. That means any out-of-network purchases from Amazon, Target, or other stores will be fully reimbursed by the plan.

### Health Savings Account (HSA) changes (Health Savings Plan only)

The maximum HSA contribution limits set by the IRS will increase in 2024. Remember that CDI's contribution to your HSA counts towards these limits.

	Current		New for 2024
Annual HSA maximum contribution*	\$3,850 for self-only coverage \$7,750 for employee + one or more dependents coverage	→	\$4,150 for self-only coverage \$8,300 for employee + one or more dependents coverage

\* Individuals age 55 and older who are not enrolled in Medicare may contribute an additional \$1,000 per year

### Flexible Spending Account (FSA) changes

The IRS has not yet announced the annual FSA contribution limits for 2024. The limits will either remain the same as 2023 or increase slightly. CDI will notify you if they change.

	Current		New for 2024
<b>Health care FSA</b> General purpose Limited purpose	\$3,050 annual contribution limit \$610 carry over limit from 2023 into 2024	→	TBD
<b>Dependent care FSA</b>	\$5,000 annual contribution limit No carry over allowed	→	TBD

### Wellness program updates

To qualify for the \$25 per month discount on your medical premium in 2024, you must complete **one** of the following activities:

1. Get a preventive care visit (annual check-up or physical, or preventive colonoscopy, gynecological exam, or mammogram) with a physician or dental cleaning with a dentist
2. Get a flu shot
3. Get a COVID-19 shot or booster



**You must sign the Wellness Program Attestation Form (in your open enrollment packet) to confirm that you have completed one of the activities between January 1, 2023 and March 31, 2024.** If you are unable to participate in any of the required activities to earn an incentive, you may be entitled to a reasonable accommodation – please contact any member of the Human Resources team. The discount will take effect on January 1, 2024 or on the first paycheck after your Wellness Program Attestation Form is submitted to HR, whichever is later.

## Cost of coverage 2024

Cost per pay period	Total	Your share of the cost (24 pay periods/year)	
		With wellness discount*	No wellness discount
<b>Health Savings Plan</b>			
Employee	\$313.50	\$0.00	\$12.50
Employee + spouse	\$678.50	\$130.00	\$142.50
Employee + 1 child	\$469.50	\$46.00	\$58.50
Employee + children	\$573.50	\$76.50	\$89.00
Employee, spouse + 1 child	\$835.50	\$174.00	\$186.50
Employee, spouse + children	\$939.50	\$203.00	\$215.50
<b>Traditional plan</b>			
Employee	\$353.50	\$40.50	\$53.00
Employee + spouse	\$766.00	\$190.00	\$202.50
Employee + 1 child	\$531.00	\$92.50	\$105.00
Employee + children	\$648.50	\$128.50	\$141.00
Employee, spouse + 1 child	\$942.50	\$242.00	\$254.50
Employee, spouse + children	\$1,061.00	\$277.50	\$290.00
<b>Dental plan</b>			
Employee	\$22.00		\$5.50
Employee + spouse	\$45.00		\$17.50
Employee + 1 child	\$34.00		\$11.50
Employee + children	\$49.50		\$20.00
Employee, spouse + 1 child	\$57.00		\$23.50
Employee, spouse + children	\$72.50		\$32.00
<b>Vision plan</b>			
Employee	\$4.50		
Employee + spouse	\$9.00		
Employee + 1 child	\$6.50		
Employee + children	\$8.00		\$0
Employee, spouse + 1 child	\$11.00		
Employee, spouse + children	\$12.50		

\*You must have completed the CDI wellness program requirement and submit the Wellness Program Attestation Form to HR to qualify for the discounted premium.

## What you need to do

**All forms must be completed and returned to HR by Friday, November 17.**

Your FSA participation will end if you do not re-enroll.



### **Employee Benefit Enrollment/Change Form**

**All employees must complete this form** – even if you aren't making any changes or are waiving coverage.



### **Wellness Program Attestation Form**

**All employees must complete this form** to qualify for the 2024 wellness program incentive (\$25 per month discount on your medical premium in 2024).



### **Dependent Eligibility Verification Form**

If you enroll a spouse and/or child(ren) in the health plans for the first time, you must confirm they are an eligible dependent.



### **Flexible Spending Accounts (FSAs) Enrollment Form**

- To enroll in the health care and/or dependent care FSA, you must complete the Allegiance FSA Enrollment Form, even if you are currently participating.
- Health Savings Plan participants who wish to enroll in a health care FSA must elect the *limited purpose* FSA, using the Allegiance Limited Purpose FSA Enrollment Form. The limited purpose FSA may only be used for vision and dental expenses.

