



2024 Benefits Open Enrollment

Benefits Open Enrollment Checklist

Find the information you need and enroll at WatersBenefitsNow.com

Enroll October 17 - November 14, 2023

Start now

- Find WatersBenefitsNow on your Microsoft MyApps page, or from your computer, smartphone, or tablet, log on to the Waters Benefits Now website (WatersBenefitsNow.com).
 - Follow the login instructions for an “Active Employee” found on the login page.

Enroll now

- Enroll in your benefits – beginning October 17, but NO LATER THAN 11:59 E.S.T. pm, November 14, 2023.
 - “ask EMMA”: Your virtual benefits advisor helps you make the right medical and prescription plan selections.
 - Elect one of the three medical plans or your default will be the same plan as current.
 - If you plan to cover a spouse/partner on medical, indicate whether they have coverage options through their employer.
 - Elect or re-elect your Health Savings Account (HSA) contribution, so you don’t miss a payroll.
 - Re-enroll in your Flexible Spending Account(s), if you have one.
 - Review, change, or enroll in a voluntary benefit program on the BenefitHub discount platform.
 - Review your election confirmation statement on WatersBenefitsNow.com.
- Review/make changes to/sign up for your Fidelity 401(k) Employee Investment Plan any time at www.401k.com.

Learn now

- Learn about your benefits on WatersBenefitsNow.com.
 - Visit the Learn - Resource Library Section
 - Live virtual presentations schedule
 - Open Enrollment video and eGuide
 - Premium rate chart
 - Medical plan comparison
 - Plan summaries
 - Wellness guide (with incentives)
 - BenefitHub Discount Marketplace Summary
 - Review and update (if needed) your beneficiaries for Life and AD&D policies (for 401(k) beneficiaries – go to www.401k.com)



Miss the deadline or do nothing

- If you miss enrollment (other than the below listed exceptions) your plans and covered dependents will continue into next year.
 - View what your plans and coverage will be for next year in your personal enrollment screen on WatersBenefitsNow.com.
 - HSA account contributions do NOT automatically renew. Unless you re-elect your contribution levels for next year during Open Enrollment, they will reset to zero.
 - FSA's do NOT allow automatic re-enrollment. If you do not re-enroll in an FSA during Open Enrollment, you will not contribute any money to an FSA account during the year.

- If covering a spouse/partner on your Waters medical plan, the spousal surcharge that you have (or don't have) today will continue into next year, unless you change your selection during this Open Enrollment. Find this Q&A within the medical enrollment screens.



Need extra help?

[BENEFITS ELIGIBILITY](#) | [PLAN OPTIONS](#) | [HELP ENROLLING](#) | [COVERAGE](#) | [NETWORK DOCTORS](#) | [MORE](#)

Waters Benefits Now Call Center

WatersBenefitsNow.com | 1-866-994-5111

Aetna

Speak with an Aetna Concierge Health Advocate, call 1-855-643-6143 between 8am and 6pm (all time zones)

Waters™

2024 Benefits Open Enrollment Highlights

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Open Enrollment Highlights

Medical and Pharmacy Plan Changes:

- Due to health care costs continuing to rise, payroll deduction amounts for your medical benefits premium will increase by approximately 3%. Please keep in mind that these premiums have not changed in three years, and Waters will be absorbing a larger share of the increase. We'll continue to do all we can to help mitigate rising costs while continuing to offer comprehensive, high-quality medical plans.
- The Deductible \$1,550/\$3,700 Plan with HSA or HRA will change to the Deductible \$1,600/\$3,700 with HSA or HRA. The \$1,550 individual coverage is increasing to \$1,600, per IRS guidelines.
- All three medical plans will broaden transgender medical coverage, and also have access to DEI advocates specific to transgender, fertility, and mental health.
- Prescription drug coverage will be enhanced with a CVS "over-the-counter" program that provides each enrolled person with \$25.00 each quarter for eligible pharmacy items. In addition, a specialty pharmacy program—PillarRx—will be introduced to provide some financial support for certain high-priced specialty medications.

