
ENROLL NOW IN YOUR 2024 PRINCETON BENEFITS!

At Princeton, you are part of a diverse community with a broad range of experiences, perspectives, and needs. To help you and your family Thrive, we offer a wide variety of benefits to support your physical, mental, and financial wellness. Open Enrollment is your opportunity each year to take stock of your needs and budget—and decide whether it makes sense to make any changes.

OPEN ENROLLMENT FOR 2024 BENEFITS IS OCTOBER 23 – NOVEMBER 10, 2023

If you don’t make changes, most of your benefit elections will automatically carry over into 2024, including medical, dental, vision, and voluntary benefits plans. You are not required to re-elect your medical plan option or these other benefits.

You must make a new election to continue contributing to the Healthcare Flexible Spending Account (HFSA) and/or Dependent Care Flexible Spending Account (DFSA). These FSA elections will not carry over automatically.

If you do not make a new Health Savings Account (HSA) election, your current election will carry forward to 2024. The 2024 IRS limits for the HSA are increasing to $4,150 individual and $8,300 family coverage. If you are 55 and older, you may contribute an additional $1,000. The IRS limits include both your contribution and Princeton’s contribution of $200 for individual coverage and $400 for employee and child(ren), spouse, or family coverage.

See the accompanying Benefits 2024 for information about all of the benefits plans, including plan details and rates. Read on for important changes and reminders for next year. Now is the time to review your elections to ensure you have what you need.
2024 Changes

Princeton University continues to enhance our range of benefits offerings while balancing rising medical costs. Please take note of the following changes for 2024.

Medical Plan Changes

We are pleased to announce that for the HMO plan we are expanding the salary tiers for contribution rates from three to five, and employees with a base salary at or below $100,000 will see a decrease in HMO plan rates. All other employees enrolled in a medical plan will see a 5% increase in medical plan contributions.

Due to IRS regulations, the annual deductible and out-of-pocket maximum (OPM) are increasing for the Consumer Directed Health Plan (CDHP). For the Aetna and UnitedHealthcare Princeton Health Plan (PHP), the annual deductible is increasing, and the OPM is changing from salary tiers to a flat dollar amount. Under the HMO Plan, the OPM is decreasing. These changes are noted in the chart below.

<table>
<thead>
<tr>
<th></th>
<th>CDHP with HSA</th>
<th>Aetna and UnitedHealthcare PHP</th>
<th>HMO</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>In-Network</td>
<td>Out-of-Network</td>
<td></td>
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<tr>
<td>Annual Deductible</td>
<td>$1,600/$3,200</td>
<td>$3,200/$6,400</td>
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<tr>
<td>Individual/Family</td>
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<tr>
<td>Annual Out-of-Pocket</td>
<td>$3,200/$6,400</td>
<td>$6,400/$12,800</td>
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<tr>
<td>Maximum (OPM)</td>
<td></td>
<td></td>
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<tr>
<td>Individual/Family</td>
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Additional changes to both the PHP and HMO Plan are also required in order to comply with legislation. All coverage changes are highlighted in bold in the Comparing Your Options charts in Benefits 2024.

Finally, we have expanded coverage for gender affirmation surgery under all Princeton medical plans to align with the current World Professional Association for Transgender Health (WPATH) standards of care.

Supplemental Life Rate Change
There will be a 5% rate increase to Supplemental Life Insurance for 2024. There is no rate increase for Spousal or Child Life Insurance.

New Virtual Mental Health Support for Kids and Teens
Beginning January 1, 2024, if you are covering your children (aged 18 months through 17 years) under a Princeton medical plan, you have access to Brightline for virtual therapy and coaching through Aetna and UnitedHealthcare. Visits will be covered at the same cost as in-network mental health visits under the plan.

If your child has a mental health issue, the Brightline team of licensed therapists, psychologists, and psychiatrists can assess, diagnosis, develop a treatment plan, and provide medication management. In addition to therapy, coaching is available for everyday issues like stress or transitions. Brightline provides specialized support and resources for caregivers, and will coordinate with external care teams such as pediatricians and schools. For more information, visit hr.princeton.edu/thrive/wellness-resources/brightline-therapy.

