



OPEN ENROLLMENT
OCTOBER 18 - NOVEMBER 1, 2024

Leadership Memo

HRI Communities Open Enrollment will be held October 18 - November 1, 2024.

This year we're enhancing how employees learn about and enroll in our benefits, with the goal of supporting everyone's understanding, and utilization, of our benefits package.



What's New:

Personalized Benefit Education & Enrollment Support!

We are providing one-on-one, face-to-face, benefits guidance for employees.

During a 30-minute pre-scheduled meeting, a Benefit Counselor will review each benefit option, answer questions, and complete the enrollment process.



Why It's Important:

- **This is an ACTIVE enrollment:** Current benefit elections will not roll over, all employees must reelect coverages to have benefits in the upcoming plan year.
- **We are rolling out NEW Benefits!** We are excited to provide a new medical plan option, expanding voluntary benefits with a new life with long term care plan, offering up to **XXXX** in coverage without medical questions during this Open Enrollment.

As Our Leaders – How You Can Help:

- **Promote & Share:** We ask that you share the provided scheduling details and actively promote the value and importance of scheduling an appointment with a Benefit Counselor.
- **Spread the Word:** Let employees know that these one-on-one conversations are designed to help them choose the best benefits for them and their families.

Thank you for your support!



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Unlock the Power of Your Benefits!

We're committed to maximizing the value of your benefits package. This year, we're introducing Benefit Counselor support to enhance your Open Enrollment experience.

All benefit-eligible employees are strongly encouraged to meet with a Benefit Counselor to complete their enrollment.



What's In Store For You?

- Personalized Benefits Education
- Overview of Exciting 2025 Benefit Enhancements
 - NEW Medical Plan Offering
 - NEW Life with Long Term Care Coverage & More!
- Expert Q&A
- Hassle-Free Enrollment & Confidential Assistance
- 30-Minute Prescheduled Telephonic Appointment



Important! Current elections will not carry over to the upcoming plan year. Your action is required to secure coverage, this is your chance to ensure your benefits are aligned with your needs and those of your family.

Enrollment Support - Frequently Asked Questions

We are pleased to offer personalized benefits education and enrollment support to our employees. Our goal is to ensure you have the information and assistance you need to make the most of your benefits package.



Who are the benefits counselors and how can they support me?

All Benefit Counselors are experienced, trained, licensed, and prepared to provide you with the personalized benefits education and guidance you need to feel confident you've selected the right benefits for you and your family.



How should I prepare for my meeting with a benefit counselor?

Review your benefit guide and discuss it with your family. Please bring any necessary information (e.g., dependent social security numbers, birth dates etc.) to ensure properly updated demographic and beneficiary information.



How long is a typical enrollment session and what is discussed?

Meetings are between 20-25 minutes, allowing the Benefit Counselor to explain and review the available benefit options, answer your specific questions, and complete the enrollment process.



Do you need to meet with a Benefit Counselor to complete the enrollment process?

We STRONGLY ENCOURAGE you take advantage of the opportunity to meet with a Benefit Counselor, as this is the quickest and easiest way to review and confirm your benefit elections for 2025 plan year.



How do I make an appointment with a Benefit Counselor?

Scheduling is simple, scan the QR code, enter your details and select an appointment on your preferred date and time. You will receive an email confirmation and text reminders once the appointment is booked.

