

Jackpot!

2024 Annual Enrollment: November 1–15

Don't worry, you didn't enter a sweepstakes by mistake. You've won just by being a Workmate.

Similar to the *actual* lottery, you have to plan after winning. With exciting changes coming in 2024, your benefits will be different—even if your needs aren't. Please consider all your options, old and new, during Annual Enrollment.

What's coming in 2024

A new medical plan option. SimplePay Health is designed to make health insurance simpler, costs more predictable, and high-quality providers easier to find. Best part? **Workday is paying 100% of the premiums for the first year we're offering it—even for family coverage.**

A new dental plan option. You had one choice before; now you have two. The new Cigna dental plan, with the same level of coverage as the current plan, is here because Workmates asked for it loud and clear.

Benepass is the new FSA, commuter benefits, and COBRA vendor. It comes with a much cleaner online and app interface.

A new way to score retirement savings while paying off student loans. Starting in 2024, Workday can factor both your 401(k) contributions and your student loan payments when calculating the company match. So, if you contribute at least 6% of your pay between your student loans and your 401(k), you can get the full Workday 401(k) match. Split it 3% and 3%, 2% and 4%, or use all 6% toward student loans. Either way, you'll receive the Workday match, up to the plan limit. **You must enroll in this program with Fidelity separately from your 401(k).** More info is coming soon.

The Workday contribution to HSAs is decreasing by \$125 for employee-only coverage and \$250 for family coverage. But remember that we're paying for 100% of the premiums for your whole family under the SimplePay Health plan. If it works for your family, you'll come out way ahead where premiums are concerned.

A new long-term care option. You have a new choice for long-term care coverage through Trustmark, in case you or a family member needs help with basic life activities (eating, bathing, etc.). The support service from AGIS can help you learn more about the different long-term care options and why you might want this type of coverage. Visit [WorkdayBenefits.com](https://www.WorkdayBenefits.com) for details.

Note: California Workmates have a special consideration due to a bill in the state legislature.

A new, exciting pet insurance option through PetPartners. Our new plan can score bigger discounts for you and offers more modern coverage (hello, insurance for preexisting conditions!). One thing, though: It'll only be available during Annual Enrollment.

Your current Nationwide pet insurance policy will remain in effect unless you cancel it. However, it won't support payroll deductions in 2024. If you have a Nationwide pet insurance policy, be on the lookout in December for next steps.

A new day off! Veterans Day is part of our 2024 holiday calendar.

Modest rate increase for some medical plans. Check out your per-paycheck contributions for 2024 on [WorkdayBenefits.com](https://www.WorkdayBenefits.com). Your contributions are deducted twice each month (24 per year).



Updated 2024 contribution limits

The amount you can contribute to certain accounts in 2024 is increasing.

Account	2024 Limit
HSA	Individual: \$4,150 (up to \$1,000 provided by Workday) Family: \$8,300 (up to \$2,000 provided by Workday) <i>Workday makes HSA contributions on a prorated basis each pay period.</i>
Health Care and Limited Purpose FSAs	\$3,050*
Dependent Care FSA	\$5,000
401(k)	\$22,500* (plus \$7,500 if age 50+)

* This is the 2023 limit. Limits for 2024 have not been released as of publication.

Other benefits tweaks

- Due to IRS requirements, in-network deductibles for the Smart Plans will increase to \$1,600 for employee-only coverage and \$3,200 for family coverage. In turn, we reduced the annual out-of-pocket maximums for the Cigna Smart Plan.
- Smart Plan members used Cloud Care for free during the COVID-19 public health emergency, but the IRS is ending that. In 2024, Smart Plan members will pay a \$50 copay (pre-deductible) for Cloud Care visits. Premise Health services, including Cloud Care, remain free for Cigna Core, SimplePay Health, and Cigna Smart Plan members who have met their deductible.
- Lincoln Financial will manage leave of absence and disability claims starting January 1. Look for more information later this year for Workmates on leave or planning a leave in 2024.



The information contained here includes important changes to your Workday benefits and represents a summary of material modifications under the Employee Retirement Income Security Act (ERISA) of 1974, as amended, and updates information contained in the Workday, Inc. Health and Welfare Benefits Plan Summary Plan Description.