AVAILABLE NOW!
New Hinge Health Virtual Physical Therapy
Hinge Health is a virtual physical therapy program designed to address chronic back, knee, hip, neck, or shoulder pain. This program is available at no cost to you and your dependents, aged 18 or older, who are enrolled in a Princeton medical plan. Hinge Health can be accessed through Aetna and UnitedHealthcare.

Hinge Health gives you the tools you need to conquer back and joint pain, recover from injuries, and stay healthy and pain free. Hinge will assign a personal care team including a physical therapist and health coach to guide you through a personalized program including exercises and stretches to address your chronic pain. Hinge is completely virtual, allowing you to complete your exercise therapy at any time, from anywhere. The Hinge Health app is easy to use and most therapy sessions can be completed in 15 minutes or less. For more information, visit hr.princeton.edu/thrive/wellness-resources/hinge-health.

Supplemental Health Plans
Supplemental Health Plans offered through MetLife include Accident, Hospital Indemnity, and Critical Illness Insurance. In 2024, you’ll have access to several new value-added benefits—healthcare navigation services, online will preparation services, and a discount vision program. In addition, there are several plan enhancements to the Accident and Critical Illness Insurance Plans to provide broader coverage. A few highlights are:

ACCIDENT INSURANCE
• New organized sports benefits rider that pays an additional 25% of eligible benefits if a covered person has an accident due to organized sports activities (good for families with children in sports)
• Receive a health screening benefit of $50 for the Low Plan/$75 for the High Plan if you receive an annual physical

CRITICAL ILLNESS INSURANCE
• Increase in the initial benefit amount for many of the 22 critical illness conditions covered from 25% to 100%
• Elimination of the 365-day separation period required between recurrent conditions

More details are on our website at hr.princeton.edu/thrive/wellness-resources/supplemental-health-plans.

To calculate the right level of life insurance for you and your family, visit thehartford.com/dm/coverageadvisor/life.html.

Picwell is now ALEX Go!
Princeton offers a personalized decision-support tool—now called ALEX Go—to help you evaluate Princeton’s medical plans and choose the best plan for your needs. Connect at start.myalex.com/princeton/ today for personalized help to make your election.
Open Enrollment Reminders

For more information including rates, coverage details, and comparison charts, see Benefits 2024.

Medical Plans

Use our decision-support tool, now called ALEX Go, to make the best medical plan choice for your needs. Access ALEX Go at start.myalex.com/princeton/. Remember, you are not required to re-elect medical coverage.

Flexible Spending Accounts (FSAs)

To participate in the Healthcare (HFSA) and/or Dependent Care Flexible Spending Account (DFSA) each year, you must actively enroll during Open Enrollment:

• At the end of the calendar year, if you have an unused balance in your HFSA of $50 to $610, it will automatically roll over to the following year’s account—even if you do not re-enroll. Any balance below $50 or above $610 will be forfeited.

• The DFSA does not allow rollovers; any remaining balance not used will be forfeited.

Life Insurance

During Open Enrollment, you may elect Supplemental Life Insurance up to one times your base salary or increase your Supplemental Life Insurance by an additional one times your base salary. However, if the request increases your life insurance above $500,000 or three times your base salary, Evidence of Insurability (EOI) is required. Forms are available at hr.princeton.edu/hr-forms. (You may also elect Supplemental Life Insurance any time during the year with EOI.)

Commuter Benefits Program

You may elect to participate or make changes to your Commuter Benefits Program account, on a monthly basis at any time throughout the year, through PayFlex.

Voluntary Benefits

SUPPLEMENTAL HEALTH PLANS

During Open Enrollment, you can purchase Supplemental Health Plans that offer extra financial protection for you and your family members:

• Accident Insurance: For specific injuries due to an accident

• Hospital Indemnity Insurance: Pays a daily benefit for a stay at a hospital or other covered facility

• Critical Illness Insurance: For a covered illness or condition

LEGAL SERVICES PLAN

MetLife Legal Plans provides access to legal representation or advice and personal, confidential assistance for a wide range of legal services for only $12.80 per month. Covered legal services include wills, trusts, debt matters, defense of civil lawsuits, immigration, and more.

