



COMMUNICATION  
PARTNERS

*Benefits Communication Experts*

Product Offerings  
2023

# Awards

Award winning design and customer service year after year.



## 2022 Net Promoter Score

### What Does This Mean?

Providing the highest level of hospitality is important to us. Surveys give us the feedback we need to continually meet this goal. We're pretty proud of our Net Promoter Score (NPS). Here's why:

### What Is NPS?

NPS is based on the percentage of survey respondents who are promoters, passives, and detractors:

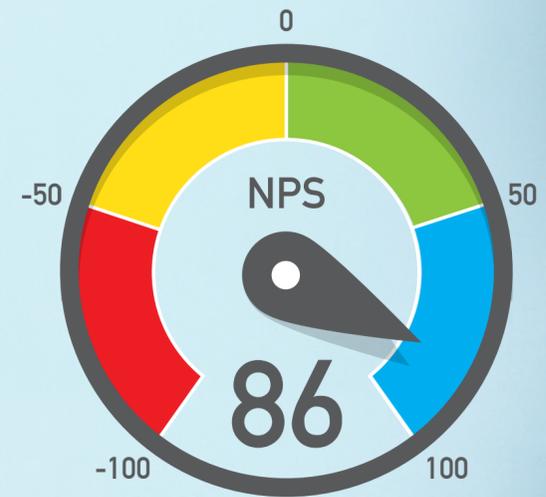
- Promoter: Score of 9 or 10
- Passive: Score of 7 or 8
- Detractor: Score of 0 to 6

Scores range from -100 to 100. The higher the score, the higher the percentage of promoters versus detractors.

### What Is a Good NPS?\*

Above 0: <b>Good</b>
Above 20: <b>Favorable</b>
Above 50: <b>Excellent</b>
Above 80: <b>World Class</b>

\*Bain & Company, creators of NPS



# What We Do

- ✓ **Engage** employees to take action
- ✓ **Empower** employees to make well-informed benefit decisions
- ✓ **Enhance** employees' appreciation of the value of their benefits

## Expertise

**We are benefits communications experts.**

Our experience and knowledge shine through every project.

## Solutions

**We provide the deliverables you need when you need them.**

We are passionate about helping you solve benefits communication challenges.

## Creativity

**We deliver innovation.**

Our beautiful, cutting-edge products educate and encourage action.

## Partnership

**We inspire lasting relationships.**

We are here for you from initial concept through strategy, creation, deployment, and beyond.

## Product Offerings

Benefit Campaigns

Benefit Guides – Navigation Enhanced

Benefit Guides – Traditional

Decision Guides

Videos

Benefit Hubs

Newsletters

Hero Sites

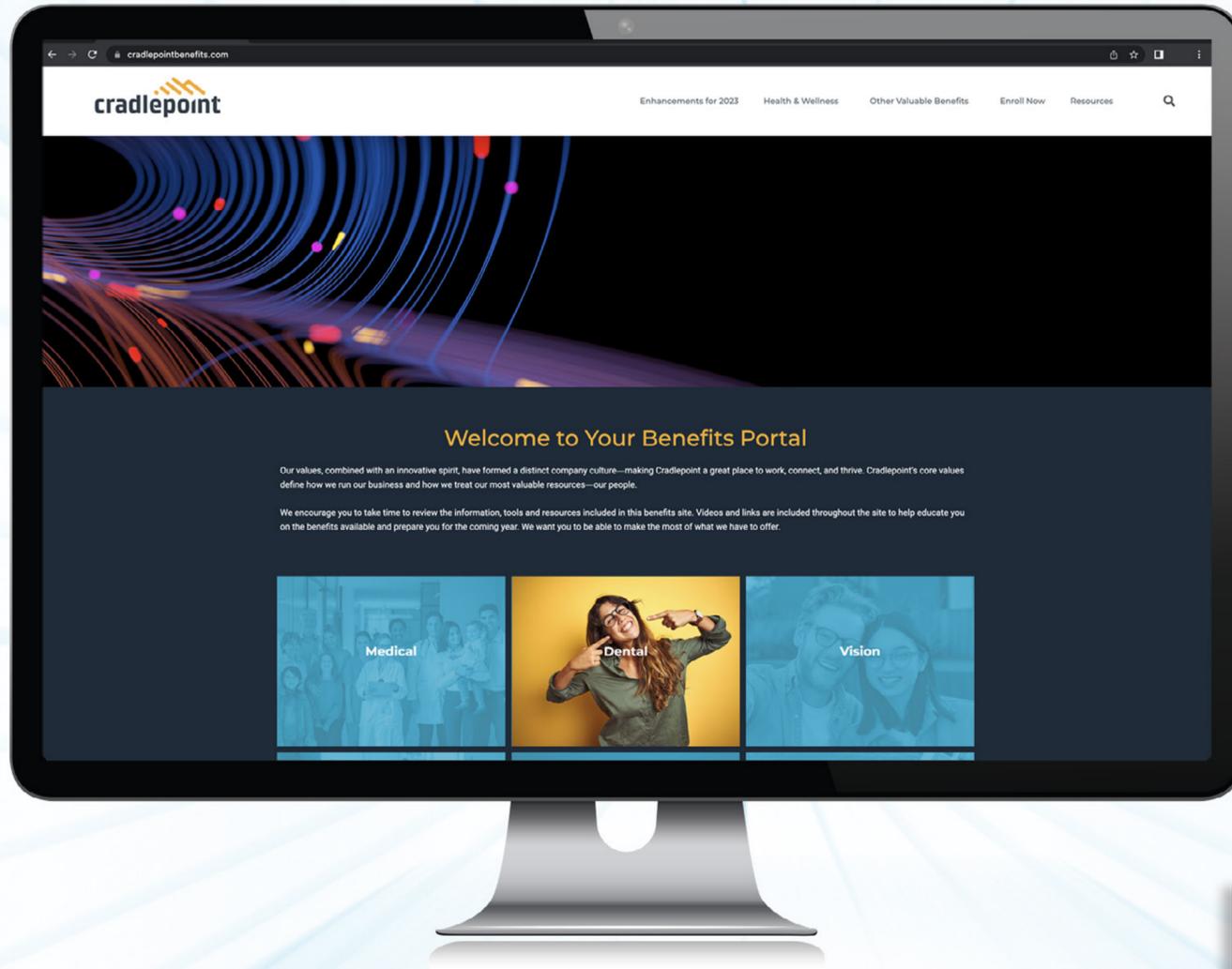
Benefits at a Glance

Posters & Postcards

Self-Guided Presentations

Gateway Web Apps

Total Compensation Statements

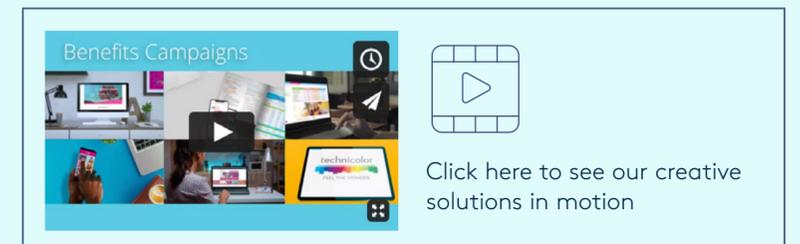
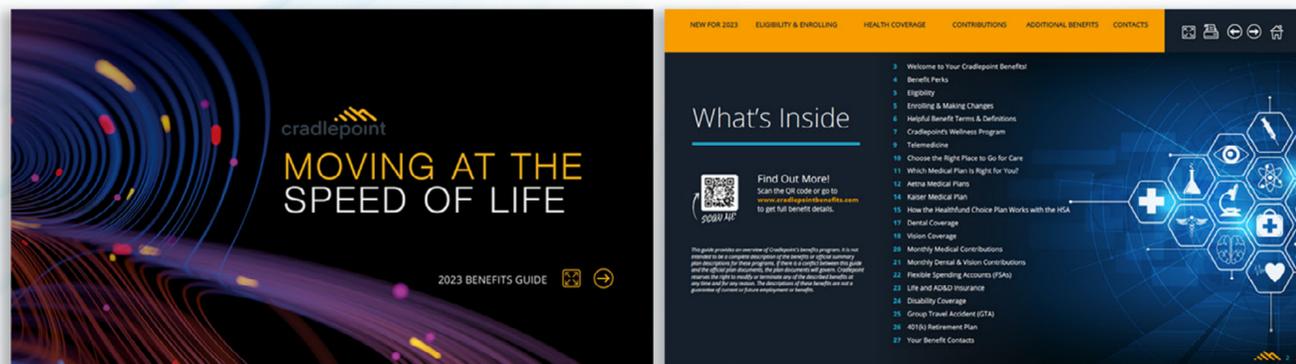


