



YOUR BENEFITS

Open Enrollment

Open Enrollment is November 8–December 8, 2023

The open enrollment period is between November 8 and December 8, 2023.

During open enrollment, you can:

- Newly enroll in coverage.
- Change plans.
- Add/drop dependents.
- Drop coverage.

To make a change, log into benefits.plansource.com by December 8, 2023.

Your current benefits will NOT carry over to 2024. If you wish to have benefits for the 2024 plan year, you must log into PlanSource and make your elections by December 8, 2023.

Learn about the Isola benefits by:

1. Reading this announcement.
2. Reviewing the 2024 Employee Benefits Guide.
3. Attending a meeting, webinar, or watching the recorded presentation.
4. Visiting the enrollment website at benefits.plansource.com.

- employeeconnects.com/isola: Use this website to schedule a meeting and review your benefits with a Benefits Counselor.
- **833-919-2521**: Call to speak with a Benefits Counselor directly for all benefits-related questions.
- **hr@isola-group.com**: Email your local, onsite Human Resources team if you need assistance with PlanSource password reset or login issues.

What's New?

All benefit changes are effective January 1, 2024, to December 31, 2024.

Medical Insurance

- Great news! There are no changes to your medical premiums in 2024.
- Due to IRS regulations, the medical deductible will be increasing to \$3,200 for an individual and \$6,400 for a family.
 - » To offset the IRS increase, Isola will provide an additional HSA contribution when you complete the RealAge Test between January 1, 2024 and March 1, 2024.
- You will receive a new medical ID card, which will include the new deductibles, after open enrollment.

Health Savings Account (HSA)

- If you take BlueCross BlueShield's **RealAge Test** between January 1, 2024, and March 1, 2024, you will receive an increased contribution to your HSA: individuals will receive an additional \$150, and all other coverage levels will receive an additional \$300.
- While the Isola contribution to your HSA is not changing, you must contribute at least \$520 per year into your HSA to receive the HSA contribution.
- The annual maximum amount you can contribute to your HSA is increasing to \$4,150 for individuals and \$8,300 for all other tiers (from \$3,850/\$7,750).

Life and Disability Insurance—**New Carrier!**

- Life and disability insurance will be provided through The Standard.

Enrollment Meetings

Date	Time	Location
November 9, 16, 23, 30 December 7	2:30 p.m. PT	Virtual Click Here
Tuesday, November 14	10 a.m. PT	Chandler
Thursday, November 16	4 p.m. PT	Chandler
Tuesday, November 28	10 a.m. ET	Ridgeway
Wednesday, November 29	6 p.m. ET	Ridgeway

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.