Dental High Plan Enhancement: Payroll deduction amounts will remain the same, and orthodontic coverage will be enhanced with limits increasing from \$1,500 to \$2,000.

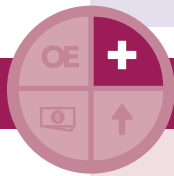
HSA, FSA changes: The IRS has increased employee pre-tax contribution limits to HSAs and FSAs. Please see the site for your new limits and to make your elections.

Wellness Program Changes: We are making changes to our Wellness program to make it easier to use, and more rewarding for employees pursuing fitness or weight loss:

- **The Fitness Reimbursement and Weight Loss Benefit** will increase from up to \$150 to up to \$400 per employee per year! The list of eligible items is broadening as well.
- **The HRA/HSA Incentive** will be easier to earn by completing three preventive care options once per year—a Health Risk Assessment, biometric screening, and annual physical exam.
- **The Pulse Cash Incentive** in the Virgin Pulse platform will change from a maximum of \$400 per year to \$300 per year.

New! Brightline Kid's Therapy: Children (aged 18 months through 17 years) enrolled in a Waters medical plan with Aetna will have access to Brightline for virtual therapy and coaching. Brightline's care coordination team will determine what type of care is needed and provide a virtual appointment within three days. Visits are covered at same cost as in-network mental health visits under the plans. Brightline provides specialized support and resources for caregivers, and will coordinate with external care teams such as pediatricians and schools.

Hinge Health Enhancement: This virtual physical therapy program will be enhanced to include chronic pathways and women's pelvic health.



Health benefits

Aetna medical plan choices

(NOTE: Plans are listed in order of lowest premium to highest premium plan, and the \$ amounts are showing the Employee Only Deductible vs. the Family Deductible)

Deductible \$2,500/\$6,250 Plan with an HSA or HRA

Deductible \$1,600/\$3,700 Plan with an HSA or HRA

Copay and Deductible Plan

PLAN FEATURES

- **100% coverage** for in-network preventive care (checkups, shots, screenings).
- **Same eligible covered items in all plans**, but each plan has a different premium, Rx coverage amounts, co-pay, deductible, co-insurance, or out-of-pocket maximums.
- **Waters company wellness incentive contributions available** to your HSA/HRA Account, in either of the HSA/HRA eligible Plans, but not the Copay and Deductible Plan.

PRESCRIPTION IN-NETWORK COVERAGE

- **Deductible \$2,500/\$6,250 Plan:** You pay full Rx cost up to deductible, then pay 15% coinsurance.
- **Deductible \$1,600/\$3,700 Plan:** You pay full Rx cost up to deductible, then the plan covers 100%.
- **Copay and Deductible Plan:** You pay a fixed co-pay depending on the drug tier.
- **All Plans:** 100% coverage for many preventive prescriptions.



MUSCLE AND JOINT PAIN HELP



HYPERTENSION MANAGEMENT



DIABETES MANAGEMENT



DENTAL HIGH AND LOW PLANS



VISION



TELEDOC TELEMEDICINE



HSA, HRA, AND FSAS



CRITICAL ILLNESS AND ACCIDENT INSURANCE



WELLNESS PROGRAMS AND INCENTIVE CONTRIBUTIONS



PET INSURANCE



Financial benefits

401(k) Retirement Savings Plan

Dollar-for-dollar match on first 6%

Retiree Health Care Reimbursement Plan

Employee Stock Purchase Plan



LEGAL PLAN



SHORT/ LONG-TERM DISABILITY



GROUP LIFE INSURANCE (EMPLOYEE/SPOUSE/CHILD)



AD&D INSURANCE



WHOLE LIFE INSURANCE WITH LONG TERM CARE



PERSONAL PROPERTY INSURANCE



ID THEFT PROTECTION



Work/life balance



EMPLOYEE ASSISTANCE PROGRAM



EDUCATION ASSISTANCE



ADOPTION ASSISTANCE



CHARITABLE GIVING



PAID TIME OFF



ON-SITE SERVICES *where and when applicable*



CAREGIVER SUPPORT