# | Benefit Campaigns

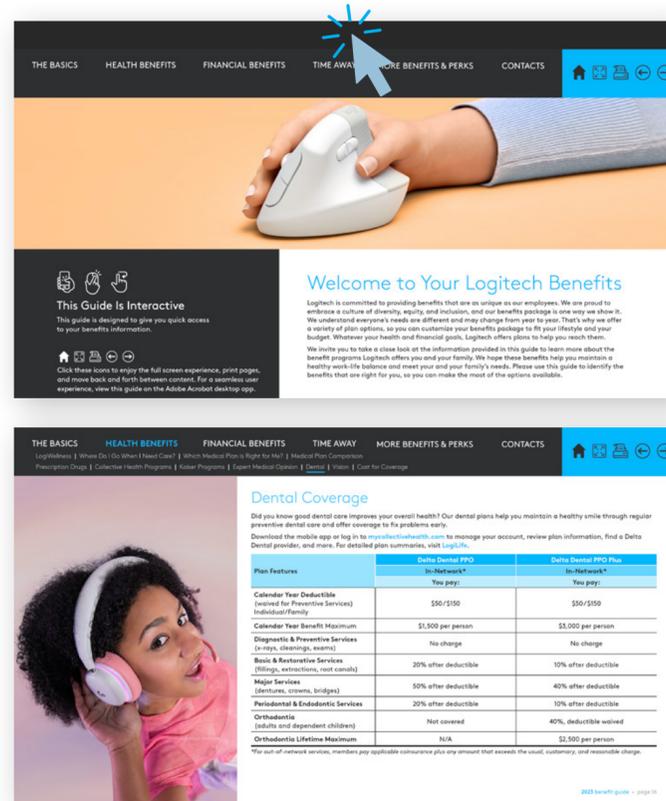
## Open Enrollment & Annual Communications

We understand the value of pulling various communication elements into a comprehensive campaign. It's important to first determine how your employees consume benefits information, then craft a campaign to create multiple touchpoints that will:

- ◆ Engage employees
- ◆ Encourage action
- ◆ Optimize messaging
- ◆ Reduce inquiries to HR
- ◆ Analyze campaign effectiveness



“ Great work, project management is spot-on and friendly. Really enjoy working with the team. ”



# | Benefit Guides

## Navigation-Enhanced

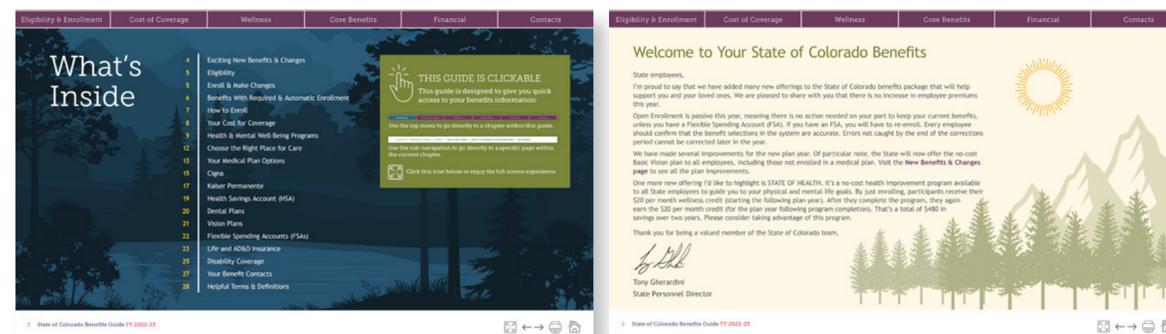
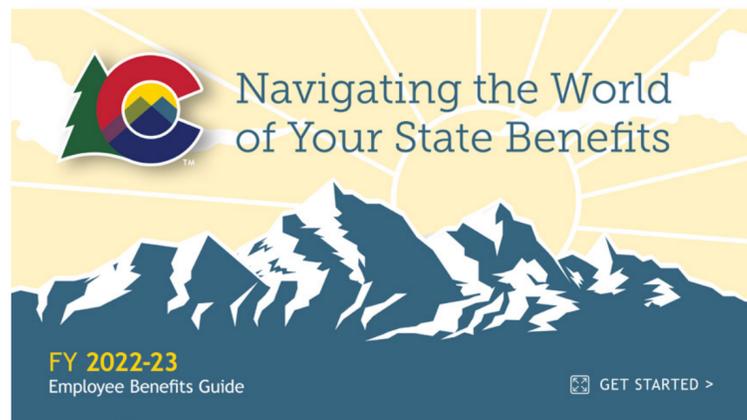
An navigation-enhanced benefit guide allows your employees to quickly find information that is important to their particular needs and gives them the ability to drill down into the details. Your guide can include links to:

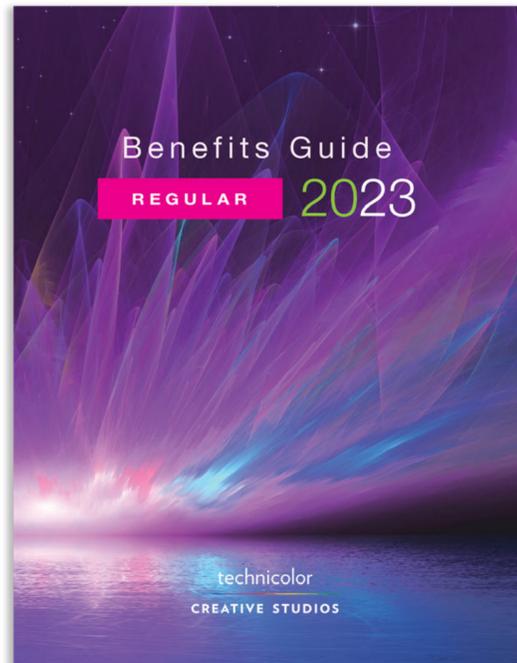
- ◆ Documents
- ◆ Websites
- ◆ Videos

Navigation-enhanced guides provide self-directed resources for employees and reduce questions to the HR department.



I am so proud of the creativity of the work product for the 2022 benefit campaign. Our employees definitely took notice, and that's not easily accomplished. I truly hope to have the opportunity to work with you on future projects.





# | Benefit Guides

## Traditional

Our benefit guides are specially designed and written for your employee audience. We customize the tone of the message to communicate benefits clearly and effectively. Benefit guides are branded with your company logo, colors, and image preferences to enhance engagement, interest, and comprehension. The tactile experience of printed benefit guides evokes a sense of quality and importance.

Our team was on target, professional, and great to work with! We loved the finished product and want to have CPI do more work for us!

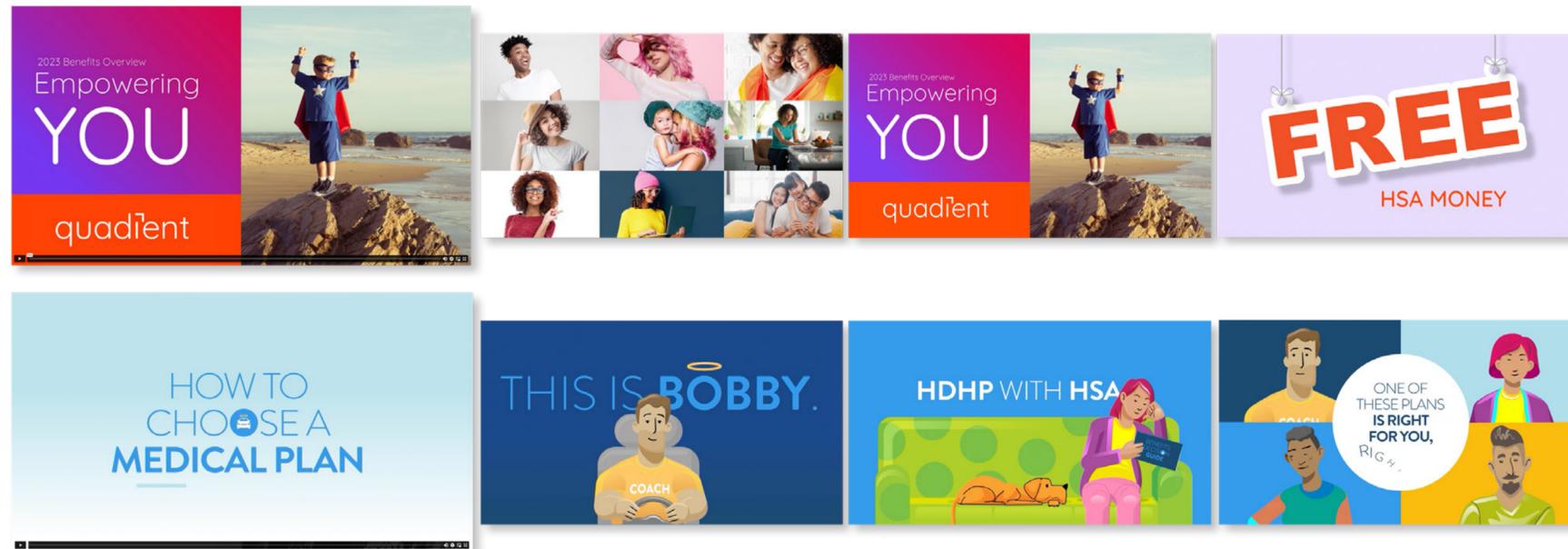
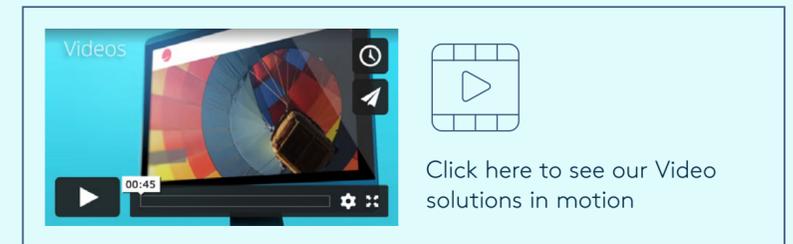




