



BENEFITS OPEN ENROLLMENT

BENEFIT PLANS EFFECTIVE JANUARY 1–DECEMBER 31, 2024

The open enrollment period begins October 2 and ends October 23.

Unlike years past, your current health benefit elections **WILL NOT** carry over. If you wish to have benefits in 2024, you must select your benefits by October 23, 2023.

How to enroll:

Log into the Paycom mobile app or paycom.teamcenturion.com.

Refer to page 3 for details.

For help:

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

Benefits counselors are ready to assist you. The Benefits Support Center is open Monday–Friday from 8 a.m. to 8 p.m. ET.

During open enrollment only, the Benefits Support Center is available Saturday, October 7, 14, and 21, from 8 a.m. to 12 p.m. ET.

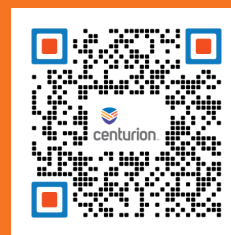
2. Visit employeeconnects.com/centurion to schedule an appointment with a benefits counselor.

BENEFIT HIGHLIGHTS

All benefits changes are effective January 1, 2024.

LEARN MORE ABOUT YOUR BENEFITS ONLINE!

Visit flimp.live/Centurion-OE-2023-24 or scan the QR code to review what's changing for 2024 and quickly access the 2024 Benefits Roadmap and Benefits Support Center website.



IMPORTANT REMINDERS

- This is an active enrollment. This means that your health benefit elections **WILL NOT** roll over. If you want coverage, you must log into Paycom and make your benefit elections.
- We will use Paycom to complete enrollment. This will provide employees with a streamlined enrollment experience.
- KeyCare HDHP plan deductibles will be increasing from \$3,000 (employee) and \$6,000 (family) to \$3,200 (employee) and \$6,400 (family) per IRS mandates.
- The health savings account (HSA) employer match will increase from \$750 (employee) and \$1,500 (family) to \$1,000 (employee) and \$2,000 (family).
- Medical and Dental plan rates will increase 3%.
- The Working Spouse Surcharge will increase to \$75 per month.



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BENEFIT HIGHLIGHTS

DENTAL PLAN

- **NEW!** Special Health Care Needs Benefit:
 - » Specifically for our members with special health care needs who may be eligible for additional services including exams, hygiene visits, dental case management, and sedation/anesthesia.
 - » Eligible members should let their dentist know that their Delta Dental group plan includes the special health care needs benefit and that they have a qualifying need including any physical, developmental, mental, sensory, behavioral, cognitive, or emotional impairment or limiting condition that requires medical management, health care intervention, and/or use of specialized services or programs.
 - » The conditions eligible for this benefit may be congenital, developmental, or acquired through disease, trauma, or environmental cause and may impose limitations in performing daily self-maintenance activities or substantial limitations in major life activity.
 - » **Extra exam benefits** are included for additional consultations with the dentist that may be necessary to help patients understand what to expect prior to treatment including **up to four dental cleanings** in a benefit year and **treatment delivery modifications**, such as anesthesia, necessary for dental staff to provide oral health care for patients with sensory sensitivities, behavioral challenges, severe anxiety, or other barriers to treatment.
- Employee contributions are increasing slightly.

LIFE AND DISABILITY BENEFITS

- During this open enrollment period, you will have the opportunity to enroll in supplemental life and voluntary long-term disability insurance without having to submit an evidence of insurability (EOI) medical questionnaire for approval by New York Life.
 - » You can elect any level of coverage up to the guarantee issue amount, regardless of your prior benefit amount.
 - » This is a one-time offer and will only be available during this open enrollment period.
 - » If you do not take advantage of this offer during open enrollment, the usual guidelines for enrollment will apply in the future.

Please refer to the 2024 Benefits Roadmap for more details on all items outlined above.

Open Enrollment is the one time each year that you can make changes to your benefits (without a corresponding qualifying life event), so don't miss out! Enroll in Paycom by October 23, 2023!



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HOW TO ENROLL

MOBILE APP DOWNLOAD AND LOGIN INSTRUCTIONS

- Search “Paycom” in the [Apple App Store](#) or the [Google Play Store](#).
- Follow the prompts to download the Paycom mobile app.
- Open the Paycom mobile app on your device.
- Enter your standard Centurion Single-Sign-On (SSO) credentials—your company email address and password.
- Enable push notifications so that you receive important, time-sensitive messages.

WEB BROWSER ACCESS AND LOGIN INSTRUCTIONS

- Visit paycom.teamcenturion.com.
 - » **If logged into a Centurion device on the Centurion network:** No further login credentials required.
 - » **If not logged in to a Centurion device on the Centurion network:** Enter your standard Centurion Single-Sign-On (SSO) credentials—your company email address and password.

HOW TO ENROLL IN BENEFITS

- Open the Paycom mobile app ([Apple](#) or [Android](#)) or visit paycom.teamcenturion.com.
 - » **If logged into a Centurion device on the Centurion network:** No further login credentials required.
 - » **If using the mobile app or if not logged into a Centurion device on the Centurion network:** Enter your standard Centurion Single-Sign-On (SSO) credentials—your company email address and password.
- From the Notifications Center, tap the current year's Benefits Enrollment. Review the instructions and tap "Start Enrollment."
- Review your information. Tap "Edit" to change anything or "Next" to continue.
- Complete the Pre-Enrollment Questions and tap "Save and Next."
- Choose to enroll in or decline a plan by checking the appropriate option. If necessary, choose which dependents to add. When finished, tap "Enroll." Continue for each benefit plan.
- When finished, review your enrollment and tap "Finalize." Then, tap "Sign and Submit" in the pop-up window. To view your current benefits at any time, navigate to Benefits > Current Benefits.