

Benefits Now & Next



Employee
Guide

2024 Annual Enrollment

START >

 **StateFarm**



Action Needed



Tools to Help



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Year-Round Actions



It's Time to **CHOOSE**

Annual Enrollment is November 14–30, 2023.

When it comes to your well-being, you don't want to second-guess the benefits that support you physically, emotionally, financially, and socially. That's why State Farm® provides a wide enrollment window with numerous resources to give you total peace of mind with your decision-making process.

Plan to visit the Annual Enrollment Benefits Fair to explore your benefits options. Live presentations run October 31 through November 16, 2023. The Benefits Fair will end November 30, 2023.

**ENROLLMENT
TIP >>>>**

We make it easy to review all of your benefit choices by providing easy-to-use tools and an online enrollment process. Changes will not be accepted after November 30, so don't wait until the last few days to enroll.



Your Enrollment “To-Do” List

Don't sit back and relax yet, there are certain actions you need to take before you enroll. Think of this as your handy checklist for what you need to know about making your 2024 State Farm benefit elections before November 30.

Get Informed

Don't miss out on your opportunity to learn more about your Total Rewards benefits package. Now through November 30, attend the State Farm Annual Enrollment Benefits Fair at <https://s.f/aebfsite>.

You can also go to the My State Farm Benefits Resource website at www.statefarmbenefits.com to see all of the options available to you. The coverage you select depends on your anticipated needs in 2024.

Review all of the important information regarding plan changes for 2024, and other information that is disclosed in the Summary of Material Modifications, including how to obtain a copy of the Health Insurance Portability and Accountability Act (HIPAA) Notice of Privacy Practices. You can also access the Summary Plan Descriptions, Certificates of Coverage, and Summaries of Benefits and Coverage (SBCs), which compare different medical options.

New Medical Plan option for 2024 – Group Medical 4E QHDHP (HSA) Plan

The Group Medical 4E QHDHP (HSA) Plan is a Qualified High Deductible Health Plan (QHDHP) administered by Blue Cross Blue Shield of Illinois. The plan features a lower monthly premium than most plans and has a higher deductible that must be met before the plan starts to cover qualifying expenses.

Health Savings Account

The Group Medical 4E QHDHP (HSA) Plan is compatible with a Health Saving Account (HSA), which is an individually owned tax-advantaged account. It allows you to save and pay for qualified medical expenses tax-free. The HSA also allows you to receive tax-free HSA contributions from State Farm. You may change your HSA contributions at any time throughout the year.

To compare plan options and determine if the Group Medical 4E QHDHP (HSA) Plan is right for you, check out “Need Help Choosing?” on page 8 of this guide, the modeling tools on the My State Farm Benefits Resource website at www.statefarmbenefits.com and the State Farm Annual Enrollment Benefits Fair at <https://s.f/aebfsite>. If you are enrolled in the Health Care Flexible Spending Account (HCFSA) in 2023, and you enroll in the 4E QHDHP (HSA) Plan, you will not receive a new Optum payment card as your 2024 HSA funds will be loaded onto the card you already have.



Your Enrollment “To-Do” List



Make Your Tobacco Election

You must review your “Tobacco Election” to ensure it accurately reflects your current tobacco status when you enroll. Remember your tobacco status makes a difference in the amount you pay for your medical coverage.

If you and/or your spouse or partner use tobacco, you will pay an additional \$50 per month for your medical coverage in 2024. Remember this applies to both you and/or your spouse or partner. If you’re ready to quit, you and/or your spouse or partner can enroll in the TELUS Health Tobacco Cessation Program at no cost to you. Upon successful completion of the TELUS Health Tobacco Cessation Program, you will no longer pay the additional \$50 per month for your medical coverage. Go to the TELUS Health Employee Assistance Program website at login.lifeworks.com/. If you have additional questions, contact the State Farm Benefits Center at **1-866-935-4015**.



Receive a Monthly Wellness Premium Incentive

If you completed lab work and the Quest health questionnaire, you have access to your results and information about your current health in an easy-to-understand Medical Summary Report. If you completed both the lab work and the health questionnaire by October 31, 2023, you are eligible to receive the \$15 monthly wellness premium incentive in 2024 (when you enroll in a State Farm medical plan for the 2024 plan year between November 14–30). If you have questions about your lab work or Quest account, contact Quest at **1-855-623-9355**.