# | Videos

## Animated & Motion Graphic

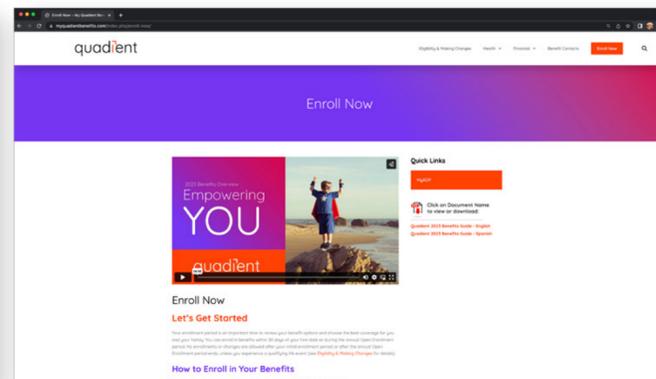
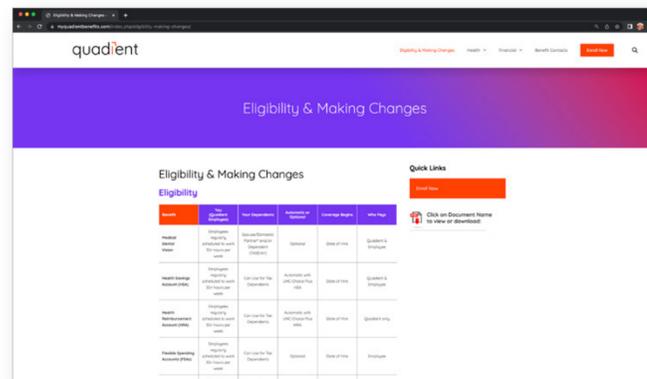
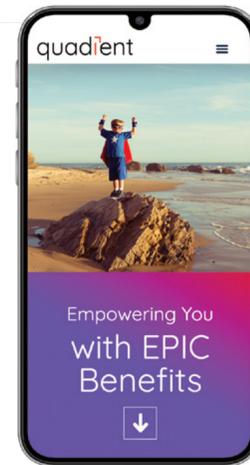
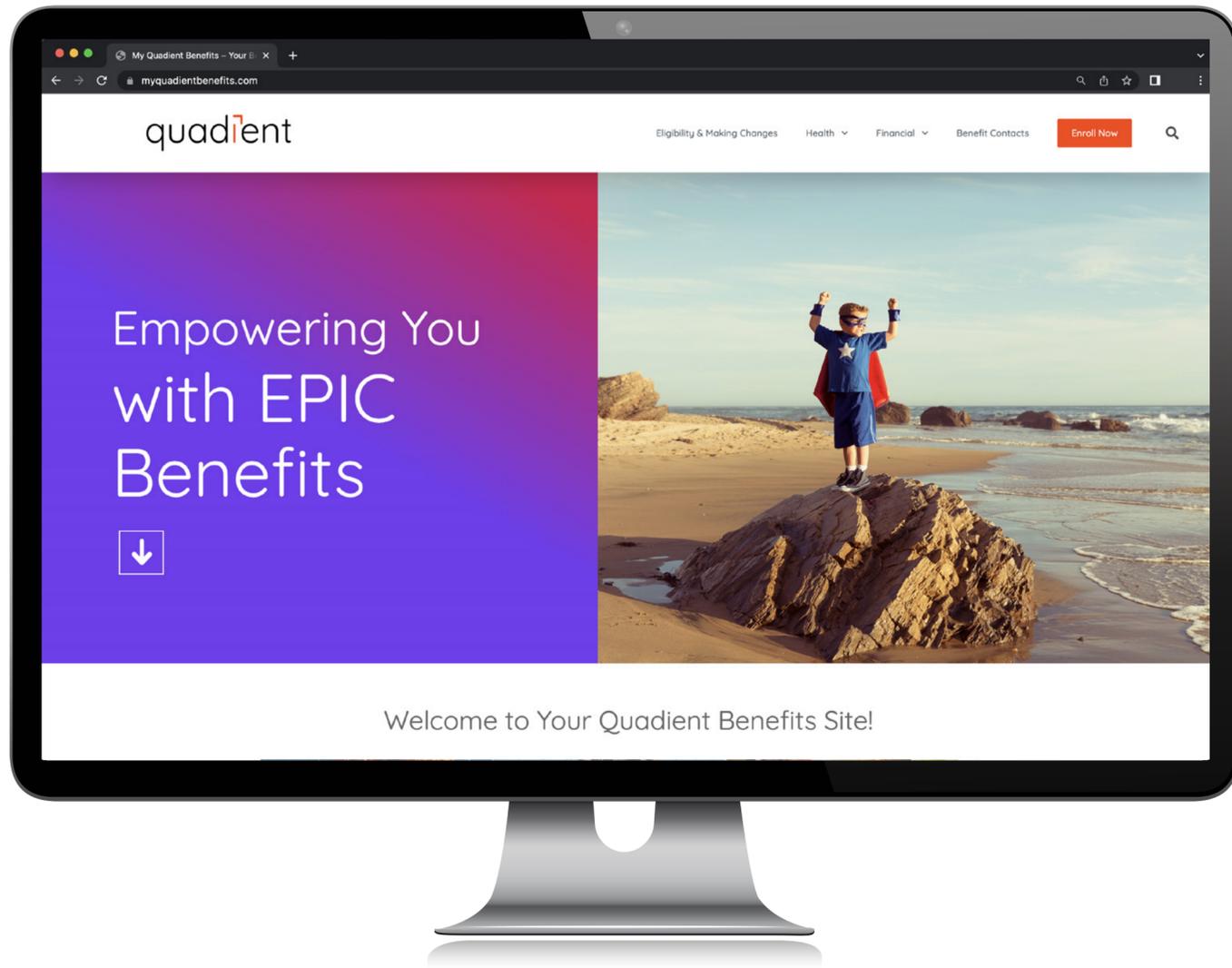
Videos are powerful tools to explain benefits, onboarding processes, training, and recruitment efforts. We write the script, design a storyboard, and produce your video with customized characters, scenes, and voiceovers.



“

Working with the CPI team was such a refreshing experience. The whole experience from beginning to end was just awesome.

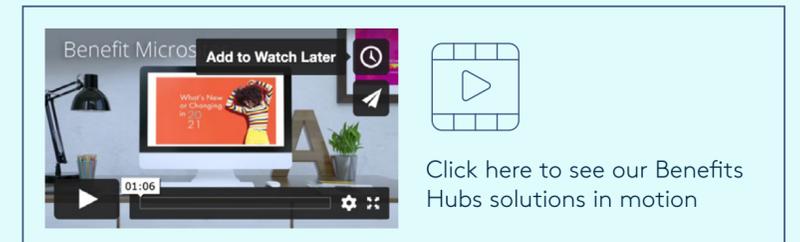
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# | Benefits Hubs

## Online Web Portals

A benefits hub is a website focused solely on your company's health and wellness benefits. This is an employee's go-to location for everything related to their plan information, enrollment instructions, wellness initiatives, benefit videos, important documents, and more. Incorporate links to the hub within a guide, video, newsletter, or postcard.



“

The benefits hub is fabulous and the materials get better and better each year!

”

# Newsletters

## Informative, Scheduled Flyers

Give employees streamlined information during onboarding, open enrollment, or any time. Newsletters are typically 4 pages and can announce benefit changes, program highlights, and enrollment steps. Printed or digital newsletters deliver targeted and timely content in a format that's as engaging as it is informative.

CPI is professional, knowledgeable, creative, timely, and easy to work with.

## Empowering YOU

### 2023 Open Enrollment October 24 – November 11, 2022

Welcome to your 2023 benefits Open Enrollment! It's time to take a fresh look at your benefits, learn about what's new (and improved) for 2023, and enroll in coverage.

#### Open Enrollment Snapshot

When: October 24 – November 11, 2022  
 Benefits Effective: January 1, 2023

Who: ALL benefit-eligible employees must actively enroll to have benefits coverage in 2023.

How: Visit [myquadientsbenefits.com](http://myquadientsbenefits.com) to learn more and enroll on MyADP.com using your username and password.

### NEW! Access Your Benefits From Anywhere

#### Benefits Website

Your benefits aren't just a one-and-done decision at Open Enrollment. They're designed to support you every day, in all areas of your life—which is why you need easy access to your benefits anytime, anywhere.

We've got you covered with your brand-new benefits site—[myquadientsbenefits.com](http://myquadientsbenefits.com). As your one-stop resource for all things Quadiant resources, you can browse plan information, carrier resources and contact information, wellness tools, and more!

Bookmark [myquadientsbenefits.com](http://myquadientsbenefits.com) to access your benefits whenever, wherever.

Check out your new benefits site! >



#### Benefits Web-App

Get your benefits contacts and information on your phone! Scan the QR code to access the web-app and follow the prompts to download it to your home page. It will appear just like an app on your phone!

Check out the new benefits web-app! >




### Think Ahead to Maximize Your Benefits

November 11, 2022. It's your last day to make changes to your 2023 benefits and enroll in coverage. Don't miss out on your benefits by not making your 2023 decisions.

1. **Have your benefits needs changed?** Your situation may change from year to year. Consider:
  - Are you planning to get married or have a child?
  - Are you planning to change your marital status?
  - Are you planning to change your dependent status?
2. **Can your benefits save you money?** You may think about your benefits choice once a year, but the financial impact can be huge. Be sure to look at the long-term and short-term opportunities available to you.
3. **Looking to enhance your benefits portfolio?** Customize your benefits package by considering the voluntary options available to you.

#### What's New & Exciting in 2023?

Quadiant is committed to providing affordable, high-quality benefits.

- **You will see NO INCREASE to your premiums for 2023!** Select a plan of health care coverage (medical, dental, vision, or a combination) to help you get better benefits without additional cost.
- Our Medical coverage is changing to UnitedHealthcare (UHC).
- Our Dental coverage is changing to Delta Dental.
- Our Vision coverage is still VSP. Vision benefits are now available in one great plan with enhanced coverage.
- Our HSA and FSA benefits are changing to Optima Bank.

