

Your Powerful Benefit Solutions

Welcome to 2024 Open Enrollment!

Open Enrollment offers an opportunity to review the benefit plans available, and enroll for the upcoming year. We are dedicated to offering competitive benefits, tailored to your well-being and financial security.

Plan Enhancements

- We are adding wig coverage up to \$1,000 lifetime maximum per individual, when medically necessary. Examples include cases of cancer, alopecia, and cranial surgery diagnosis.
- LifeWorks, our Employee Assistance Program provider, has become TELUS Health. EAP services and phone numbers are the same but the app and link are changing.
- The Healthcare FSA maximum is increasing from \$2,850 to \$3,050.
- You have access to a wide variety of discounts and benefit perks. Review your benefit guide or [roperebenefits.info](https://www.roperebenefits.info) to learn more about these programs and start saving today!

Your Employee Assistance Program (EAP)

When life gets stressful, or you just need a helping hand, remember the EAP! The EAP, through TELUS Health (formally LifeWorks), is available to you and your dependents at **NO COST TO YOU!** When you contact the EAP, you have access to resources that can help you manage your work-life balance, such as:

- 5 face-to-face, telephonic, or video sessions with a counselor.
- Receive support on your own schedule with CareNow.
- Resources and tools on topics from family and life to health, legal, financial, and work.

Contact the EAP at **866-695-6327** or online at one.telushealth.com.

2024 Open Enrollment Essentials

When: November 1 – 15, 2023

Benefits Effective Date:
January 1, 2024

Who: All benefit-eligible employees should enroll/confirm your 2024 coverage.

How: Enroll online at e41.ultipro.com

IMPORTANT!

If you want to continue to participate in the HSA or FSAs in 2024, you must actively enroll.

Current coverage does not roll over from 2023 to 2024. If you are a new hire and have a life event between November 1 and December 31, 2024, you must enroll for 2023 and 2024 benefits, otherwise you will have no benefits in 2024.

Roper Employee Benefit Services - Can Help You!

Contact this team with any health and welfare questions. They can assist with general questions or if you need help enrolling.

If you have a more complicated issue and have already contacted your insurance carrier (i.e. BCBS, Delta Dental, etc) but still need more assistance, contact this team. Please know that more complex cases may be referred to an associated benefit resource center team with USI for one-on-one direct support.



Did You Know?

When you enroll in the HDHP with HSA, Roper will contribute \$700 each year for individuals and \$1,200 for families. The HDHP also includes an enhanced chronic condition prescription and medical services list.

Compare Your Medical Plans

Choosing a medical plan is an important decision. To help you pick the right one, here is a brief side-by-side comparison of the medical plans available to you.

Features	HDHP	PPO
Payroll Deductions	Lowest	Highest
Plan Design	Pay full cost until deductible is met. Plan then covers 80%.	Copay-based plan with a lower deductible. Plan covers 80%.
Deductible	\$2,500 Individual \$5,000 Family	\$800 Individual \$1,600 Family
Out-of-Pocket Maximum	\$5,500 Individual \$11,000 Family	\$4,000 Individual \$8,000 Family
Copay	No copays; after deductible is met, you pay 20%.	ER visit: \$200 Office Visit: \$25 Specialist Visit: \$40
Roper HSA Contribution	\$175/quarter (\$700/year) \$300/quarter (\$1,200/year)	N/A
Best for employees who...	<ul style="list-style-type: none"> ...want to pay less in payroll deductions and save on taxes. ...want to potentially invest in the future. ...want to receive HSA company contributions. ...may benefit from the 100% covered HDHP preventive drug list. ...are willing to spend extra time managing health care service. 	<ul style="list-style-type: none"> ...are willing to pay higher payroll deductions. ...want a traditional plan design with copays.

2024 Monthly Cost for Coverage

Benefit Plan	Employee Only	Employee + Spouse / Domestic Partner	Employee + Child(ren)	Employee + Family
Medical				
BCBS HDHP	\$95	\$355	\$175	\$412
BCBS PPO	\$190	\$575	\$335	\$692
Dental				
Delta Dental	\$23	\$47	\$40	\$75
Vision				
VSP	\$8	\$13	\$13	\$19

Working Spouse Surcharge for Medical Coverage

If you elect one of the medical plan options, you can cover your working spouse or domestic partner, even if they have coverage through their employer. If they do have medical coverage through their employer and you add them to your medical plan, you will pay a Working Spouse Medical Surcharge of \$100 per month, as an additional pre-tax.

Teladoc Virtual Services

If you are enrolled in a BCBS PPO or HDHP plan, you have access to Teladoc virtual services at a lower cost! Doctors in the Teladoc network are board certified practitioners and mental health providers who can diagnose, treat, and write prescriptions.

Scan the QR code to learn more. Ready to get started? Visit teladoc.com/go.



My Health Novel - \$0 Cost to You!

If you are enrolled in either the PPO or the HDHP, My Health Novel is available to you at no cost! With three My Health Novel programs, it helps make reaching your wellness goals easy and attainable.

To get started, log in to your **My Health Toolkit account** > **click Benefits** > **My Health Novel**.

Musculoskeletal

My Health Novel's musculoskeletal (MSK) solution is a covered wellness benefit for all members age 18 and older. MSK matches you with the mobility program that best suits your needs.

Behavioral Health

Mental health is just as important as physical health with My Health Novel's behavioral health program, all BCBS FL members over age 18 have access to a mental health network that includes best-in-class offerings to help you enjoy less stress, better sleep quality, increased happiness, and decreased use of clinical care.

Weight Management

With this service, you will be matched with programs that help you make healthy changes to your diet and physical activity. It provides the support you need to reach your goals.

Learn More

To learn more about My Health Novel, scan the QR code.



Did You Know?

Additional Perks and Discounts Are All Yours!

You have access to additional resources and discounts through related sites and even your elected insurance coverage. Explore a variety of perks and discounts such as:

- Hearing aids
- Fitness
- Travel and entertainment
- Electronic toothbrushes
- Lasik
- Financial wellness
- Medicare help
- Prescription savings
- And much more!

Explore these features and more at roperbenefits.info > **Resources**.





Don't Forget!

Open Enrollment Ends November 15th, 2023.

To access more information about benefits offered and to find Annual Notices that contain information about your enrollment and coverages rights, scan the QR code to visit roperbenefits.info or log in to **UKG Pro**.



SCAN ME

Mark Your Calendar for Open Enrollment

1. Explore

Review your 2024 Benefits Guide to discover the valuable benefits available to you. For additional information, go to **UKG Pro > Myself > Benefits > Manage My Benefits, or roperbenefits.info**.

2. Choose

Choose which plans you will enroll in for 2024. If you are adding dependents to your coverage, make sure you have all the information you'll need—date of birth and social security number.

3. Enroll

Set a reminder on your calendar to enroll early—beginning November 1st—at **e41.ultipro.com**. This ensures that you will have the coverage you need in 2024.

Remember, Open Enrollment ends on November 15th. Once it's over, you won't be able to make changes to your coverage until the next Open Enrollment period (unless you have a qualifying event, such as marriage or the birth of a child).

4. Need help?

Contact the Roper Employee Benefit Services at **888-481-3284** or email **Roper.Benefits@assuredpartners.com**.