



BENEFITS OPEN ENROLLMENT

BENEFIT PLANS EFFECTIVE JANUARY 1–DECEMBER 31, 2023

BENEFIT HIGHLIGHTS

All benefits changes are effective January 1, 2023.

The open enrollment period begins October 12 and ends October 31.

If you do not submit new elections, your current benefits will automatically carry over to the new plan year. **The only exceptions are health savings accounts (HSA) and flexible spending accounts (FSA), which must be re-elected every year.**

How to enroll:

1. Call the Benefits Support Center at 833-782-7404.

Benefits counselors are ready to assist you. During open enrollment, the Benefits Support Center will be open for extended service hours October 12–31, 2022, Monday–Friday from 8 a.m. to 8 p.m. ET. After open enrollment, it will re-open for general benefits questions Monday–Friday from 9 a.m. to 5 p.m. ET.

2. Visit employeeconnects.com/centurion to schedule an appointment with a benefits counselor.

3. Self-enroll by logging into YourCenturion.com.

Your username is your last name followed by the last four digits of your SSN (e.g. Smith8901). The first time you log in, your password will be your date of birth, eight digits, no spaces, no dashes (e.g. 12311986 for December 31, 1986). If you encounter problems, please call 833-782-7404.

LEARN MORE ABOUT YOUR BENEFITS ONLINE!

Visit flimp.live/centurion-health-2023-OE-DP or scan the QR code to review what's changing for 2023 and quickly access the 2023 Benefits Roadmap and Benefits Support Center website.



MEDICAL AND PRESCRIPTION CHANGES

- No plan design changes to the medical plans
- No changes for prescription drugs
- Employee contributions are increasing slightly
- A spousal surcharge of \$60 per month will apply to the “employee + spouse” and “employee + family” coverage levels if your spouse is offered medical insurance through their employer and enrolls in a Centurion medical plan
- Employees in Missouri, Tennessee, Northern Virginia, Maryland, and the District of Columbia will receive new medical ID cards

ANTHEM SELECT NETWORK

- Medical plan members in Maryland/DC, Missouri, Northern Virginia, and Tennessee will utilize the Anthem Select Network
- To locate an in-network provider, visit anthem.com/find-care, choose Select a Plan for basic search, and enter the following information:
 - » **What type of care are you searching for?** Select Medical Plan or Network from the dropdown list
 - » **What state do you want to search?** Select your home state: Maryland/DC, Missouri, Northern Virginia, and Tennessee
 - » **How do you get health insurance?** Select Medical (Employer-Sponsored)



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MEDICAL AND PRESCRIPTION CHANGES

ANTHEM SELECT NETWORK (CONTINUED)

- » **Select a plan/network:** Choose the appropriate network based on your state (Maryland/DC: Blue Choice Advantage Open Access, Missouri: Blue Access Choice (St. Louis), Northern Virginia*: Blue Choice Advantage Open Access, Tennessee: Network S), then click Continue

*The Select Network in Northern Virginia is limited to individuals who reside in the Town of Vienna, City of Fairfax, and east of State Route 123. All others who reside in VA will choose the same as they do today, which is KeyCare PPO.

DENTAL PLAN

- No plan design changes
- No changes to employee contributions

VISION PLAN

- No plan design changes
- No changes to employee contributions

SUPPLEMENTAL LIFE

- No changes

SHORT-TERM DISABILITY

- No changes

VOLUNTARY LONG-TERM DISABILITY

- No plan design changes

VOLUNTARY BENEFITS

- No changes

Please refer to the 2023 Benefits Roadmap for more details on all items outlined above.

Open enrollment is the one time during the year you can make changes to your benefits unless you experience a qualified life event such as marriage or birth of a child.