



A world of benefits at your fingertips

2024 Annual Enrollment Decision Guide
For US Employees

November 1-17, 2023

myHR is your place to:

- Enroll in 2024 benefits
- Add or remove dependents

A world of benefits at your fingertips

At Gallagher, we believe that people always come first. That's why we're committed to supporting your physical, mental, and financial wellbeing.

For 2024, we are continuing to offer a comprehensive benefits program, plus updated Life Insurance offerings through our new partner, Prudential. Take time to consider what you need and then choose well for 2024.

Looking for guidance when it comes to making benefit decisions? [See page 5.](#)

Annual Enrollment is **November 1-17, 2023**

You need to:

- 1. Learn** about your benefit options.
- 2. Enroll, update or change** your benefit elections from 2023.
- 3. Enroll in or continue your FSA or HSA elections for 2024.** Your 2023 elections will NOT carry over. If you do not make an election during Annual Enrollment, your HSA contribution amount will be set to \$0 and your FSA contribution will be set to "waived" in 2024.
- 4. Review!** Updated Life Insurance available to give you some extra peace of mind.

Submit your enrollment through myHR.

[Visit myHR](#)

Is your hire or payroll and benefits effective date after October 16, 2023?

Your 2024 benefits enrollment window is different. You will be notified when it's time to complete your 2024 enrollment.



What's New for 2024

This year, we are pleased to offer updated Life Insurance options through our new carrier, Prudential. Make sure to review these changes and select or decline the policies you want during Annual Enrollment.

The rest of our benefits program will remain the same, with a rate increase of about 5% for medical and dental rates. To maintain compliance with IRS minimum standards for HSA eligibility, the deductibles for our PPO+HSA 1 plan will see a \$100 increase (\$200 for family). Be sure and review the 2024 Benefits & Cost Summary to take advantage of your options. Your personal circumstances may have changed this year, which means your benefit needs for next year may need to change as well. **Annual Enrollment is from Wednesday, November 1 through Friday, November 17, 2023.**

Spend time reviewing your options on [Gallagher One](#) and choose well in myHR.

Health Savings Account (HSA) Quick Guide



Employees enrolled in either PPO + HSA 1 or PPO + HSA 2 medical plan have access to Health Savings Account (HSA).

To help you make the most of this incredible savings tool, we've created a resource, the HSA Quick Guide, that teaches you everything you need to know about maximizing your HSA. Visit [Gallagher One](#) to access today!

If you need help making good benefit decisions, consider [ALEX](#) and [Ayco](#). They are your go-to resources during Annual Enrollment and beyond—anytime is the right time to reach out to them. (See Good Decisions Start with Questions on [page 5](#)).

Two-Step Enrollment in 2024

You don't have to be at the office or connected to Gallagher's systems to enroll or use other myHR features. This year, enrollment is a two-step process.

-  1. First, you will complete your core enrollment through myHR. When you enroll, you'll now be able to pick plans and dependents all on the same screen. Be sure to keep scrolling to see all your choices and required steps. You will not see your Life Insurance options on this screen, you will select these options in step two.
-  2. Next, you will be linked to the Prudential site to enroll in or decline Optional Term Life and/or Voluntary AD&D insurance. Don't forget to designate your beneficiaries.

What's New for 2024 (continued)

Updated Life and AD&D Insurance

Introducing Prudential, our new Life Insurance provider! This year we're rolling out an updated Life Insurance offering. While your company-provided Life Insurance will transfer automatically, you will still need to enroll in or decline your other options and designate your beneficiaries during the enrollment process.

To learn more about this change and your new options, watch the **Life Insurance video**. To understand what actions you may need to take, read our **Life Insurance Decision Resource**.

Company-Provided Life & AD&D

While the insurance carrier will be changing to Prudential, the coverage is staying the same and provided fully by Gallagher at no cost to you.

Voluntary AD&D Insurance

Although Prudential is the new carrier, we will offer the same coverage formula. To enroll in new coverage or designate a beneficiary for existing coverage, action is required.

Optional Term Life Insurance

Gallagher is offering a new product with Prudential which will replace the current Group Universal Life Insurance (GUL) option. There is a guaranteed issue opportunity available during Annual Enrollment, which means you can elect any amount of coverage desired up to the guaranteed issue amount without answering any medical questions.