#### Top Tools to Stretch Your Benefit Dollars

Maximize your health care and your financials with a little planning. Quadiant offers programs and resources to help you get the most benefits for your dollar.

1. **Save Savings:** Pay for health care expenses by free with the Health Care FSA, Limited Purpose FSA, or HSA. Use the government-authorized to open dependent care expenses, such as daycare and day camps. If you elect the UHC Choice Plus HSA Plan, Quadiant contributes \$500 for individual coverage and \$1,000 for dependent care, dental, and family coverage to your HSA. The HSA lets you save even more money to your HSA in 2023.
  - \$1,000 maximum for dependent care, dental, and family coverage.
2. **Free Preventive Care:** Preventive health screenings, tests, and health screenings for the general health care, and other preventive services. These screenings are covered 100% in-network.
3. **Mail Order Rx Programs:** Fill your maintenance medications through the 90-day supply of mail order option (up to the cost of two copays). This is a great benefit for you!
4. **Quadiant Provided Insurance:** You can voluntarily receive Basic Life and AD&D, Disability, and Behavioral Health Coverage. These benefits are available to you.
5. **401(k) Match:** Boost your retirement savings by taking advantage of the full Company match.
  - For more information, visit [myquadientsbenefits.com](http://myquadientsbenefits.com) and review your 2023 Benefits Guide.

### Get to Know Your Medical Plans

Choosing the right medical plan is a big decision. To help you pick the best one for you, here is a side-by-side comparison of the Quadiant medical plans.

Feature	UHC Choice Plus HSA	UHC Choice Plus HSA	UHC Choice Plus HSA
Plan Design	Hybrid	Hybrid	Hybrid
Plan Details	Choice-based plan with a choice deductible. The plan covers 80%.	You pay the full cost until the deductible is met. Then the plan covers 80%.	You pay the full cost until the deductible is met. Then the plan covers 80%.
Deductible	\$750 Individual \$1,500 Family	\$1,500 Individual \$3,000 Family	\$2,000 Individual \$4,000 Family
Out-of-Pocket Maximum	\$5,000 Individual \$10,000 Family	\$5,000 Individual \$10,000 Family	\$6,000 Individual \$12,000 Family
Coinc.	Office visit \$20	No charge after deductible is met. You pay 20%.	No charge after deductible is met. You pay 20%.
Best for Employees Who Want:	A simple plan design based on a traditional group-term life insurance structure.	A plan with a choice deductible and a health savings account (HSA).	The lowest out-of-pocket maximum.

#### 2023 Cost for Coverage

The cost of health care continues to rise on a national level, affecting both employers and employees. While medical costs are increasing in 2023, Quadiant continues to pay for the majority of your health care premiums, and is absorbing the full increase. That means there will be **NO INCREASE to your premiums in 2023!** Keep in mind your medical, dental, and vision deductibles are all subject to a new-to-bank which reduces your taxable income.

Health Plan	Employee Only	Employee + Spouse/ Domestic Partner	Employee + Child/ren	Family
Medical				
UHC Choice Plus HSA	\$103.94	\$285.92	\$396.71	\$1,164.53
UHC Choice Plus HSA	\$66.41	\$207.55	\$294.26	\$729.18
UHC Choice Plus HSA	\$19.76	\$94.93	\$122.67	\$294.70
Dental				
Delta Dental PPO Essential	\$4.25	\$10.00	\$10.00	\$15.00
Delta Dental PPO Essential	\$4.25	\$10.00	\$10.00	\$15.00
Vision				
VSP Premium Vision	\$1.19	\$1.41	\$1.41	\$1.61

### Get Ready for Open Enrollment!

1. **Explore**  
Visit [myquadientsbenefits.com](http://myquadientsbenefits.com) and review your benefits guide. Review the site to learn more about the benefits available to you for 2023.
2. **Choose**  
Pick your plan for 2023. If you're adding dependents to your coverage, make sure you have all the information you need—state of birth, Social Security number, and supporting documentation.
3. **Enroll**  
All benefit-eligible employees must actively enroll in benefits. Set a reminder on your calendar to enroll by October 24. The enrollment period ends on October 24, 2022. Changes can only be accepted after that date if you have a qualified change in family status.
4. **Need Help?**  
Find answers to your questions at [myquadientsbenefits.com](http://myquadientsbenefits.com) or contact the Benefits Services Team at [benefits@mycompany.com](mailto:benefits@mycompany.com) or 1-855-555-5555 for assistance.



## Live Your Best Life

### Welcome to 2023 Open Enrollment!

Open Enrollment is your once-a-year opportunity to review your plan options, learn about upcoming changes, and enroll in benefits. We are committed to keeping you informed about the valuable benefits and resources available to help you and your family stay healthy and protected in all areas of life. We encourage you to review your benefits carefully so you can select the options that best fit your needs.

#### What Do I Need to Know?

Most of your current elections, such as Medical, Dental, Vision, Life, and Voluntary Benefits, will automatically roll over for 2023.

You MUST actively enroll if you want to:

- Make any changes to your benefits
- Add or drop dependents from coverage
- Continue contributing to a Health Care or Dependent Care Flexible Spending Account (FSA) or a Health Savings Account (HSA). These accounts must be re-elected if you intend to use them in 2023.

**Important:** Once Open Enrollment ends on October 24, you can no longer make changes to your benefit elections until the next Open Enrollment period, unless you have a qualifying event, such as marriage or the birth of a child.

**SAVE THE DATE!**  
 When: October 10-24, 2022  
 Who: All benefit-eligible employees are encouraged to enroll.  
 How: Enroll online through PeopleSoft Self Service or by email using a fillable and signable PDF file. See [page 3](#) for more details.  
 Benefits Effective Date: January 1, 2023




### Benefits at Your Fingertips

Access your benefits information anytime, anywhere at [myquadientsbenefits.com](http://myquadientsbenefits.com). Use the link to visit our benefits site to review or stay engaged in your benefits. On the site you can:

- Browse or download your benefits guide
- Look up carrier contacts
- View advice to learn more about your plans
- Learn tips to save money
- Explore resources that provide 24/7 support for any need you have.

The site is mobile-friendly, too, giving you seamless, on-the-go access.

### Ready to Save Money While Staying Healthy?

Don't forget to participate in the Savings for Life Wellness Incentive Program by simply completing and submitting your annual physical exam and lab results, you will receive a cash benefit based on your medical plan enrollment. To access the health wellness plan from your QR code, for more information visit [myquadientsbenefits.com](http://myquadientsbenefits.com) or call the Health Wellness Tab.

### How to Enroll

Enrolling in benefits online makes it easier and more convenient for you to choose your coverage. Your current elections and 2023 options will be sent to you by your company email address on October 10, along with your benefits guide and the link for our dedicated benefits website. Please take time to review the benefits available to you and consider the options that make the most sense for you and your family.

1. **It's easiest to enroll yourself with PeopleSoft Self Service.** Simply log in to register using your ID and select yourself as a Health Care or Dependent Care FSA or an HSA. You may also enroll during Open Enrollment week, October 10-24, using one of these methods.
2. **If you cannot enroll yourself using PeopleSoft Self Service,** use Aclara, FSA & Sign feature to complete and sign your enrollment form and email it to [benefits@mycompany.com](mailto:benefits@mycompany.com). We will manually enter your elections into PeopleSoft Self Service as well as automatically acknowledge them.

Visit the Open Enrollment page at [myquadientsbenefits.com](http://myquadientsbenefits.com) for step-by-step instructions about how to enroll using either of these methods. If you have any questions, please email [benefits@mycompany.com](mailto:benefits@mycompany.com).

### What's New for 2023

- **UNHS TIME:** Continue with the collective bargaining agreement, your cost share for the High Deductible Health Plan (HDHP) for 2023 will be the same, and the annual employer contribution to your Health Savings Account (HSA) will be \$100 for an individual FSA.
- **Enhanced Mental Health Support with the Optima Health Employee Assistance Program (EAP):** New digital platform with web-based coaching and self-help tools available at [myquadientsbenefits.com](http://myquadientsbenefits.com) and select the Employee Assistance Program button.

### Open Enrollment Reminders

- You must re-elect the HSA or FSA election card or dependent care each year you wish to participate. Your current elections will roll over unless you opt out.
- If you have a change in your FSA, keep in mind you can only use up to \$5,500 for your family's total FSA for 2023.
- If you currently have Health Care FSA and will be changing to an HSA, you cannot submit to the new plan until you have received a Federal Reserve Health Care Withdrawal you actively wish to participate in a dependent care Flexible Spending Account (FSA) in 2023.
- Please note that your current elections apply to any new ID card(s) issued to be mailed.

### Need More Info?

For more information, visit [myquadientsbenefits.com](http://myquadientsbenefits.com) or call the Benefits Services Team at [benefits@mycompany.com](mailto:benefits@mycompany.com).

### Your Open Enrollment Checklist October 10 – 24, 2022

1. **Explore**  
Review your benefits guide and visit our benefits site at [myquadientsbenefits.com](http://myquadientsbenefits.com) to learn more about all the benefits available to you.
2. **Decide**  
Choose which plans you will enroll in for 2023. If you're adding dependents to your coverage, make sure you have all the information you need—state of birth, Social Security number, and supporting documentation.
3. **Enroll**  
Set a reminder on your calendar to enroll online—beginning October 10. This amount you will have the coverage you need in 2023. Remember, Open Enrollment ends on October 24, 2022. Changes can only be accepted after that date if you have a qualified change in family status.
4. **Need Help?**  
Find answers to your questions at [myquadientsbenefits.com](http://myquadientsbenefits.com) or contact the Benefits Services Team at [benefits@mycompany.com](mailto:benefits@mycompany.com) or 1-855-555-5555 for assistance.