Learn more about and enroll in voluntary benefits through Winston Benefits at myprincetonbenefits.com or call (855) 393-3601.

Have you Considered the Health Savings Account (HSA)?

• If you choose the Consumer Directed Health Plan (CDHP), Princeton contributes to an HSA, used to pay for eligible healthcare expenses including deductibles, prescription drugs, and more: $200/individual or $400/employee and children, spouse, or family coverage. You can also contribute and lower your taxable income.

• There is a triple tax advantage—money is contributed tax-free, grows tax-free, and distributions used for eligible expenses are tax-free.

• You can invest your funds once your account balance reaches $1,000.

• Unused money rolls over from year to year and is yours to keep, even if you enroll in another plan, leave, or retire from Princeton. There is no “use it or lose it” with an HSA.

• While you are not required to contribute, you must elect the HSA to receive the contribution from Princeton.

• You can elect, change, or end your HSA elections at any time during the year by logging in to HR Self Service and selecting Benefits Details, then Life Events.
Choose.

Enrollment Checklist

ENROLL IN YOUR BENEFITS

- Log in to HR Self Service at princeton.edu/selfservice between Monday, October 23 and Friday, November 10
- Select Benefit Details, then Benefits Enrollment
- Review your current benefit elections, and make changes for 2024
- Select Submit Enrollment
- Enrollment in voluntary benefits is separate, through Winston Benefits at myprincetonbenefits.com or call (855) 393-3601

VERIFY YOUR PERSONAL INFORMATION

- Verify your personal information, including your address and Social Security Numbers (SSNs), in HR Self Service

TO VERIFY SSNs

- For you—select Payroll, then Validate SSN Payroll
- For your dependents—select Benefit Details, then Dependent/Beneficiary Info
  - Select the name of your dependent(s)
  - Enter the SSN under National ID if not already on file

FOR CONFIRMATION OR HELP

Your elections should be reflected in HR Self Service within two business days. To verify your elections in HR Self Service, select Benefit Details. Under Benefits Summary, change the current date to 01/01/2024 and select Refresh.

For HR Self Service technical assistance, contact the OIT Service Desk at helpdesk@princeton.edu or 8-HELP (4357).

If You Don’t Enroll

If you do not actively enroll during the Open Enrollment period, your 2023 benefit plans and coverages will continue at 2024 rates, except for the FSAs. You need to actively enroll in the FSAs to contribute in 2024.

ID Cards

You’ll receive new ID cards if enrolled in the CDHP, PHP, or HMO plans. For the prescription, MetLife dental, and/or vision plans, you will receive ID cards if enrolling for the first time or changing coverage. The Aetna DMO dental plan does not issue ID cards. See Benefits 2024 for information about printing temporary cards, if needed.

How To Go Paperless

If you prefer to receive benefits communications by email instead of print, select Go Paperless under Benefit Details in HR Self Service at princeton.edu/selfservice.

Review Your Beneficiary Designations

Review and/or update beneficiaries for life insurance in HR Self Service and for the Retirement Plans at tiaa.org/princeton or call TIAA at (800) 842-2776.

Learn more about and enroll in voluntary benefits separately through Winston Benefits at myprincetonbenefits.com or call (855) 393-3601.
Princeton provides a robust set of benefits and programs to support your physical, mental, and financial wellness.

While you’re reviewing benefits to elect or change during Open Enrollment, you may also want to take another look at all of the other offerings available to you, including education support, child care programs, time off programs that support work-life balance, and more.

Details about our comprehensive programs are provided in Benefits 2024 at hr.princeton.edu/thrive.

Please take the time to Learn more about what’s available, and Choose based on the best options to help you and your family Thrive.

For questions about your benefits or how to enroll, please contact the Benefits Team at (609) 258-3302, Monday – Friday, 8:45 a.m. – 5:00 p.m., or at benefits@princeton.edu.

Although Princeton intends to continue these benefits, the University reserves the right to amend or terminate these plans at any time. If there are any discrepancies between the information in this publication, verbal representations, and the plan documents, the plan documents always govern.