Group Universal Life (GUL)

The new Optional Term Life Insurance offering will replace the GUL option. If you are currently enrolled in GUL, you will receive separate communication notifying you of your transition options from New York Life (NYL).

If you are currently enrolled in the NYL GUL policy, you will be automatically enrolled in the Optional Term Life Insurance policy with Prudential. Your current coverage amount for the GUL plan will be grandfathered into your new Optional Term Life Plan.

To avoid double coverage, please choose to either decline Optional Term Life coverage or cancel your GUL policy.

Make sure to designate your beneficiary for all Life & AD&D policies on the Prudential website.

Other Benefit Enhancements

We always seek to improve our offerings with you in mind. In 2024, we are providing the following enhancements:

Accident Insurance has many improvements such as an increased benefit amount for dislocations and fractures by 6x and tripled the accident and urgent care benefits.

We have upgraded the **Identity Protection Program** to the Allstate Pro+ Cyber plan which includes new features such as elder fraud care resources, expanded family digital safety tools, and cyber protection for all enrolled personal devices.

Legal Services Plan now offers caregiving support and reproductive assistance law.

See the 2024 Benefit and Cost Summary guide to learn more!

Company-Provided, Optional Term Life and AD&D plan enrollment is through the Prudential site. A link will be provided to you after your core enrollment.

Good Decisions Start with Questions

Have your family members changed?

Does your health plan still fit your family's needs?

Use [ALEX](#)—an easy-to-use online interactive tool to help you decide which benefit options are right for you.

Do you need to update your will or other legal documents?

The **Legal Services Plan** can provide you with quality legal service for adoption, buying or selling a home, dealing with identity theft, caring for aging parents, and other legal matters.

Have you increased your life insurance coverage to match any changes in your family?

Prudential provides additional coverage beyond Gallagher's company-provided life insurance amount. Through our new Optional Term Life Insurance offering, you can get additional coverage for yourself and your dependents. During the 2024 Annual Enrollment only, you can enroll with guaranteed issue. This means you can elect any amount of coverage desired up to the guaranteed issue amount without having to answer questions about your medical history.

How can you get extra financial support when you need it the most?

Be prepared for an unexpected accident or illness.

Accident Insurance provides you and your family members with cash benefits in the event of an accidental off-the-job injury.

Don't let a heart attack, stroke or cancer put your family finances at risk.

Critical Illness Insurance pays a lump-sum benefit when you or a covered family member is diagnosed with a covered illness.

You can count on extra income if you have an unexpected hospital stay.

Hospital Indemnity Insurance will pay you in the event you or a covered family member needs to stay in the hospital.

Are there options to make saving money simpler?

Using payroll deduction makes saving easy.

The **Gallagher Employees' 401(k) Savings and Thrift plan** lets you set aside money for retirement through automatic payroll deduction.

Tax-free accounts allow you to save and pay for current and future medical expenses.

Join the PPO+HSA1 or PPO+HSA2 plan and start building the balance in your **Health Savings Account**.

Set money aside for next year's medical expenses.

When you contribute to the **Health Care Flexible Spending Account** you are setting aside pre-tax dollars to pay your out-of-pocket medical expenses.

Need help with benefits decisions?

Take advantage of professional enrollment advice available to you free of charge with [Gallagher's My Money Guide](#) financial wellbeing program through Ayco. Ayco's financial coaches are knowledgeable about Gallagher's benefits and can help you better understand your benefit options and choose the best ones for your needs, make a budget or savings plan, review and update your life insurance benefits, and much more.

Your spouse or partner is welcome to join the conversation.

Call your Ayco coach at:

