

# Choose Your Path to Wellness

At Vontier, our comprehensive benefit options are designed to fit all stages of your life. Our plans and programs enhance your health and well-being and help you protect your income and meet your financial goals. You can find details about your benefit options in your 2025 Benefits Guide and on our benefits website [VontierBenefits.com](https://VontierBenefits.com).

## 2025 Benefit Highlights

- ▶ Benefits enrollment is **October 30 - November 13, 2024**.
- ▶ UnitedHealthcare (UHC) continues as our medical plan provider. They offer comprehensive tools and customer service to connect you with a quality network of healthcare facilities, physicians, and specialists.
  - The PPO 500 Plan will not be available in 2025. If you are currently enrolled in this plan, please actively elect one of the other medical plan options.
  - Due to IRS changes for 2025, the HSA 1600 Plan is changing to the HSA 1650 plan with a new deductible of \$1,650 for Employee coverage and \$3,300 for Family coverage.
- ▶ Medical plan premiums are increasing, but there are no increases to dental or vision contributions.

We are proud of our programs that support our diverse families. They include:

- ▶ **Maven** offering comprehensive support and resources for menopause, family planning, and new mothers
- ▶ **Telemedicine and Virtual Health Services**
- ▶ **Paid parental and family leaves**
- ▶ **Adoption and surrogacy** support
- ▶ **Adult and elder care support**

**Health Advocate** provides you and your family (including your parents and parents-in-law) with a **Personal Health Care Counselor** to help you navigate through the healthcare system. Counselors are available 24/7 at no cost to you. Health Advocate can help you understand your benefits and choose a benefit plan, find doctors, arrange for second opinions, help you resolve claims and billing issues, and much more.

Turn over to back page for important Enrollment Information. ▶



# It's Time to Enroll

October 30—November 13, 2024

## How to Enroll

- 1 Visit the benefits website at **VontierBenefits.com** and click “Start Your Enrollment.”
- 2 Confirm your personal information, including your spouse, partner, or children.
  - When adding a dependent, please have the necessary proof of eligibility documents (like a marriage or birth certificate) ready and submit them in a timely manner.
- 3 Refer to your Benefits Guide and Enrollment Checklist.
- 4 Select which benefits to enroll in or to waive, such as medical, dental, vision, life, disability, additional voluntary benefits, and more!
- 5 View your medical plan options:
  - Be sure to check the estimated Annual Costs for each plan by using “Ask Emma.”
  - Look for the “Is This My Best Choice?” button to personalize your estimate.
  - View plans side-by-side to see how they compare to one another.
- 6 Select your medical plan and follow the prompts for the other benefits available to you.
- 7 Review and confirm your elections.

**That's it! You're finished! Save or print your information for a record of your elections and total costs.**

You can go back and make changes until the close of enrollment on **November 13**.

## What Happens if You Don't Enroll

If you are currently enrolled and no action is taken:

- ▶ If you are currently enrolled in the PPO 500, your coverage will be mapped to the PPO 1000 plan.
- ▶ You will be enrolled in the same plans for 2025.
- ▶ If you currently incur the \$100 monthly spousal surcharge, it will continue for 2025.
- ▶ Your Flexible Spending Account (FSA) and Health Savings Account (HSA) contributions will end.

**Working Spousal Surcharge:** Please note that you pay a \$100 monthly surcharge to cover a spouse who has the option to elect health coverage from their employer and has declined the coverage.

