



Open Enrollment Announcement

November 6th – November 17th

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It's Open Enrollment time for 2024 benefits!

Now is the time to review your current benefit elections and determine whether you need to make any changes for the upcoming plan year.

Be sure to review this summary, which highlights a few benefit changes, how to enroll and important reminders. Refer to the *2024 Benefits Guide* and SMPBenefits.com for additional information regarding our SMP benefits program.

If you have any questions about your benefits, contact your local SMP Human Resources representative.



Take Note! In the enclosed Benefits Guide, you will notice QR codes within certain benefit sections. You can scan these codes to view a short educational video about that benefit.



For More Benefits Information

Visit SMPBenefits.com for all your benefit documents, news, and videos.

2024 Benefits Highlights

Medical Benefits

You will now have three medical plan options from which to choose — a PPO Plan, a HDHP Base Plan (current SMP HDHP) and a HDHP Value Plan.

Wellness Program

Our wellness program will now be administered through Anthem. You can access the wellness requirements online at www.anthem.com or through the Sydney app under My Rewards.

IRS HSA Limit Increase

You can contribute more to your HSA in 2024 (if enrolled in our Health Savings Account Health Plan). The SMP contribution and your contributions cannot exceed the annual limits noted below.

	2024
Employee Only	\$4,150
Employee + 1 or More	\$8,300
Employees Age 55+	\$1,000

Note: You can change your HSA contribution amount on the [Dayforce Portal](#) during open enrollment.

SMP will make the following contribution to your HSA in 2024:

	HDHP Base	HDHP Value
Employee Only	\$500	\$1,000
Employee + 1 or More	\$1,000	\$2,000

Life and AD&D Carrier Change

Life and AD&D will be provided through Reliance Matrix effective January 1, 2024. AD&D is now 1.5x base annual salary. Voluntary Life coverage and rates remain the same.



Enhanced! Progyny Support Services

In addition to Progyny's fertility services, you will now have access to two additional support programs.

- **Pregnancy & Postpartum.** Support and guidance for a healthy pregnancy and beyond.
- **Menopause and Midlife Care.** Offering specialized care throughout all stages of menopause.



Important!

There are **no changes** to:

- The dental and vision plans
- Dental and vision contribution structure for 2024



How to Enroll

For SMP Benefits: Dayforce

Enroll for benefits as follows:

1 Go to:

www.DayforceHCM.com

between November 6th and November 17th

2 Log in:

If you are a New User:

- Company: smp
 - Username: first.last*
- Password: [BirthYear][Last4SSN]'Login'
- Password Example: 19701234Login

You will be prompted to reset your password.

**Be sure to use your full legal first and last name*

All other returning users, log in using the same username and password that you use to log in to view your paystubs.

3 From the Home Screen, click the [Benefits](#) icon then **Start Enrollment** on the Benefits Overview page to complete your enrollment form.

During Open Enrollment, you have the option to:

- Add/remove dependents
- Make changes to your Medical, Dental and Vision elections
- Review and update your beneficiaries
- Contribute to the Health Savings Account for 2024 if you enroll in the High Deductible Health Plan
- Contribute to the Health Care FSA for 2024 if you **do not enroll** in the High Deductible Health Plan
- Enroll in the Dependent Care FSA for 2024
- Confirm or make a Voluntary Life election for yourself, your spouse or child(ren)
- Confirm your 2024 elections

For Voluntary Benefits: Reliance Matrix

During this enrollment period, you may want to consider the voluntary benefits through Reliance Standard. For more information and rates on the plans offered below, access Dayforce.com.

Enroll yourself, your spouse and child(ren) for:

- Accident Insurance
- Critical Illness Insurance
- Hospital Indemnity

Enroll yourself only for:

- Short Term Disability

[See next page for important enrollment reminders.](#)



Important Open Enrollment Note!

You must log on to dayforce.com during the open enrollment period if you would like to make any changes to your benefits or to contribute to an FSA in 2024.

If you do not take action during the open enrollment period, your FSA elections will be waived in 2024 (i.e., you will not have coverage for those benefits in 2024).



Important Open Enrollment Reminders

Health Care FSA Reminders

You are eligible to roll over up to \$610 of your 2023 Health Care (HC) Flexible Spending Account (FSA) balance into the 2024 plan year. Refer to these three scenarios regarding the rollover feature:

Keep: If you elect a 2024 HC FSA, you are eligible to roll over up to \$610 into 2024.

Waive: If you waive both a 2024 HSA and a HC FSA, you are eligible to roll over up to \$610.

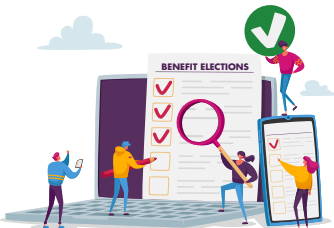
Switch: If you elect a 2024 HSA, you are waiving your carryover rights automatically and will be ineligible for the \$610 HC FSA rollover in 2024.

For Health Care and Dependent Care FSAs, contribution elections do not carry over to the next plan year. If you wish to contribute in 2024, you must make an active election during the open enrollment period.

Review/Update Your Beneficiaries

Now is a good time to review and/or update your life insurance beneficiaries on [Dayforce.com](https://www.dayforce.com).

You may also want to review and/or update your 401(k)/ESOP beneficiaries on [netbenefits.com](https://www.netbenefits.com).



Benefits Enrollment!

You will need to access Dayforce to make any benefit changes or contribute to an FSA for 2024.



Open Enrollment Deadline:

November 17, 2023

for benefits effective January 1, 2024