Note to newly hired employees: If you joined the company October 1 through the end of the year, you have until December 31, 2023 to complete the requirements.



Your Enrollment “To-Do” List

Review Your State Farm 401(k) Savings Plan Account

Review your account. Any time is a good time to review your 401(k) participation, investment choices, and contribution rate. Familiarize yourself with helpful plan features, such as the automatic contribution increase option. You can start, stop, or change your 401(k) contribution rate at any time by visiting Vanguard at www.vanguard.com/retirementplans or by contacting Vanguard Participant Services at **1-800-523-1188**. Representatives are available Monday through Friday from 7:30 a.m. to 8:00 p.m., Central Time.

Protect Your Account Information

Consider the Alight Protection Program. When you take the required steps to help protect your State Farm Retirement Plan account, the Alight Protection Program reimburses you for amounts taken as a result of unauthorized activity and through no fault of your own. Go to the My State Farm Benefits Resource website at www.statefarmbenefits.com to learn more about the eligibility requirements, add your mobile number, and choose to receive text messages from your benefits account.

Account Lock feature. Account Lock helps safeguard your State Farm Retirement Plan account by preventing unauthorized users from accessing your money. It costs you nothing, and might be a good option if you won't need to be immediately commencing your pension payment, are traveling, or want to add an extra layer of protection. To initiate Account Lock, go to www.statefarmbenefits.com and click the “Account Lock” link (under the circular icon in the upper right corner of the home page).

Review Your Beneficiaries for All Plans

Do you have beneficiaries named for all your benefits – life insurance, 401(k), and pension? For life insurance and pension beneficiaries, click on the circular icon and choose “Beneficiaries” in the upper right corner of the My State Farm Benefits Resource website at www.statefarmbenefits.com. For your 401(k) beneficiary, log in to the Vanguard website at www.vanguard.com/retirementplans to review your beneficiary.

Take a few moments to make sure everything on file is correct and up to date.



Your Enrollment “To-Do” List

Thinking About a Flexible Spending Account?

A Health Care Flexible Spending Account (HCFSA) can help you save on taxes by paying for your health care expenses with pre-tax money and lowering your taxable income. As you decide how much to contribute, be aware that the HCFSA maximum permitted contribution is typically not announced until after Annual Enrollment. If you elect the current maximum contribution limit of \$3,050, you have the option for your election to automatically increase to the 2024 maximum contribution limit if the IRS raises the limit.

If you’re currently enrolled in the HCFSA, any balance you have remaining in your account – between \$30 and \$550 – will be carried forward to the 2024 plan year. If you enroll in the new Group Medical 4E QHDHP Plan with HSA feature, those funds will become “Limited Purpose” and will be available for use mid-April 2024. Fund balances at, or between, \$30 and \$550 will roll over to the next plan year. Funds under \$30 or over \$550 will be forfeited.

If you are eligible and elect to enroll in the QHDHP Plan for 2024, and you choose an HCFSA, be aware that the HCFSA will be “Limited Purpose” (LPFSA).

“Limited Purpose” means you will be able to use your FSA funds only for vision and dental expenses, because you can pay medical and prescription drug expenses using your HSA. Your LPFSA cannot be used with any medical or prescription drug expenses. Remember that FSA funds do not roll over year to year (except for the provision described above).

The Dependent Care Flexible Spending Account (DCFSA) lets you pay for eligible child or elder care with before-tax dollars. If you enroll, you can contribute from \$120 up to \$5,000 in 2024. If you’re currently enrolled in the DCFSA, all unused funds will be forfeited and will not carry over to next year.

If you are **newly** enrolling in an HCFSA for 2024, you’ll receive a payment card from Optum that works like a debit card, allowing you easy access to your spending account funds without submitting receipts. However, you still need to retain receipts for verification and tax purposes. Visit the Total Rewards-Benefits website on the SFNet for further information.

