



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 18, 2024 and runs through December 6, 2024**. The benefits you choose during open enrollment will become effective on January 1, 2025.

It is recommended that you log on to 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 2025?

We are pleased to announce no premium change on the Dental, Vision, Life or Disability benefits for 2025!

We will experience an increase in premiums related to our health insurance coverage this year. In this context, we believe it is important to highlight our history of managing these costs in recent periods. Over the past several years, we have been able to maintain a steady cost to our employees for medical premiums (both PPO and HDHP) while much of the industry has experienced annual increases ranging from 7% to 10% per year. This year, however, we are facing increases for the first time in six years. The increase in premiums for employees for the PPO and HDHP plans equate to approximately 10% and 3.5%, respectively, for the 2025 policy year.

We understand that changes in premium costs can raise concerns, and we want to remind employees that options are available to help manage these expenses. For those looking for more cost-effective solutions, the High Deductible Health Plan (HDHP) may be a beneficial alternative. We encourage any employees with questions or concerns to explore this option and reach out to our benefits team for guidance.

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 2025 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, we are excited to share there are no benefit changes to the plans or carriers for any policy we offer for the next plan year! Please be aware of the following items:

- **2025 IRS Maximums** – The IRS has increased the maximum that can be contributed into HSAs to \$4,300 for single and \$8,550 for family. The maximum deferral amount for 401K increased to \$23,500 with a \$7,500 catch-up contribution for employees' age 50+.
- **2025 FSA Maximums** – The IRS has increased the maximum that can be contributed into a medical FSA to \$3,300 for the next plan year.

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