866-487-9450
Monday – Friday
8:00 a.m. – 4:00 p.m. CT

Evening appointments
Monday – Thursday from
4:00 p.m. – 7:00 p.m. CT

Helping You Decide

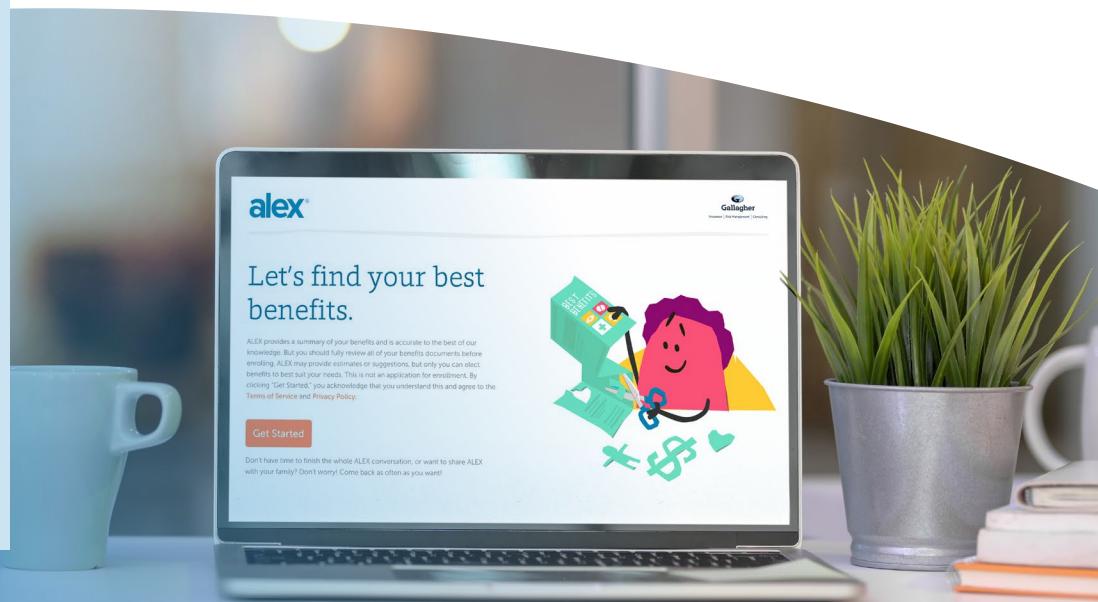
Resource	Purpose	Where to find
My Money Guide (Ayco) Financial Coaches	For help navigating your finances.	866-487-9450
ALEX	For help choosing benefits.	start.myalex.com/ajg
2024 Benefit & Cost Summary	To see the details and cost of your benefits.	
Life Insurance Video	To help you understand your new Life Insurance benefits.	
HSA/FSA Video	Learn how to maximize your tax free savings through these accounts.	Gallagher One
FSA Quick Guide	For help understanding how your FSA can benefit you.	
HSA Quick Guide	For help making the most of your HSA.	
If You Have Family Medical Coverage: Cost Snapshot	For help understanding your family's medical costs.	

Financial coaches are available through Gallagher's My Money Guide financial wellbeing program. Offered in partnership with Ayco financial counseling, financial coaches can answer your questions about enrolling in and using your benefits. Your spouse or partner is welcome to join the discussion.

ALEX can help you choose!

ALEX is an easy-to-use online tool that can help you decide which benefit options are right for you.

[Visit ALEX](#)





Your Enrollment Checklist

Take action by November 17

- Educate yourself on the various benefits available to you during Annual Enrollment through the resources found on [Gallagher One](#).
- Learn about your new Life Insurance options and what actions you need to take during enrollment by reading your **Life Insurance Decision Resource**.
- Log on to [myHR](#). Select “**Benefits**” from the home page and then click “**Make Changes**”.
- Verify and add your dependents. You will need to include accurate dates of birth to ensure accurate claims processing once enrolled.
- Select your benefit plans for 2024. **If you want to contribute to an FSA or HSA you must take action and enroll by November 17.**
- Select the specific individuals who should be covered under the plans you elect.
- Double-check your elections before you press Submit. **You must complete the full enrollment process in myHR and hit “Submit” to record your 2024 benefits enrollment.**
- Save or print a copy of your 2024 benefits enrollment.
- From the myHR confirmation page, follow the link to Prudential’s website to complete your life insurance enrollment steps.
- Designate a beneficiary for your Company-Provided Life Insurance.
- Enroll in, continue, or update your 2024 Voluntary AD&D coverage and designate a beneficiary.
- Enroll in or decline Optional Term Life Insurance with Guaranteed Issue and designate a beneficiary. **Note for current GUL policyholders:** You will be automatically enrolled in Optional Term Life with your current GUL coverage amount. Make sure to decline this coverage if you do not want it.

Don’t miss these!