Enhancements to VSP Base Plan for 2024:

Healthy eyes are an important part of your overall well-being. With that in mind, we are pleased to offer you these more attractive plan provisions.

- Frame allowance at VSP Doctors and Retail Chains: \$175 (previously \$150)
- Frame allowance at VSP Featured Frame Brands: \$195 (previously \$175)
- Frame allowance at Costco® Optical: \$95 (previously \$80)
- Prescription Contact Lens Allowance, in lieu of glasses: \$175 (previously \$150)



Your Enrollment “To-Do” List

✔ Add Biometric Authentication to Your Account

Having this additional multi-factor authentication option offers further protection of your benefit information and can make accessing your account easier because it uses the capabilities of your mobile device combined with biometrics (your fingerprint or face ID) to provide immediate access to your account. Note: No biometric data is transmitted or accessed by Alight.

To begin, you must have a mobile number on file on the My State Farm Benefits Resource website and be able to receive text alerts. To ensure your Contact and Delivery information is listed as you want it, click on “Manage Communications” on the website. Then take the following steps:

1. Have the Alight Mobile app downloaded on your phone.
2. Enter your username and password, select “Setup Touch ID” (choose “next”).
3. A code will be texted to your mobile phone number on file. Enter the code into the app when requested.
4. Accept terms and hit “OK.”

As a registered user of biometric authentication, you will have the choice of using biometrics to log on to the My State Farm Benefits Resource website, mobile app, and call center in lieu of using your password. You may add or change your mobile number via the “Manage Communications” page on the My State Farm Benefits Resource website at any time.



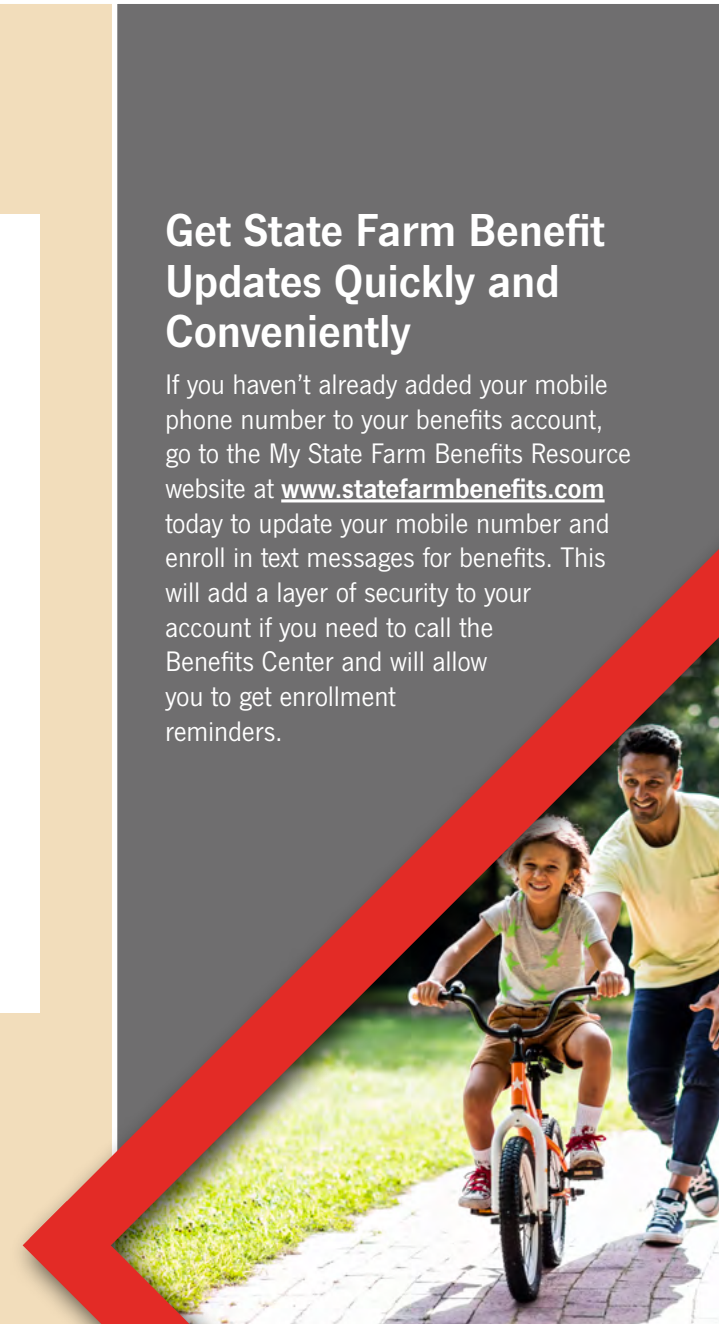
Get State Farm Benefit Updates Quickly and Conveniently