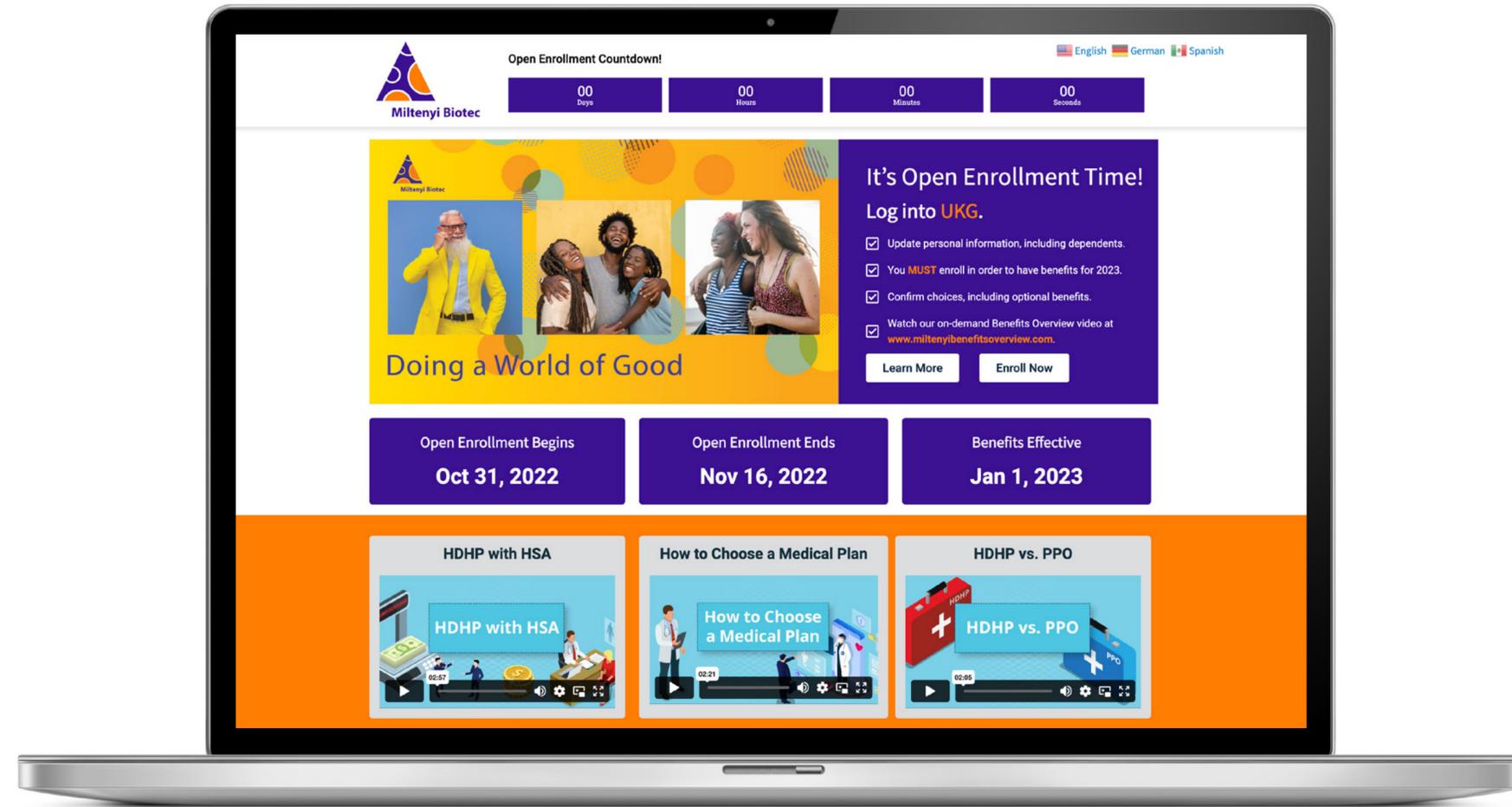
### Don't Get Caught without the Coverage You Need

Always make sure you have the coverage you need to protect your family.

- **Who should I cover?**  
Take a look at coverage options for yourself and your dependents. Make sure all of your dependents who are properly covered in any Company benefits meet the eligibility requirements.
- **How much do I expect to spend on health care next year?**  
Review what you have spent in 2022 and estimate potential upcoming health care expenses.
- **Will my current coverage meet my health care needs in 2023?**  
Compare the available plans to see if your current coverage is a better fit for you and your family. The benefits calculator available on [myquadientsbenefits.com](http://myquadientsbenefits.com) can help you with this calculation.

October 10 – 24, 2022  
 2023 Benefits Open Enrollment  
 Energy for Life  
 UNS Energy Corporation  
 A Fortis Company

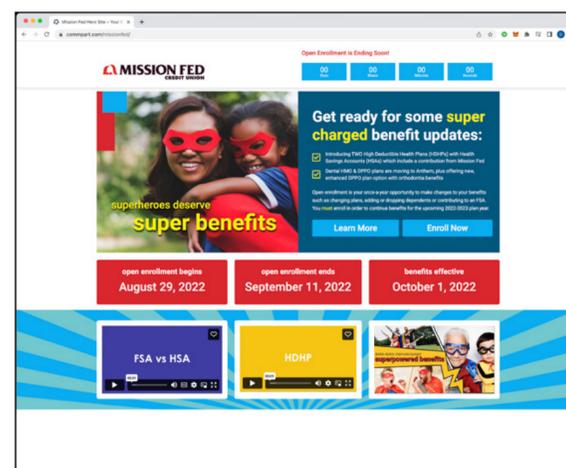
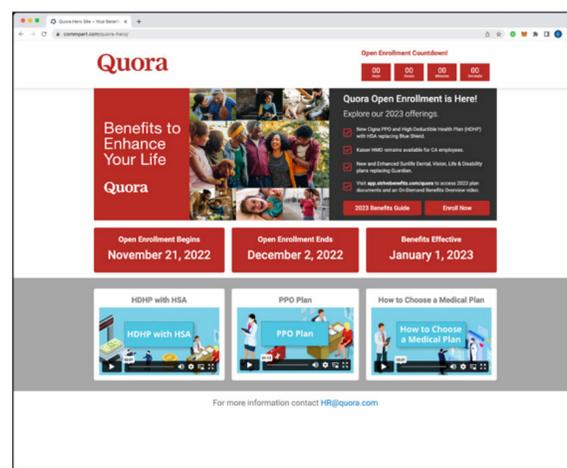




# Hero Sites

## Your Benefits Communication Superpower

A Hero Site is a high impact, virtual communication tool designed to consolidate important employee materials into a compact format. These single-topic landing pages bring employees right to the information they need. By clicking on a custom URL, employees have instant access to videos, websites, reminders, and more – at any time, from anywhere.



“

I've really loved working with you and the CPI team on this project, and I know our employees appreciate ALL of the enhancements to our benefits communications.

”

# Traditional

**GENESYS US Benefits at a Glance 2023**

**Do you live in Hawaii?**  
You have access to a package of benefits through HMSA, including a medical PPO, dental PPO, vision PPO, and Life and Accidental Death & Dismemberment (AD&D). To find an In-Network provider, go to [www.hmsa.com/genesys/providers](http://www.hmsa.com/genesys/providers).

**HSA Contributions: Smart Savings You Never Lose!**  
When you enroll in one of the HMSP High-Deductible Health Plan options, you may contribute pre-tax dollars to a Health Savings Account (HSA).  
For each year you are enrolled in one of the HMSPs, Genesys will contribute up to \$250 for individual coverage or \$500 for all other coverages to your HSA. Contributions are broken down into quarterly contributions.  
The Genesys contributions will be deposited on or near the first business day of each quarter. You must be actively employed and enrolled in one of the HMSP plans on the first day of the applicable calendar quarter to be eligible for that quarter's contributions.  
The money in your HSA can be used to pay for current, eligible health care expenses or saved for the future. There is no "use it or lose it" provision.

**GENESYS BENEFITS AT A GLANCE 2023**  
At Genesys, our employees are our most important resource, and we take pride in how we show it. From employer-paid plans to optional plans, you're certain to get the benefits you need to keep thriving.

**Medical**  
With the wide selection of medical plans Genesys offers, you can find the plan that fits your budget while giving you the coverage you need. Employees can enroll in any of three UMRI medical plans—which include two High-Deductible Health Plans and a PPO plan. In-Network providers can be found online at [mygenesysbenefits.com](http://mygenesysbenefits.com).  
California employees have access to an additional plan option, the Kaiser HMO. For more information or to find an In-Network provider, visit [www.kp.org](http://www.kp.org).  
All plans cover the full cost of In-Network preventive screenings and exams.

**Dental**  
Genesys offers two PPO dental plans through Anthem. Both plans cover In-Network services for basic, major, and orthodontia (adults and children) coverage. Providers can be found online at [www.anthem.com/ca](http://www.anthem.com/ca).

**Vision**  
Genesys provides two vision plan options through VSP. Visit [www.vsp.com](http://www.vsp.com) to find an In-Network provider near you.

