



NOTICE: OPEN ENROLLMENT FOR 2024 INFINEUM HEALTH BENEFITS

October 2023

Dear Infineum Retiree or Surviving Family Member:

Open Enrollment for Infineum’s health benefits plans will take place November 1-30, 2023. During this period, you will be able to enroll in a medical or dental plan if not currently participating, add/delete eligible dependents to your medical and/or dental plan, or drop coverage(s). If you are over age 65, and not currently enrolled in the Medicare Supplement Plan, you are no longer eligible to enroll or re-enroll.

Infineum USA continually assesses the overall cost and quality of our plans. By making strategic changes to benefit programs and vendors each year, we continually endeavor to keep our costs lower than Northeast industry trends. Please review the Retiree Open Enrollment Guide which provides the details of the benefit plans offered to retirees.

NO ACTION IS REQUIRED TO REMAIN IN THE SAME PLAN(S) FOR 2024

KEY CHANGES to the Medical Plans (under age 65):


- Based on actual increased claims cost experience in 2023:
 - Plan1 contributions will increase by 8%
 - Plan2 contributions will increase by 20%
- In-Network Out-of-Pocket maximum for Plan2 will increase to \$3000/\$5000 (Individual/Family)
- Plan2 will be discontinued effective 1/1/2025.
 - No new enrollments in Plan2 will be allowed for 2024.
- Limited Step Therapy will be implemented for 2024. This program requires the use of less costly yet effective medications before more costly drugs are approved for coverage. Impacted members will receive letters from Express Scripts to notify them directly about this change. The list of drugs which require Prior Authorization will also be expanded.

KEY CHANGES to the Medicare Supplement Plan (age 65 and over):

- The Medicare Supplement Plan currently covers the Medicare Part A deductible. The plan will also cover the Medicare Part B deductible in 2024.
- Due to higher claims and prescription drug costs, Medicare Supplement Plan contributions will increase by 15%.

FOR ALL RETIREES:

- No changes to Dental plan contributions.
- Payments will continue to be made to Trion (“My Benefits Service Center”)

WHAT YOU NEED TO DO:	
IF YOU WISH TO:	ACTION REQUIRED:
<ol style="list-style-type: none"> 1. Enroll in the medical or dental plan (if not already enrolled) 2. Add or delete eligible dependents or 3. Drop coverage in any plan 	<p>Complete the Infineum Benefits Change Form available in the US Alumni Portal. Please visit the portal at: www.Infineum.com/AlumniPortalUS Or scan the QR code below using your camera app to access the portal on your smartphone or tablet.</p> 
Not adding or deleting coverage or dependents?	No action is necessary
Complete your changes no later than 11/30/2023 for effective date 1/1/2024 using the Benefits Change form included with the Open Enrollment materials on the US Alumni Portal.	<p>Mail to: Infineum USA Inc. Attention: Hedy DiSimoni, LBTC 1033 1900 East Linden Avenue Linden, NJ 07036 or scan/email to Hedy.DiSimoni@Infineum.com</p>

Your newly elected coverage(s) will become effective on January 1, 2024. If you have any questions regarding Open Enrollment, please contact Hedy DiSimoni at 908-474-2273 or via email at Hedy.DiSimoni@Infineum.com.

Very truly yours,

Lisa Catarella

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US Human Resources Manager



Please support our efforts to save paper and postage by electing to receive electronic communications in the future. All documents have been distributed electronically to retirees who authorized email communications. Please complete the authorization form for electronic communications which is available on the US Alumni Portal and return it to Hedy DiSimoni via email or at the address on the form. If you received these materials by email, you do NOT need to complete another authorization form.