If you haven’t already added your mobile phone number to your benefits account, go to the My State Farm Benefits Resource website at www.statefarmbenefits.com today to update your mobile number and enroll in text messages for benefits. This will add a layer of security to your account if you need to call the Benefits Center and will allow you to get enrollment reminders.

Need Help While Enrolling?

If you need help enrolling or have questions regarding your coverage, State Farm Benefits Center representatives are available at **1-866-935-4015** between 7:00 a.m. and 6:00 p.m., Central Time, Monday through Friday.* While on the My State Farm Benefits Resource website at www.statefarmbenefits.com, you can also use the webchat feature.

*Closed Thursday, November 23, and Friday, November 24, 2023, in observation of the Thanksgiving holiday.





Need Help Choosing?

No worries. You'll find all the right tools on the My State Farm Benefits Resource website. Check them out before you complete your enrollment.

Go to www.statefarmbenefits.com.

- Personalized recommendations** are available to help you choose. Just answer a few short questions at the beginning of your enrollment process and you'll get plan recommendations based on your unique situation. You don't have to choose the recommendation, but it's helpful information to decide with confidence.
- The **Group Rates** modeler lets you view rates for all of the coverages for which you are eligible. You'll find it on the "Recommendations" section of the home page.
- The **Health Plan Comparison Charts** compare medical, dental, and vision options based on price, deductibles, and much more.
- Participate in the **Annual Enrollment Benefits Fair**. It features live presentations and important benefit information, including a guide of medical benefit scenarios under "Meet Some Neighbors." Check it out at <https://s.f/aebfsite>.
- You'll find the **Summary of Benefits and Coverage (SBC)** as a tile in the "Recommendations" section of the home page.
- Use **ProviderDirect** during enrollment to find out if your doctor or specialist is within the network of the health plan you're considering.
- Review the **Summary of Material Modifications (SMM)**. It provides important information on any plan changes for 2024 as well as information on how to obtain a copy of the Health Insurance Portability and Accountability Act (HIPAA) Notice of Privacy Practices.
- Connect with your Accolade Health Assistant® for questions related to your current Group Medical PPO Plan coverage or possible changes. Call **1-844-287-3859**, use your Accolade mobile app, or connect online at <https://member.accolade.com/>.

What Is a Summary of Benefits and Coverage (SBC)?

Under the Patient Protection and Affordable Care Act (PPACA, or ACA for short), insurers and group health plans are required to provide standardized documents about health plan benefits and coverage, called a "Summary of Benefits and Coverage (SBC)." The SBC provides a consistent format for all employers and plans to summarize the key features of the plan or coverage, such as the covered benefits, cost-sharing provisions, and coverage limitations and exceptions. SBCs will help you better understand the coverage you have and allow you to easily compare different coverage options. SBCs are another tool that may be used, in addition to the tools described in this guide, to help you make an informed decision regarding your health care needs. All State Farm SBCs are available on the My State Farm Benefits Resource website at www.statefarmbenefits.com. A paper copy is also available, free of charge, by calling the State Farm Benefits Center at **1-866-935-4015**.



After You've Enrolled



Look for Your Email Confirmation

Your Annual Enrollment choices are confirmed when you reach the confirmation page. You will be sent an email confirmation to your preferred email address on file showing detailed information on coverage and costs for the plan you enrolled in. Be sure to review and retain a copy of this email and contact the State Farm Benefits Center if you do not receive a confirmation email. **Remember, after November 30, no changes will be accepted.**

If you choose a new option for 2024, you can access your ID number and other important information on the carrier's website, even if you don't have your ID card handy.