**Wellness Incentive Program (Rally)**  
Your health is a priority to us as much as it is to you. Genesys's Wellness Incentive Program rewards you for healthy behaviors to give you extra motivation to keep on being healthy. Employees and covered spouses/domestic partners in the UMRI or Kaiser medical plans can earn up to \$200 each in gift cards each year by completing the required activities.

**Flexible Spending Accounts (FSAs)**  
Set aside pre-tax dollars in a Health Care, Limited Purpose, Dependent Care, or Commuter/Parking Flexible Spending Account.

	Health Care FSA	Limited Purpose FSA	Dependent Care FSA	Commuter/Parking FSA
<b>Eligibility</b>	Eligible employees who are not enrolled in the HDHP*	HSA participants only	All eligible employees	All eligible employees
<b>Annual Contribution Limit</b>	\$3,050	\$3,050	\$5,000 (\$2,500 if married and filing separately)	\$300 each
<b>Eligible Expenses</b>	Health care plan deductibles, copays, coinsurance, and prescriptions, including dental and vision hardware and expenses	Dental and vision expenses only	Daycare for children age 12 and under, disabled children, and dependent adults	Work-related transit and parking expenses

**401(k) Retirement Plan**  
You may contribute up to 6% of your pre-tax earnings (\$22,500 maximum) to your pre-tax or Roth 401(k) per year. You may also make after-tax contributions up to 35% of your post-tax earnings (up to an additional \$39,500).  
Genesys matches your pre-tax and Roth contributions at 50 cents on the dollar up to \$4,000 per year. That's free money to help you build a stronger financial future! The Genesys contributions become fully vested after one year of employment.

**Basic Life and AD&D**  
Genesys offers Basic Life and AD&D coverage at 2x your annual base earnings (up to \$1,500,000), through New York Life - Group Benefit Solutions at no cost to all eligible employees.

**Optional Group Universal Life and AD&D**  
You may purchase additional Life and AD&D insurance for yourself, your spouse or domestic partner, and your children at group rates. Evidence of insurability will be required for those applying for coverage over the guaranteed issue amount and after the new hire eligibility period ends. Visit [genesys.sigmatrustedsales.com](http://genesys.sigmatrustedsales.com) to review your options and costs.

# Benefits at a Glance

## Benefits Snapshot

Benefits at a Glance (BAG) offer a high-level overview of the suite of benefits you provide. This concise communication is written and designed to be engaging and informative. You can use a BAG for recruiting efforts and as a benefits overview for current employees.

# Digital

**MEDICAL COMPANY**

**WELLBEING AT ITS BEST**

**2023 Benefits at a Glance**

**What's Inside**

- 2 Medical
- 3 Health & Wellbeing
- 4 Retirement & Financial
- 5 Voluntary Benefits
- 6 Cost & Questions

**2 Medical Company offers competitive benefits to keep you and your family happy and healthy in all areas of life.**

**Medical**  
Medical Company offers three great plans to choose from. Each plan includes free preventive care and low copays for prescription drugs as well as access to virtual care services, telehealth services, and mental health care.  
• Open Access PPO (PFA-eligible)  
• Smart Saver 8000 HDHP (PFA-eligible)  
• Smart Saver 3000 HDHP (PFA-eligible)  
\*See page 6 for medical plan costs.  
\*\*You must be the Smart Saver 8000 or 3000 plan, but you're not eligible for the PFA, you may enroll in the Health Care FSA if you choose.

**Health Savings Account (HSA)**  
Smart Saver 3000 and 8000 plan enrollees may be eligible for the Health Savings Account (HSA). HSA contributions are determined by your medical plan coverage level. The money in your HSA belongs to you and can be used for eligible health care expenses.

Coverage Type	2023 Annual Health Savings Account Contribution	2023 HSA Contribution Limit
Employee Only	\$750	\$3,850
Employee + Spouse or Child(ren)	\$1,000	\$5,250
Employee + Family	\$1,250	\$6,750

**5 Pillars of Wellbeing**  
Physical Wellbeing – Using the healthiest choices for your life.  
Mental Wellbeing – Being able to cope with life's challenges.  
Environmental Wellbeing – Aligning your choices with sustainable resources.  
Social Wellbeing – Enjoying strong relationships with friends and family.  
Financial Wellbeing – Securing the resources to live a productive life.

**4 Retirement Plan**  
You are auto-enrolled in the Medical Company 401(k) Plan at 6% of your salary. Your contribution will increase 1% each year for a maximum of 10%. You may change your contribution level at any time. In 2023, you may contribute up to \$22,500, or an additional \$6,500 if you are age 50 or over.

**Profit Sharing Plan**  
Medical Company makes a discretionary contribution toward your retirement through our 401(k) Profit Sharing Plan. You must meet certain eligibility requirements to qualify.

**LifeFit**  
Get paid to get fit. The LifeFit program will reimburse up to \$25 per month toward the cost of gym memberships, yoga studios, or personal training sessions.

**Flexible Spending Accounts (FSAs)**  
You may contribute pre-tax funds to pay for eligible health care and dependent care expenses.

Plan Type	Eligible Expenses	Annual Contribution Limit
Health Care*	Medical, dental, and vision expenses	\$3,050/year
Dependent Care	Daycare for children 12 and under, disabled children, and dependent adults	\$5,000/year

\*Cannot be enrolled in an HSA.

The team showed attention to detail, the highest level of customer service, the ability to listen to the client's intentions, and deliver on time.

**What's New**  
ASICS has a **NEW** medical carrier—Aetna.

**It's Time for 2022/2023 Open Enrollment!**  
**August 22 - September 2, 2022**

**Open Enrollment is Here!**  
ASICS is pleased to be keeping all benefits in place for the upcoming plan year. All benefit options will carry over into the 2022/2023 plan year. To continue participating in an FSA, HSA, Commuter, and/or Parking account, you will need to re-enroll during Open Enrollment.

**Open Enrollment is your opportunity to:**

- Review your current elections, consider making changes to your benefits, and determine which benefits will be the best choice for you and your family.
- Continue participating in the Health Care FSA, Limited Health Care FSA, Dependent Care FSA, Health Savings Account (HSA), Commuter, and Parking accounts for 2023. **(REMINDER: YOU MUST RE-ENROLL.)**
- Add or remove dependents.
- Update your beneficiary information.

**Talkspace**—Reach out to our therapy resource, Talkspace, for access to licensed therapists via text or video message.

If you have earned **800+ Wellness Points** through **July 31, 2022**, your Medical Premium Discount will be applied to this Open Enrollment.

**Life Assistance Program (LAP)**—If you're facing a life challenge, you don't have to go through it alone. The Life Assistance Program, through New York Life, is available 24/7 for you or anyone in your household.

**All benefits are effective October 1, 2022.**

Got questions? Contact the Benefits Team at [ascs\\_benefits@asics.com](mailto:ascs_benefits@asics.com). We're here to help!

**Ready to Enroll?** Scan the QR code or visit [asics.hr/intoact.com](https://asics.hr/intoact.com).

**IT'S FOR 2023 OPEN ENROLLMENT TIME**

**MAKING CHANGES?**  
**OCTOBER 17 - NOVEMBER 4, 2022**

**OPEN ENROLLMENT** is just around the corner. Participation is optional. This year, call or log on to the benefits center **ONLY** if you need to make changes. If you do not call or log on, your 2023 benefits package will be the same as your current benefits. Adjustments in contributions will vary and are included in your Open Enrollment materials or found online.

**ENROLLMENT IS EASY!**

- Please review your benefit options on our benefits site [www.mybig5benefits.com](http://www.mybig5benefits.com) to determine if you need to make any changes for 2023. Be sure to review contributions and how they have changed for 2023.
- Speak with a Benefits Counselor to ask any questions. Enroll through the Benefits Enrollment Center or scan the QR code below.

**BENEFITS ENROLLMENT CENTER**  
844.961.9587 MONDAY - FRIDAY  
OCTOBER 17 - NOVEMBER 4, 2022 // 6AM - 6PM PDT

To enroll, visit [www.mybig5benefits.com](http://www.mybig5benefits.com)