**Note:** If you enroll in a health care FSA and your spouse has a Health Savings Account (HSA), your health care FSA enrollment will disqualify your spouse from making and receiving pre-tax HSA contributions.



### **Life and Accidental Death and Dismemberment (AD&D) Insurance**

If you want to purchase more life insurance – for the first time, or to increase your current coverage – you can enroll in Optional Life/AD&D coverage with Mutual of Omaha (MOO).

- If you are currently enrolled in Optional Life/AD&D, during open enrollment you may increase your coverage amount by \$10,000, \$20,000, \$30,000, or \$40,000 without providing Evidence of Insurability. You must complete the MOO Enrollment Form. This option is not available if you have previously been denied coverage. Increasing your coverage over the guaranteed issue amount of \$200,000 will require Evidence of Insurability (EOI Form).
- Increasing your spouse's coverage for any amount will require Evidence of Insurability. Your spouse must complete a MOO Evidence of Insurability Form. Increasing your child's coverage will not require Evidence of Insurability.
- If you are enrolling for the first time now (after your initial eligibility period has ended), you must complete the MOO Enrollment Form and Evidence of Insurability Form.

You can obtain the required paperwork from HR or on the CDI benefit website.

If you need to change your beneficiary, please update the beneficiary section on the Employee Benefit Enrollment/Change Form.

**Benefit enrollment forms available in fillable PDFs online!**

Go to: [benefitscdi.com](https://benefitscdi.com)

**Email completed forms to HR**

[HR@CascadeDesigns.com](mailto:HR@CascadeDesigns.com)

# Flexible Spending Account (FSA) reminders

## If you have an FSA for 2023

- You can carry over up to \$610 of unused funds from your 2023 Health Care FSA into your 2024 Health Care FSA. The carryover will take place automatically in March 2024.
- No carry over is allowed on the Dependent Care FSA.

## FSAs and HSAs

- IRS regulations don't allow you to contribute to both an HSA **and** a general-purpose Health Care FSA. If you enroll in the Health Savings Plan and make or receive HSA contributions, your FSA options are restricted to the Limited Health Care FSA (for dental and vision expenses only) and Dependent Care FSA.
- If you enroll in the Health Savings Plan for the first time in 2024 and have funds remaining in your 2023 Health Care FSA, your remaining 2024 Health Care FSA balance will automatically carry over to a Limited Health Care FSA for 2024. This is to prevent you from being eligible for reimbursement under a General Health Care FSA, which would make you ineligible to make or receive HSA contributions.

## ID cards, HSA and FSA debit cards

<b>Regence Group Administrators (RGA) – Medical/Prescription/Vision</b>	<b>Delta Dental</b>	<b>Allegiance – FSA debit card</b>	<b>HealthEquity - HSA debit card</b>
<p>You will not get a new ID card for 2024 – unless you are enrolling for the first time or are changing plans.</p>	<p>If you enroll in the dental plan for the first time you will receive a new ID card from Delta Dental of WA. Note: This plan covers participants in every state.</p> <p>If you are already enrolled in the dental plan, you will not receive a new ID card.</p>	<p>If you enroll in an FSA for the first time you will receive an Allegiance debit card.</p> <p>If you are currently enrolled in an FSA, you can continue to use your current debit card until it expires.</p>	<p>If you enroll in the Health Savings Plan for the first time you will receive an HSA debit card from HealthEquity.</p> <p>If you are currently enrolled in the Health Savings Plan you can continue to use your HSA debit card until it expires.</p>

**ID card available on RGA and Delta Dental mobile apps!**

New cards will be mailed to your home address in late December. Please start using your new ID card on January 1, 2024 – show it to your doctor, hospital, pharmacy, etc. and let them know you have new insurance.

## 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 any member of the HR team or the AssuredPartners Employee Service Center at 1-888-343-3330 or [mcm.esc@assuredpartners.com](mailto:mcm.esc@assuredpartners.com).

Summary of Material Modifications (SMM): This letter describes changes to the Cascade Designs, Inc. Welfare Benefits Plan and is intended to serve as a Summary of Material Modifications (SMM). The SMM supplements the Summary Plan Descriptions (SPDs) for the Cascade Designs, Inc. Welfare Benefits Plan. The effective date of these changes is January 1, 2024. You should read this SMM very carefully and retain this document with your copy of the SPDs.