You can also find coverage information by visiting the My State Farm Benefits Resource website.



Verify Dependents Enrolled in Coverage

Make sure your dependents are listed under each plan you're enrolling them in and that their Social Security numbers are correct. Without a valid Social Security number, dependent coverage will end on December 31, 2023.* If you add a new dependent to coverage, Dependent Verification Services will mail you a packet in early January. **If you don't provide the required documentation (e.g., marriage or birth certificates) by the deadline indicated, your dependent will be dropped from coverage.** You will be required to reverify your covered dependents' eligibility every three years.

*Except for those born outside the United States and newborns under six months of age as of January 1, 2024.



See the Value of Your Personalized Total Rewards

Your online Total Rewards statement is a way of looking at the value of the comprehensive compensation and benefits State Farm offers you.

Your online personal statement goes beyond just what is in your paycheck. You'll see the value of your whole benefits package. You can check it out now or throughout the year on the My State Farm Benefits Resource website.



Cost-Saving Tips

Even for State Farm employees who are experts in insurance, managing our health and making sure we're getting the best possible care can be frustrating and confusing. Take a look at some of the ideas below that you can use year-round to help save you money – and provide great care for you and your family.



Schedule your annual health screening. All medical plans cover at 100% routine preventive care services like an annual physical exam and immunizations with no cost-sharing for in-network providers.



Use in-network providers for the most cost-effective treatment. Your out-of-pocket expenses are lower when you stay in-network for care. Some plan options may not cover out-of-network services at all. It's important to verify that your providers are in-network before treatment.



Ask for generic medications. For most people, generic medications provide the same health benefits as brand-name drugs, but at a much lower cost. Talk to your doctor about lower-cost generic alternatives.



Telehealth – access the care you need, when you need it. Depending on your care needs and the medical plan you are enrolled in, consider using telehealth or telemedicine as a low-cost or no-cost option for conditions such as cold/flu, allergies, pink eye, respiratory infections, sinus problems, and more.

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Cost-Saving Tips



Enrolled in one of the Group Medical Plans administered by Blue Cross Blue Shield of Illinois (BCBSIL)?

Accolade Health Assistants are available to help resolve billing disputes, find a network provider, and get you to the right place at the right time – which could help reduce frustration and save you time and money. Health Assistants can be reached at **1-844-287-3859**, Monday through Friday, 8:00 a.m. to 8:00 p.m., Central Time. Use your Accolade mobile app or connect at <https://member.accolade.com/>.

Enrolled in a Kaiser Permanente HMO or Aetna ACO? For further information and plan-specific details, refer to the contact information on your medical ID card or visit the following websites for help navigating your health care journey:

- [Kaiser Permanente HMOs](#)
- [Dallas ACO](#)
- [Phoenix ACO](#)



Don't-Miss Dates

This is the best part – don't miss out!

Dates	Things to Know or Do
Now through November 30, 2023	Attend the State Farm Annual Enrollment Benefits Fair at https://s.f/aebfsite . Live benefit presentations run October 31 through November 16, 2023. Live presentations are recorded and can be viewed on demand at your convenience.
November 14–30, 2023	Enroll. Access the My State Farm Benefits Resource website at www.statefarmbenefits.com to review and enroll in your 2024 benefits.
Mid-December 2023 to Early January 2024	If you are new to a health plan or changed health plans, your new medical and prescription drug ID cards will be sent to you during this time. If 2024 is the first time you enroll in a Health Care Flexible Spending Account (HCFSA), Limited Purpose Flexible Spending Account (LPFSA), or Health Savings Account (HSA), you will receive a payment card from Optum.
January 2024	Deductions for 2024 coverage will be reflected in your paycheck for the first time. If you've enrolled a new dependent for 2024, you'll receive Dependent Verification information in the mail.



What About the Rest of the Year?



Getting Married or Having a Baby Next Year?

It's important that you contact the State Farm Benefits Center **within 60 days** of your marriage, the birth or adoption of a child, or any life event. Representatives can be reached at **1-866-935-4015** between 7:00 a.m. and 6:00 p.m., Central Time, Monday through Friday.