**PREPÁRESE PARA INSCRIBIRSE**

**Que cambiò?**  
ASICS tiene un **NUEVO** plan médico-Aetna

22 de agosto - 2 de septiembre de 2022

**SAVE THE DATE 2023**

**BASES ARE LOADED FOR OPEN ENROLLMENT**  
OCTOBER 17–NOVEMBER 4, 2022

# Posters & Postcards

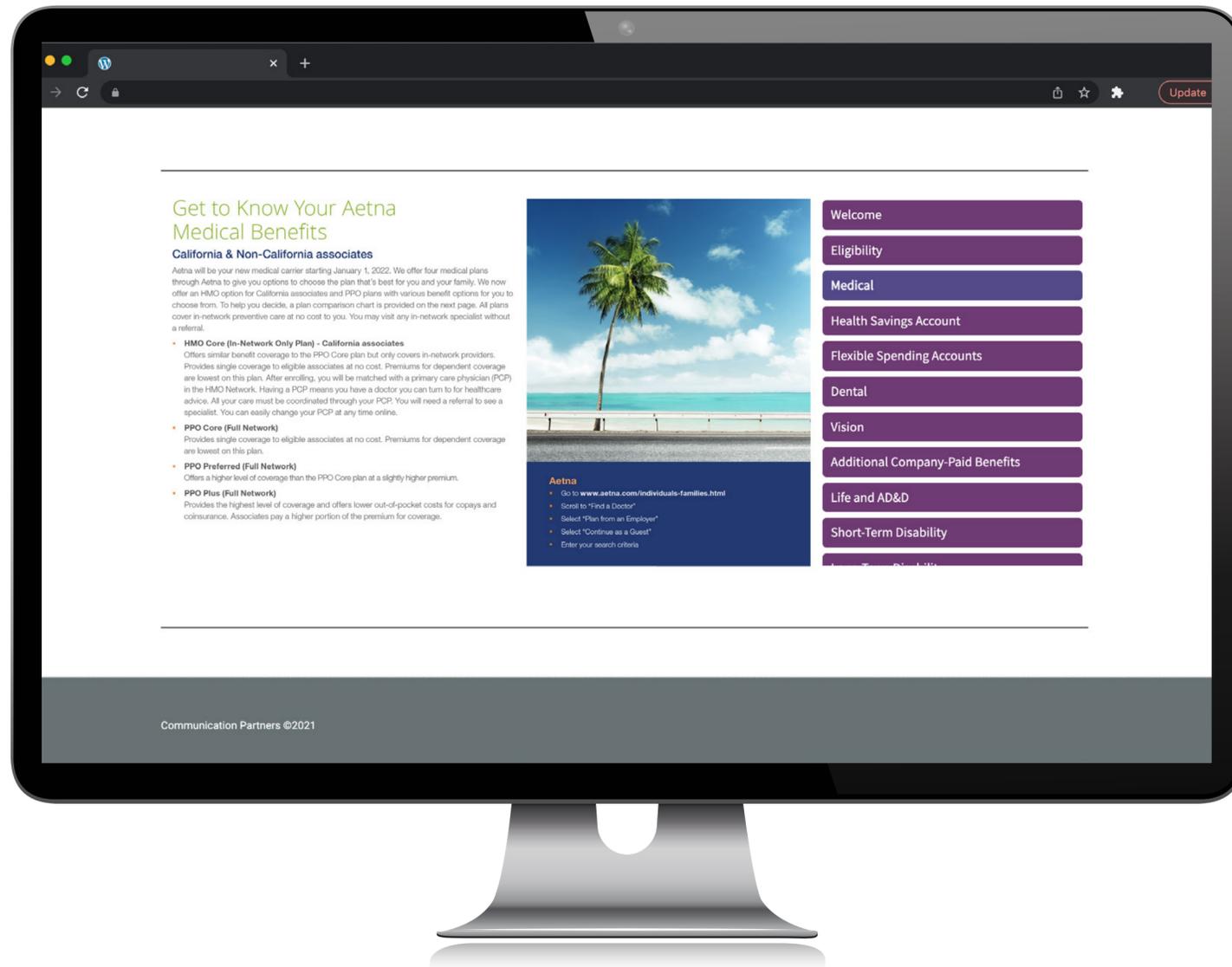
## Eye-catching Printed Products

Announce open enrollment or other company initiatives with branded posters in the breakroom and postcard announcements sent to employees' homes. Our postcards are oversized and designed with creative images and content so they won't be missed in the mail.

“

Great customer service including turnaround times and understanding our needs.

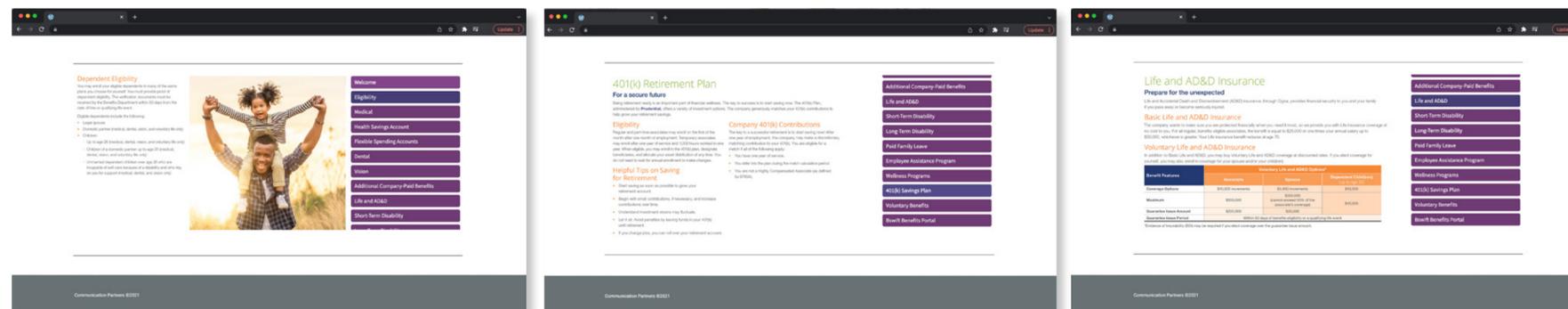
”



# Self-Guided Presentations

## Take Slide Shows to a New Level

Self-guided presentations offer an engaging and interactive alternative to traditional slide shows. Viewers can explore at their own pace via navigational elements, such as clickable chapters, menus, and links. A customized script and professional voiceover add to the multi-sensory experience.



We greatly appreciated the partnership and flexibility of the team.



**RETIREMENT**

**FIDELITY**  
Group# 29551  
(800) 835-5097  
WWW.401K.COM

**EMPLOYEE STOCK PURCHASE PLAN (ESPP)**  
(800) 835-5097  
ALTERYX.SOLIUM.COM

MY ALTERYX BENEFITS

**DENTAL**

**METLIFE**  
Group# 238132  
(800) GET-MET8  
METLIFE.COM

MY ALTERYX BENEFITS

**HEALTH SAVINGS ACCOUNT (HSA)**

**HSA BANK**  
(800) 357-6246  
WWW.HSABANK.COM

MY ALTERYX BENEFITS

**FLEXIBLE SPENDING ACCOUNTS**

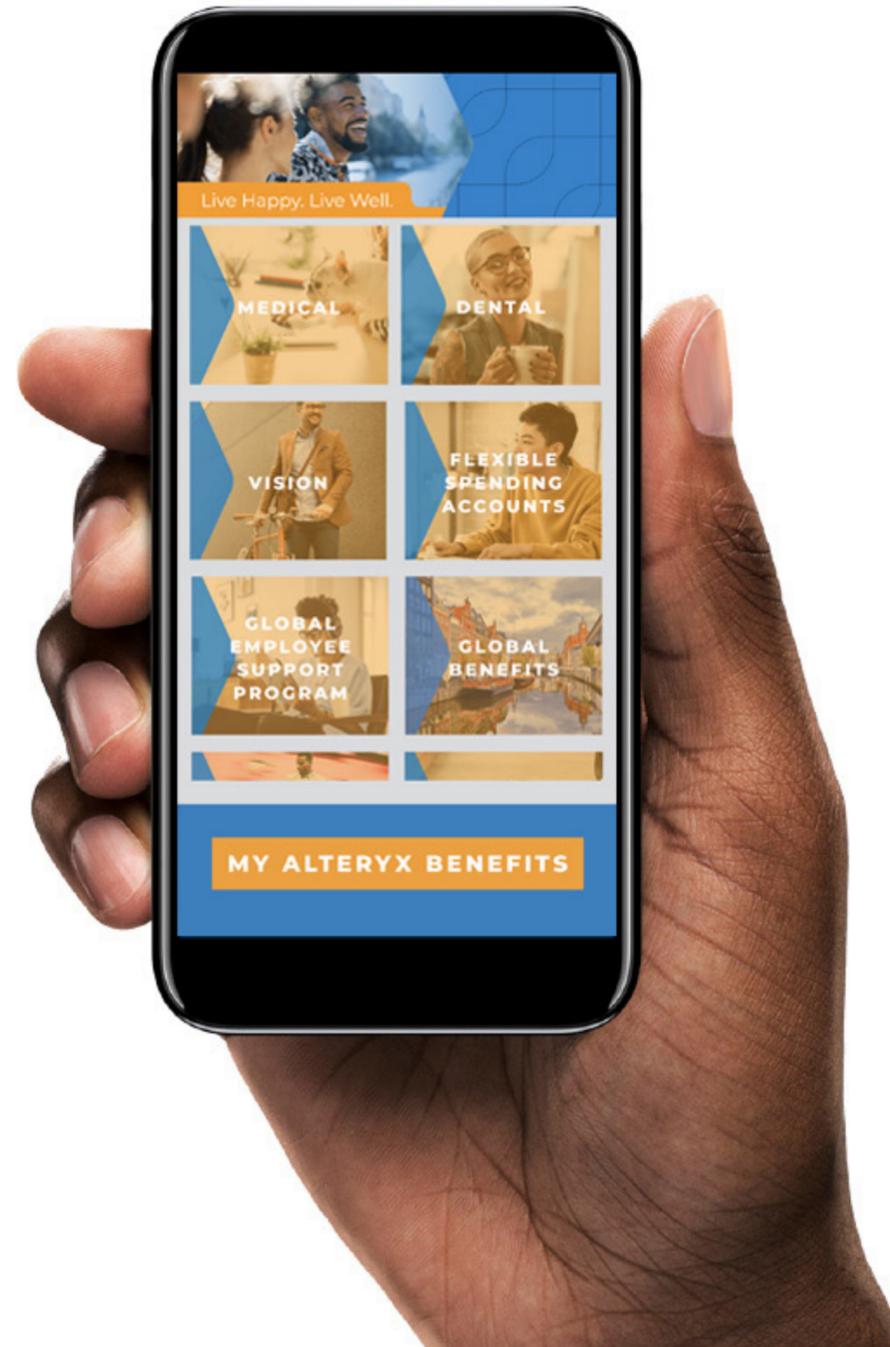
Questions when enrolled:  
(866) 451-3399

Questions before you enroll:  
(844) 561-1337

Email a question:  
CUSTOMERSERVICE@WEXHEALTH.COM

BENEFITSLOGIN.WEXHEALTH.COM

MY ALTERYX BENEFITS



# Gateway Web Apps

## Digital Wallet Cards

Gateway is a downloadable benefits web app, customized to your company's needs. With a single click on a mobile phone, employees have direct access to important benefit information any time they need it. Gateway is the perfect companion to your comprehensive benefit guide, benefits hub, and enrollment campaign.

