



## WELCOME TO OPEN ENROLLMENT!

At Rotorcraft Leasing Company, LLC, we understand the vital role that employee benefits play in your total compensation package. We are dedicated to offering a benefits program that is competitive within our industry and is tailored to safeguard your health, your family, and your overall well-being.

The attached Benefit Overview has been prepared to address potential inquiries and equip you with the necessary information and resources to make the most of the available programs. Please take the time to review it attentively, along with any additional materials you may receive.

### Open Enrollment

Open Enrollment provides an opportunity for you to make any necessary changes to benefit elections for the upcoming plan year. Open enrollment begins on **November 13, 2023 and runs through December 1, 2023**. The benefits you choose during open enrollment will become effective on January 1, 2024.

It is recommended that you log on to [www.myAPBenefits.com](http://www.myAPBenefits.com) to review your information on file for any necessary updates. If no changes are requested, current benefit elections will roll forward to the new plan year. **However, if you contribute to your HSA or FSA through payroll deduction, you must make an annual election, or your benefit will be dropped.**

### What's new for 2024?

**We are pleased to announce no premium change on the Medical, Life or Disability benefits for 2024!** There is a slight increase in Dental premium and a slight decrease on Vision premium. As a reminder, your life and disability benefits are calculated based on age and benefit. Although there is no premium change, you could receive an adjustment if you advance into a new age bracket.

United Healthcare is ushering in 2024 with an exciting wellness initiative. With UHC Rewards, members now can accumulate monetary rewards for engaging in health-conscious activities. This program empowers both participants and their spouses to tailor their wellness journey, enabling them to select activities that best align with their personal goals. Furthermore, the flexibility extends to how they choose to utilize their earnings. See the enclosed UHC Rewards flyer for more details.

Additionally, there are very few benefit changes for the next plan year. Please be aware of the following items:

- **Dental and Vision Carrier change**—The carrier for your dental and vision coverage has been changed to United Healthcare. You can visit [www.myuhc.com](http://www.myuhc.com) to locate a provider in the United Healthcare Network.
- **2024 IRS Maximums** – The IRS has increased the maximum that can be contributed into HSAs to \$4,150 for single and \$8,300 for family. The maximum deferral amount for 401K increased to \$23,000 with a \$7,500 catch-up contribution for employees' age 50+.
- **2024 FSA Maximums** – For 2024, the employee salary reduction contribution dollar limitation will increase to \$3,200, with a maximum carryover amount of \$640.

If you have questions, please don't hesitate to reach out to Human Resources.