If you miss the 60-day deadline, your next opportunity to enroll your dependent may not be until the next Annual Enrollment period, with a coverage effective date of the following January 1. Without coverage, you will pay more if this individual needs to receive care before they are covered.



FSA Reimbursements

You can use the Optum Financial mobile app to access your account information and submit claims for reimbursement to your Flexible Spending Accounts (HCFSA, DCFSA, LPFSA) or Health Savings Account (HSA). The app is available for iPhone or Android mobile devices.

Print this page and keep it handy to remember these tips throughout the year.



Make Sure Your Contact Information Is Current

Be sure the State Farm Benefits Center has your current address and phone number. To view these records, log on to the My State Farm Benefits Resource website at www.statefarmbenefits.com and click on the circular icon, then select "Personal Information." If changes are needed, you will need to make those yourself in Workday, which you can access on the State Farm intranet.

Additional tip: Within the My State Farm Benefits Resource website, click on "Manage Communications" and ensure that the Contact and Delivery information listed is how you want it. You don't want to miss information regarding your benefits.

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What About the Rest of the Year?



Visit the My State Farm Benefits Resource Website Anytime

Need to make changes to your benefits due to a life event?
Need to quickly access your current benefit information?
Want personalized information about your program eligibility and elections? No problem. The My State Farm Benefits Resource website makes it easy to find the information you need quickly and conveniently. Visit www.statefarmbenefits.com from work or home.



Or — Download the App

Make it easy to access your benefit information with the Alight Mobile app. Download it from the App Store or Google Play.

Once the app has loaded, search for “State Farm Insurance Companies” to set the default URL link.

Note: This is a one-time task. After the initial setup, you’ll access the My State Farm Benefits Resource website directly after opening the app.



EY Navigate — Financial Planning Benefit

EY Navigate is a highly personalized service that helps you identify, manage, and realize your financial goals. EY Navigate offers unlimited access to a powerful combination of personalized consultations with EY financial planners and a comprehensive financial planning website available to all State Farm employees at no cost.

- The EY Navigate financial planners are licensed and well versed with State Farm benefits.
- Discussions with the planners are confidential and specific to your financial situation.
- You can work with the same planner each time or change planners if you prefer.
- There are no limits on the duration or number of calls with your financial planner.
- EY financial planners do not work on commissions and do not sell any products or service.

No prep work is required! To get started visit <https://statefarm.eynavigate.com> or call the financial planner line at **1-855-6SF-CYFF** (1-855-673-2933). The planners are available **Monday through Friday from 8:00 a.m. to 7:00 p.m., Central Time.**

Print this page and keep it handy to remember these tips throughout the year.

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What About the Rest of the Year?



Accolade — Benefit Advocacy Services to Get the Most From Your Medical Plan (Group Medical Plans administered by BCBSIL)

A Health Assistant can:

- Answer questions about benefits and health care providers
- Help resolve billing disputes and claim-related issues
- Provide administrative support (e.g., ID cards, Explanation of Benefits, locating an in-network provider, etc.)
- Assist you with upcoming inpatient/outpatient treatment

Call **1-844-287-3859**, Monday through Friday, 8:00 a.m. to 8:00 p.m., Central Time. Use your Accolade mobile app or connect online at <https://member.accolade.com/>.

Accolade can also assist with any additional questions you may have on:

- Sword Health – virtual physical therapy; available only to 3E PPO (HRA) Plan participants.
- Rx Saving Solutions – prescription savings
- SurgeryPlus – savings on specific surgeries. New this year: All bariatric surgeries must go through SurgeryPlus.
- 2nd.MD – expert second opinion



Manage Your 401(k) Savings Plan Account Year-Round

Manage your 401(k) Savings Plan account anytime from anywhere you have internet access by logging on at www.vanguard.com/retirementplans. You can:

- Check your current 401(k) Savings Plan balance
- Change your contribution rate, future investment allocation, and/or current asset allocation
- Monitor your 401(k) Savings Plan investment performance
- Review your contribution elections. You're now able to choose separate elections for your regular biweekly paycheck and annual incentive payment (if eligible).

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