“

Our team was on target, professional, and great to work with! We loved the finished product and want to have CPI do more work for us!

”

## FOCUSED ON YOU

At Lacks Enterprises, our goal is to provide a generous benefit package that improves the health of our employees and their families.

This personalized Total Compensation Statement shows that your compensation is much larger than your salary alone. It demonstrates the importance we place on providing a comprehensive suite of benefits that helps you maintain your total health - physically, mentally, and financially.

We hope this statement helps you see the value we place in you. We sincerely thank you for the contributions you make to our clients and company each and every day.

Sincerely,



Jim Green  
Executive Director of Human Resources  
Lacks Enterprises, Inc.

### Summary of Total Compensation

CASH COMPENSATION	
Annual Base Earnings (Includes Overtime)	\$28,950.36
Bonus Pay	\$2,205.17
SRP	\$0.00
<b>Total Cash Compensation</b>	<b>\$31,336.53</b>



BENEFITS	
<b>Total Medical Contributions</b>	<b>\$11,407.92</b>
HSA Employer Contributions	\$1,000.00
Holiday Pay	\$1,020.00
Vacation Pay	\$1,853.09
Reimbursement Pay	\$0.00
Jury Duty Pay	\$0.00
401(k) Match	\$898.86
Profit Sharing	\$1,034.36
Tuition Reimbursement	\$0.00
Unemployment Taxes	\$962.80
Medicare Taxes	\$461.44
Social Security Taxes	\$1,973.06
<b>Total Benefit Contribution</b>	<b>\$20,512.34</b>



SUMMARY OF TOTAL COMPENSATION	
Cash Compensation	\$31,336.53
Employer Paid Benefits	\$20,512.34
<b>Total Contribution</b>	<b>\$51,848.87</b>

### HEALTHCARE

At Lacks, we are proud to provide a culture that supports the emotional and physical well-being of our employees and their families. We work hard to provide the highest quality competitive healthcare options, as economically as possible.

- Health benefits (including a high deductible health plan and health savings account with employer funding)
- Vision benefits
- Dental benefits
- Employee Assistance Program
- Flexible spending accounts
- Disability insurance
- Company-paid life insurance
- Access to a wide range of voluntary benefits

In addition to paying for healthcare benefits, Lacks Enterprises also provides the Lacks Primary Care Clinics to employees and dependents.

### PROFIT SHARING

Lacks Enterprises Profit Sharing Plan

- As profits permit, Lacks Enterprises enjoys sharing profits with our employees. We are pleased to have been able to do this annually for many years!
- Profit sharing deposits are made directly into employee 401(k) accounts.

2022 Your Total Compensation



Employee Name  
Street Address  
City, State Zip Code



### Important Information Enclosed

Employee Name  
Street Address  
City, State Zip Code

# Total Compensation Statements

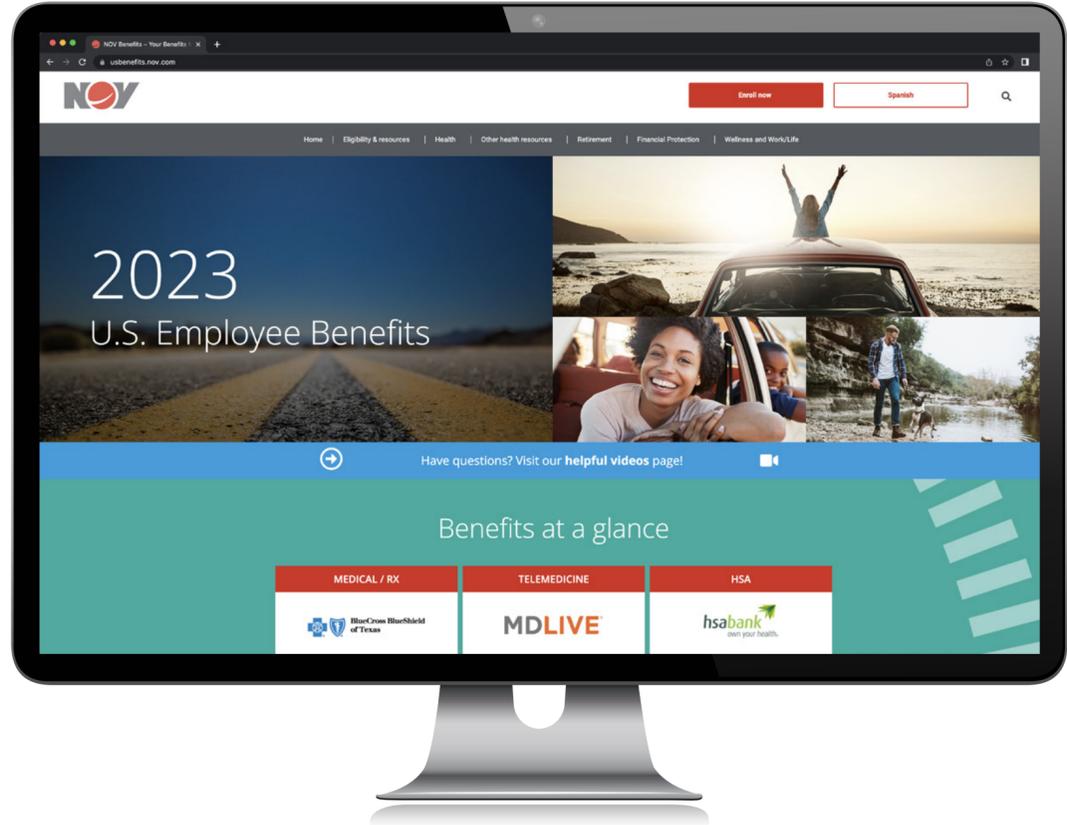
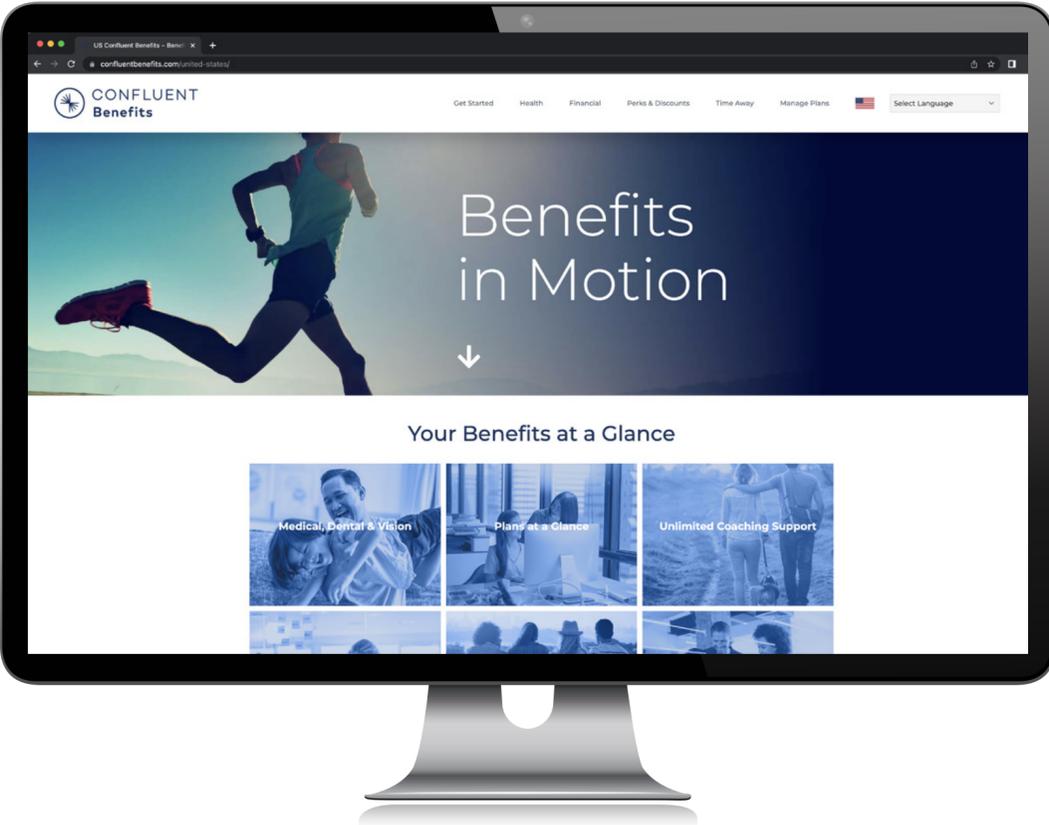
## Show Employees Their Value

The reality is employees don't realize how much their employer pays toward employee benefits—the second largest expense behind salary. Total compensation statements communicate your company's investment in its employees.

Total compensation statements are powerful tools to help employees understand the true worth of their employment.

“  
The work speaks for itself - we've been blown away.  
”

# Award winning design.



Sign Up for Our FREE  
Open Enrollment Toolkit



We deliver custom benefit communications to more than 150 clients and 500,000 employees nationwide.

Contact us for benefit communications your employees will read, understand, and appreciate.

