



amentum >

# 2024 Open Enrollment

November 21 – December 5, 2023

Today more than ever, we're a single, integrated company harnessing the **power of one** to inspire customer success and redefine the future of our industry. We're working together as a unified organization that combines a century-old heritage with modern insights on how we can help our people be their best at work and at home.


In July, we began our efforts to fully harmonize our benefits program. Now, for 2024, we're creating one comprehensive benefits package that offers all Amentum employees flexible, cost-effective and competitive coverage and promotes a culture of shared accountability and choice.

**For 2024, legacy Amentum employees and legacy PAE employees will both see updates to their respective benefits, including changes to employee rates, changes to insurance carriers and changes to plan designs.**

During Open Enrollment, I encourage you to take the time to understand what's available, evaluate your claims experience from previous years and review the cost of coverage for 2024 so that you can choose what's right for you and your family for next year.



Patricia Munchel  
Chief People Officer



**YOU MUST ACTIVELY  
ENROLL TO HAVE  
COVERAGE FROM  
AMENTUM IN 2024; NO  
CURRENT COVERAGE  
ELECTIONS WILL  
CARRY OVER TO 2024.**

# Our harmonized benefits for 2024

Here's an at-a-glance look at the benefits available to you and the carriers that will provide them. Keep in mind there are changes to benefit options and carriers for both legacy Amentum employees and legacy PAE employees. This brochure provides highlights of what's available.

HEALTH AND WELLBEING	
Benefit	Carrier
<b>Medical (including Telehealth)</b> (Bronze HSA; Silver HSA; Gold HSA; \$500 PPO, TRICARE Supplement)	Anthem
<b>Prescription Drug</b>	Express Scripts
<b>Health Savings Account (HSA)</b>	HSA Bank
<b>Dental</b> (Basic; PPO; PPO Plus)	Delta Dental
<b>Vision</b> (Base; Enhanced)	VSP
<b>Employee Assistance Program (EAP)</b>	Lyra Health
<b>Wellbeing Program and Incentives</b>	Virgin Pulse
<b>Chronic Condition Management</b>	Livongo
<b>Maternity, Family Building and Parenting</b>	Ovia Health
<b>Health Advocacy and Second Opinion</b>	Included Health

FINANCIAL SECURITY	
Benefit	Carrier
<b>Supplemental Insurance</b> (Accident; Critical Illness; Hospital Indemnity)	Voya
<b>Life and AD&amp;D Insurance</b> (Basic; Optional Life; Optional AD&D)	The Hartford
<b>Disability</b> (Short-Term; Long-Term)	The Hartford
<b>Legal Plan</b>	MetLife
<b>Identity Theft Protection</b>	Allstate
<b>Pet Insurance</b>	Nationwide
<b>Employee Purchase Program</b>	Purchasing Power
<b>Employee Discount Program</b>	PerkSpot
<b>Student Loan Program</b>	SoFi
<b>401(k) Savings Plan</b>	Fidelity



# Important: Everyone must actively enroll for 2024 benefits!

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All eligible employees will need to enroll for 2024 benefits since plan designs and carriers are changing. None of your current elections will carry over to 2024. If you don't enroll for benefits coverage during Open Enrollment (November 21 through December 5, 2023), you will not have coverage in 2024.

**Note:** The only times you can change your benefits are during Open Enrollment or if you experience a qualifying life event (for example, marriage, birth of a child, etc.) during the year.

# Sneak peek at medical options

Here's a comparison of key coverage features for the Anthem medical plan options, including prescription drugs. Regional plans (Kaiser and HMSA) will continue to be offered with no changes to plan designs. **Note:** Coverage shown is for in-network providers.

MEDICAL	GOLD HSA	SILVER HSA	BRONZE HSA	\$500 PPO
<b>DEDUCTIBLE</b>				
Individual	\$2,000	\$3,000	\$4,500	\$500
Family	\$4,000*	\$5,000 indiv/\$6,000 family	\$4,500 indiv/\$9,000 family	\$1,000
<b>OUT-OF-POCKET MAXIMUM</b>				
Individual	\$4,000	\$5,000	\$6,000	\$1,500
Family	\$6,850*	\$6,000 indiv/\$10,000 family	\$6,000 indiv/\$12,000 family	\$3,000
<b>COINSURANCE</b>				
Preventive Care	No charge	No charge	No charge	No charge
Primary Care Provider (PCP) Visit	20% after deductible	20% after deductible	30% after deductible	\$30 copay
Specialist Visit	20% after deductible	20% after deductible	30% after deductible	\$60 copay