For these benefits, you can enroll or make changes outside of Annual Enrollment:

- Commuter Benefits
- Auto/Homeowners Insurance Discount Program
- Employee Stock Purchase Plan
- 401(k) Savings and Thrift Plan

Learn more in the 2024 Benefit & Cost Summary available on [Gallagher One](#).

Any questions?

Reach out to Corporate Benefits via hrsupport@ajg.com.

Your Options at a Glance

Annual Enrollment is a great time to **take a fresh look** at your options and find the best value for your situation:

Your 2024 Annual Enrollment Options	
For cost information, see the 2024 Benefit & Cost Summary	
Medical/Rx Plan	<ul style="list-style-type: none"> PPO + HSA 1 Plan PPO + HSA 2 Plan PPO + HCA Plan
Dental Plan	<ul style="list-style-type: none"> Standard Plan Enhanced Plan
Vision Plan	EyeMed Vision Plan
Health Savings Account (HSA) Only offered with PPO + HSA 1 or 2	<p>Gallagher will contribute to your HSA:</p> <ul style="list-style-type: none"> \$450 employee-only medical coverage \$900 family medical coverage (yourself and one or more covered dependents) <p>You may contribute, too, up to the annual IRS limits:</p> <ul style="list-style-type: none"> \$3,700 per year if employee-only medical coverage \$7,400 per year if family medical coverage \$1,000 more if age 55 or older by December 31, 2024 <p>If you want to continue your 2023 contribution to an FSA or HSA in 2024, you MUST re-enroll by November 17.</p>
Health Care Account (HCA) Only offered with PPO + HCA Plan	<p>Gallagher will contribute to your HCA:</p> <ul style="list-style-type: none"> \$450 employee-only medical coverage \$900 family medical coverage (yourself and one or more covered dependents) <p>Enrollment is not required for this account. Once you enroll in the PPO medical plan, contribution to this account is automatic.</p>
Flexible Spending Account (FSA)	<ul style="list-style-type: none"> Health Care FSA: Contribute up to \$3,050 (subject to change by IRS) If enrolled in PPO + HSA medical, FSA may be used only for dental and vision expenses until the medical plan deductible has been met. Dependent Day Care FSA: Contribute up to \$5,000
Voluntary AD&D Insurance	<ul style="list-style-type: none"> Employee coverage: \$10,000 increments up to \$1 million (age based reductions apply) Spouse/domestic partner coverage: 60% of employee coverage, up to \$600,000 Children: 20% of employee coverage, up to \$70,000
Optional Term Life	<ul style="list-style-type: none"> The guaranteed issue opportunity is available only during 2024 Annual Enrollment. Current GUL policyholders will be defaulted into the Optional Term Life coverage with no underwriting. If you do not want this benefit you must decline coverage within the Prudential site during enrollment.
Accident Insurance	<ul style="list-style-type: none"> Initial hospital confinement \$1,500 (limited to once per year) Daily hospital confinement \$300 per day Daily intensive care \$600 per day And more!
Critical Illness Insurance	<ul style="list-style-type: none"> Plan 1: \$10,000 Plan 2: \$20,000 Plan 3: \$30,000 <p>Lump sum payable upon diagnosis of a covered condition</p>
Hospital Indemnity Insurance	<ul style="list-style-type: none"> First day hospital confinement \$1,000 (limited to once per month) Daily hospital confinement \$200 per day (10-day maximum) Daily hospital intensive care \$200 per day (10-day maximum) And more!
Legal Services Plan	Get expert legal advice on anything from will preparation to divorce.
Identity Protection Program	Protect yourself from fraud and other cyber crimes with IDShield.
Group Personal Excess Liability (GPEL) Insurance	<ul style="list-style-type: none"> Liability coverage in addition to your auto, home or renter's insurance Multiple coverage options up to \$10 million



This Annual Enrollment Quick Guide summarizes certain aspects of the Arthur J. Gallagher & Co. benefits program. Complete descriptions of each benefit are available in the actual plan and policy documents. Every effort has been made to ensure this guide accurately describes these benefits. However, if there is a conflict between this information and the plan and policy documents, the plan and policy documents will govern. In addition, participation in the benefits program does not constitute a right to continued employment with the company. Nothing in this guide should be construed as a contract or offer to contract for employment for any specific time or under any particular terms and conditions. While it is the company's intent to continue these programs, we reserve the right to amend or terminate them at any time for any reason.

November 1-17, 2023

myHR is your place to:

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