

Open Enrollment: Preview of What's Changing for 2024

Open Enrollment is coming up fast: **October 10 through October 24**. But before you enroll, you need to understand what's changing with your current Aon Active Health Exchange™ benefits. Many changes have occurred in health care in recent years, they're occurring right now, and they'll continue to occur in the future. Changes are continuously made to carrier networks, prescription drug formularies, and of course, how much you pay.

Below is an overview of important considerations for 2024.

What's New	Why It Matters
You must enroll.	If you don't enroll, you will not have medical, dental, or vision coverage through TRC next year. Keep in mind, if you don't elect medical coverage, you won't have prescription drug coverage, either. And, to contribute to a Health Savings Account (HSA) (if eligible) or flexible spending account, you must make an active election.
Your cost of coverage has changed.	Because prices can go up or down each year, your current coverage may not be your best deal next year. Carefully review your options and prices to find the right fit for you and your family.
Insurance carrier provider networks could have changed.	<p>Insurance carrier provider networks can change. Seeing out-of-network providers may cost you substantially more than seeing in-network providers. Always double-check the networks of each insurance carrier you're considering before making a decision.</p> <p>When it's time to enroll, see if providers critical to your care are in the network through the TRC Benefit Enrollment website. For the best results:</p> <ul style="list-style-type: none">• Search for your provider by name—not medical practice.• Check only the office location(s) you are willing to visit.• When searching for a facility, use the complete facility name and confirm whether the specialty of the facility is covered in-network. <p>Important! If you have any uncertainty (for instance, covering out-of-area dependents) or you need the network name, you need to call the insurance carrier.</p>
Medical and Prescription Drug	
You will be responsible for a copay when you visit urgent care.	<p>If you choose a Silver, Gold, Gold II, or Platinum coverage level, you will be responsible for a copay when you visit urgent care. The Silver copay will be \$50, the Gold and Gold II copay will be \$40, and the Platinum copay will be \$25.</p> <p>You will no longer have to meet a deductible and then pay your portion of coinsurance.</p>
Employees covered under Gold, Gold II, and Platinum will have a copay when visiting the emergency room.	If you're covered under the Gold, Gold II, or Platinum coverage level, you will have a \$150 emergency room copay before the deductible and coinsurance apply.
You'll have a new Bronze coverage option.	The current Bronze coverage option will be replaced. The new Bronze coverage option will be different from the current option, so you need to consider all of your options carefully before enrolling.

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You'll have a new Silver coverage option.	The current Silver coverage option will be replaced. The new Silver coverage option will be different from the current option, so you need to consider all of your options carefully before enrolling.
How your medication is classified (and covered) could have changed.	Because your medical insurance carrier's pharmacy benefit manager can change how it covers prescription drugs at any time (such as changing coverage tiers), it's strongly recommended that you call the insurance carrier before you enroll to see how your medication will be covered in the new plan year.
Other medical benefits may have changed.	Medical insurance carriers may offer new or enhanced benefits for 2024. Additional coverage details will be available when you enroll, so be sure to review your options carefully.
Health Savings Account (HSA)	
The IRS has updated the HSA contribution limits.	If eligible, for 2024, you can contribute up to \$4,150 if you cover just yourself or \$8,300 if you cover yourself and your family. If you're age 55 or older (or will turn age 55 during the plan year), you can also make additional "catch-up" contributions to your HSA up to \$1,000.

Want more information? Once logged on to the TRC Benefit Enrollment website beginning October 10, look for the "Need Help?" icon to ask Lisa, your virtual assistant, any questions you may have. For additional support, you can schedule an appointment with a customer service representative through the TRC Benefit Enrollment website.

This overview of 2024 changes serves as a Summary of Material Modifications (SMM), providing information on various TRC Companies LLC benefit plan changes that take effect January 1, 2024. It is intended to provide an overview of changes and information about some of the benefits you may be eligible for through TRC Companies LLC. If there is a discrepancy between the information displayed and the official plan documents, the official plan documents will govern.

Information contained herein is not intended as legal, tax, or other professional advice. You should not act upon any such information without first seeking a qualified professional on your specific matter.

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