PRESCRIPTION DRUGS	GOLD HSA	SILVER HSA	BRONZE HSA	\$500 PPO
<b>RETAIL (30-DAY SUPPLY)</b>				
Generic	20% after deductible	20% after deductible	30% after deductible	\$10 copay
Specialty	20% after deductible	20% after deductible	30% after deductible	\$30 copay
Non-Formulary	40% after deductible	40% after deductible	50% after deductible	\$60 copay
<b>MAIL ORDER (90-DAY SUPPLY)</b>				
Generic	15% after deductible	15% after deductible	25% after deductible	\$20 copay
Specialty	15% after deductible	15% after deductible	25% after deductible	\$60 copay
Non-Formulary	30% after deductible	30% after deductible	40% after deductible	\$120 copay

\* There is no individual deductible or out-of-pocket maximum for family coverage in the Gold HSA. This means that the plan does not begin to pay for eligible medical expenses until the entire family deductible has been met by one or more covered members. And, the plan does not pay the full cost of eligible expenses for the rest of the calendar year until the entire family out-of-pocket maximum is met.

# No-cost resources for Anthem medical plan participants

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Get the most out of your medical plan by using these resources.

## Health and wellbeing

- ▶ **Anthem Health Guide:** Connect with a team of concierge-level customer service experts who advocate for your health and explain how to use your benefits.
- ▶ **Total Health Connections:** Get your own personal health champion, called a family advocate, to help you and your family through unexpected emergencies and everyday health needs.
- ▶ **Sydney Health<sup>SM</sup> mobile app:** Access your health plan information on the go—all in one place.
- ▶ **Behavioral Health Resources:** Get help via one-on-one coaching, self-help digital tools, a virtual care option and more.
- ▶ **Building Healthy Families Program:** Access personalized support and resources if you're trying to conceive, expecting a child or raising young children.
- ▶ **24/7 Nurseline:** Talk with a registered nurse any time, 365 days a year.

## Health condition management

- ▶ **Livongo:** High-tech tools and personalized support for weight management, diabetes and hypertension. Reach out to a coach and get a free connected device (smart scale for weight management, meter for diabetes and blood pressure monitor for hypertension).
- ▶ **Ovia Health:** Support throughout all stages of pregnancy, from preconception through pregnancy, to child health and parental wellbeing. Choose from three tracks: Ovia Fertility, Ovia Pregnancy and Ovia Parenting.
- ▶ **Included Health:** Personal care team for health questions, second opinions, expedited appointments and preferential access to top experts. Get matched to the highest quality care in your network—and in your area—for your healthcare needs.

# Find in-network care

With changes to carriers, you'll want to be sure your medical providers and pharmacies are still in-network.

## Medical providers

To find an Anthem medical provider, go to [anthem.com/find-care/](https://www.anthem.com/find-care/)

- ▶ Enter your alpha prefix in the **Enter Member ID number** or **Prefix** box.

If you live in	Enter this alpha prefix
DMV (DC, MD, and VA metro) area	N8A
Florida	N7A
Utah	R7A
All other areas	L6A

- ▶ Enter the city or ZIP code where you want to search, and select a type of doctor.
- ▶ Next, choose who you want to see. You can search for a doctor nearby or use the doctor's name.
- ▶ Select a provider to see more details, such as:
  - » Specialties
  - » Gender
  - » Languages spoken
  - » Training
  - » A map of their office location
  - » Phone number

## Pharmacies

To locate an Express Scripts network pharmacy, visit [express-scripts.com/amentum](https://www.express-scripts.com/amentum). Choose a medical plan option, and then click "Find a Pharmacy." Enter your ZIP code to see network pharmacies in your area.



### PROVIDER NO LONGER IN-NETWORK?

If you or a covered dependent are currently receiving care from your provider for a serious health condition (for example, you are receiving treatment for an acute medical/serious chronic or behavioral health condition or are pregnant), you may be eligible for transition of care support. This support gives new Anthem members the option to request extended coverage from their current, out-of-network health provider at in-network levels for a limited time. For more information, contact an Anthem Health Guide at **833-371-0212**, Monday-Friday, 8 am-8 pm EST.



# Participate in the wellness program

Our wellness program, powered by Virgin Pulse, supports your physical, emotional, financial and social wellbeing—all at no cost to you. And, it rewards you for pursuing a healthy lifestyle.

Employees and spouses who are enrolled in an Anthem medical plan can each earn wellness incentives through quarterly Virgin Pulse points that you receive for getting preventive care and participating in healthy activities and competitions. Points convert to real dollars when you complete each reward level.

How much you earn depends on the medical plan you choose, your coverage tier and your participation in healthy activities.

