

2025 Benefits Open Enrollment is Coming

AWP IS PROUD TO PROVIDE TEAM MEMBERS WITH A COMPREHENSIVE SUITE OF BENEFITS AND RESOURCES TO HELP YOU NAVIGATE YOUR BENEFITS.

Open Enrollment is November 4th–18th



Exciting Updates to Your 2025 Medical Plan Options!

AWP is continuing our partnership with UnitedHealthcare (UHC) and introducing a new plan option through **Surest**, a UHC company. Starting in 2025, you will have three medical plan choices:

New for 2025

1. **SUREST**—We're excited to offer the Surest Plan, with no deductible! This plan has some key differences compared to the PPO and HDHP plans:
 - ▶ **Transparent Costs:** The Surest Plan lets you see what you'll pay before your doctor's visit.
 - ▶ **Same UHC Network:** You'll continue to have access to the UHC Choice Plus Network, giving you a wide range of healthcare providers. Different member services phone number and website.
 - ▶ **No Deductibles or Coinsurance:** With fixed copays for all services, the Surest Plan eliminates deductibles and coinsurance.
2. PPO \$1,500
3. HDHP \$3,200 the deductible will increase to \$3,300 (individual) and \$6,600 (family), in line with updated IRS guidelines.

Important: The HDHP \$6,000 plan will be replaced by the new Surest Plan. If you're currently enrolled in the HDHP \$6,000 and do not re-enroll, you'll be automatically transitioned to the Surest Plan.

This is a **PASSIVE** enrollment, which means there is no need to re-enroll unless you want to make changes to your current coverage. Note the only benefits that will not continue are the **Healthcare FSA, Dependent Care FSA and HSA**—these require that you re-elect your coverage for 2025.

Dental program is remaining with **Delta Dental**. You will continue to have access to a Base and Buy-Up plan. You will not receive new ID cards.



Life and Disability offered through Lincoln Financial. Benefit includes company provided Life/AD&D benefit of \$50,000.



Vision program is remaining with UnitedHealthcare. You will not receive a new ID card.



Benefit questions? Contact a benefit advocate via email or phone to assist:

- ▶ AWPbenefits@lockton.com
- ▶ **800.590.9857**



UnitedHealthcare ID Card

All employees will receive a new ID card for the 2025 plan year.

Reminder

If you are currently enrolled in the HDHP \$6,000 and you do not re-enroll, you will be automatically enrolled in the new Surest Plan.

Visit <https://awpbenefits.com> to view all benefits-related information.



FOR MORE INFORMATION, REFER TO YOUR 2025 BENEFITS GUIDE.