ANNUAL WELLNESS INCENTIVE OPPORTUNITY				
	Gold HSA	Silver HSA	Bronze HSA	\$500 PPO
Employee Participation <i>(Employee Only Coverage)</i>	Up to \$600	Up to \$800	Up to \$250	
Employee and Covered Spouse Participation <i>(All Other Coverage Levels)</i>	Up to \$1,200	Up to \$1,600	Up to \$500	
How Incentive Is Paid	Contribution to Your HSA		Gift card	



## GETTING STARTED IN THE WELLNESS PROGRAM

Beginning January 1, 2024:

1. Visit [join.virginpulse.com/amentum](https://join.virginpulse.com/amentum).
2. Enter key details as they appear on your paystub.
3. Start participating in activities!

If you are currently signed up for the program, you will continue to use the same login credentials you use today.



# Highlights of dental coverage

**You have three options: Basic, PPO and PPO Plus.** All options include preventive care at no charge and coverage for basic dental care, such as fillings, tooth repairs and extractions. The PPO and PPO Plus options include additional coverage for major care (crowns, bridges and dentures) as well as orthodontia. See below for a comparison of in-network deductibles and maximums.

	BASIC	PPO	PPO PLUS
<b>Deductible</b>			
Individual	\$100	\$75	\$0
Family	\$300	\$150	\$0
<b>Annual Maximum</b> (per person)	\$1,000	\$1,250	\$1,750
<b>Orthodontia Services</b>	Not covered	Plan pays 50% up to a lifetime maximum of \$1,250 for children up to age 26	Plan pays 50% up to a lifetime maximum of \$1,750 for children up to age 26 and adults

# Highlights of vision coverage

**You have two options: VSP Base and VSP Enhanced.** Both options provide coverage for a routine, in-network annual eye exam for \$10. They also include a \$150 eyeglass frame or contact lens allowance every 12 months. **Note:** Your eyeglass frame allowance will be higher if you select a featured brand and lower at Walmart/Costco.

**If you select the VSP Enhanced option,** you'll also get to choose one of these enhancements:

- ▶ Additional \$100 eyeglass frame or contact lens allowance
- ▶ Fully covered anti-glare coating
- ▶ Fully covered premium/custom progressive lenses



# Looking for easy ways to save?

Amentum offers three tax-advantaged accounts to help you save on eligible healthcare expenses. The one(s) you can use will depend on which medical plan you enroll in.

IF YOU ENROLL IN THE HSA BRONZE, HSA SILVER OR HSA GOLD PLAN	IF YOU ENROLL IN THE PPO OR WAIVE MEDICAL COVERAGE
<p>You can enroll in the following healthcare accounts:</p> <p><b>Health Savings Account (HSA)</b> – for eligible medical, dental and vision expenses</p> <p><b>Limited Purpose Flexible Spending Account (FSA)</b> – for eligible dental and vision expenses only</p>	<p>You can enroll in one healthcare account:</p> <p><b>Health Care Flexible Spending Account (FSA)</b> – for eligible medical, dental and vision expenses</p>

In addition to the healthcare accounts, all Amentum employees can participate in the Dependent Care FSA for eligible daycare and elder care expenses. See below for IRS limits.

ACCOUNT	2024 IRS LIMITS
HSA	Up to \$4,150 for Employee Only coverage and \$8,300 for Family coverage; additional \$1,000 in catch-up contributions for individuals age 55 or older
Health Care FSA	Up to \$3,200
Limited Purpose FSA	Up to \$3,200
Dependent Care FSA	Up to \$5,000* (\$2,500 if you are married and filing taxes separately)

Commuter benefits are also available to help you save on work commute expenses (parking and transit) using pre-tax dollars.

*\* If you are a highly-compensated employee (HCE), defined by the IRS as those earning \$150,000 or more in 2023, your contribution to the Dependent Care FSA will be limited to \$1,600 in 2024.*

# Introducing Lyra Health

Lyra Health (Lyra) is our new Employee Assistance Program (EAP) carrier. No matter what you're going through—coping with stress, managing anxiety or depression, navigating relationship issues or whatever else life brings—personalized support is available to you and your dependents. Beginning January 1, 2024, you can call Lyra at **844-761-1961**.



## Free, Confidential Sessions

Up to eight therapy and mental health coaching sessions per person per year



## Fast Access to High-Quality Providers

- ▶ Mental health providers with open appointments are custom matched to you in just a few minutes
- ▶ Care Navigator Team available 24/7 to assist with care questions and help you find providers



## Self-Care Resources

Unlimited access to a library of videos, meditations, soundscapes and breathing exercises



## Work-Life Support

- ▶ Financial services
- ▶ Legal services
- ▶ Identity theft services
- ▶ Child, elder and pet care consultations, resources and referrals

# Supplemental Health Insurance

Consider these plans, which provide coverage in addition to your medical plan.

## Accident

You receive a cash benefit in the event of a covered accident that results in specific injuries and treatments. Some of the most common benefits-eligible treatment and conditions include ER treatment, X-rays, physical therapy, stitches and follow-up doctor appointments.

## Critical illness

Choose from three coverage amounts (\$10,000, \$15,000 or \$30,000). If you're diagnosed with a covered critical illness (for example, heart attack or stroke), you receive a lump-sum cash benefit equal to the coverage amount selected. Plus, get an annual Wellness Benefit of \$75 for completing an eligible health screening test.

## Hospital indemnity

This plan pays a daily benefit if you have a covered stay in a hospital. You can choose from a low (\$100) or high (\$200) daily benefit. In addition to providing benefits for hospital stays, you receive benefits for critical care unit and rehabilitation facility stays (the admission and daily benefit amounts vary depending on which option you select).



### OTHER VOLUNTARY BENEFITS TO CONSIDER

- Legal Plan
- Identity Protection
- Pet Insurance
- Employee Purchase Program
- Employee Discount Program
- Student Loan Program

# Life and AD&D Insurance

In addition to the basic coverage provided by Amentum, you can elect optional coverage for yourself and your family.

	OPTIONAL LIFE INSURANCE	OPTIONAL AD&D
For you	1 to 8 times base annual earnings up to a maximum of \$3 million	1 to 8 times base annual earnings up to a maximum of \$3 million
For your spouse	\$10,000 increments up to a maximum of \$250,000	60% of employee amount up to a maximum of \$300,000
For your unmarried dependent children	\$10,000 or \$20,000	20% of employee amount up to a maximum of \$37,500

## Disability

The company provides you with Short-Term Disability (STD) coverage at no cost. You have the option to elect Long-Term Disability (LTD) coverage. If you elect LTD coverage, you will pay the full cost of coverage.



# Learn more

Since benefits are being harmonized and there are changes to plan designs, it's more important than ever to review your options. Be a smart benefits consumer and treat your benefit decisions as you would other important decisions (like buying a car or a house). Do your research to make sure you know what's available and choose the options that best fit your needs and budget.

## Resources to help you choose smart



### **[amentum2024benefits.com](https://amentum2024benefits.com)**

Beginning November 17, get general information about your benefits at any time, from anywhere, on any device.



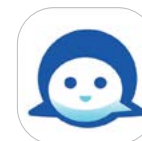
### **MyChoice mobile app**

Get help choosing the best medical plan for your personal situation. Search “MyChoice” in the App Store or Google Play Store. If you are using the app for the first time, you’ll need to visit **[OneAmentumBenefits.com](https://OneAmentumBenefits.com)** and select **Get Access Code** to get a code to activate the app (if you don’t use the code within 20 minutes, you’ll need to generate a new one).



### **OneAmentumBenefits.com**

Access the MyChoice Recommendation Engine<sup>SM</sup> and MyChoice Mobile App.



### **Sydney Health app**

Register on **[anthem.com](https://anthem.com)**. Then, download the app to find in-network providers, see plan details, view digital ID cards and more. You can even chat with an Anthem Health Guide!

# 3 ways to enroll



## MyChoice mobile app

See previous page for details on how to download and activate the app.



## Online

Visit [OneAmentumBenefits.com](https://www.OneAmentumBenefits.com).



## Phone

Call the Benefits Service Center at **844-705-4099**.

**Note:** The app and online enrollment options are strongly encouraged.

*This communication is a brief summary of the benefits offered to Amentum employees. The plans and programs described are available to eligible employees and their eligible dependents, as applicable. In addition, certain plans have eligibility requirements and pre-existing condition limitations. The complete terms and conditions are contained in each respective group insurance policy or Plan Document and may be found in the Reference Center on [OneAmentumBenefits.com](https://www.OneAmentumBenefits.com). In the event of any inconsistencies between this communication and the Summary Plan Descriptions and the Plan Documents, the Plan Documents for each applicable benefit plan will govern.*

**Important:** The provisions of a Collective Bargaining Agreement (CBA) or other employment contract may mandate benefits for some employees that differ from the benefits described in this communication.

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## DON'T FORGET

You must actively enroll to have coverage from Amentum in 2024; none of your current coverage elections will carry over to 2024.



## ADDING A NEW DEPENDENT?

When enrolling dependents in medical, dental and vision coverage for the first time, you must provide dependent verification. Acceptable proof (marriage certificate, birth certificate and/or recent 1040 tax form) can be uploaded directly to [OneAmentumBenefits.com](https://www.OneAmentumBenefits.com).



Benefits Service Center  
1025 Ashworth Road  
West Des Moines, IA 50265

## 2024 OPEN ENROLLMENT

November 21 – December 5, 2023

### See inside for details on:

- ▶ Benefit carriers and options
- ▶ Wellness program incentives
- ▶ Resources to learn more
- ▶ How to enroll
- ▶ And more!

**Important:** Benefits are being fully harmonized for 2024, and you must enroll!