



2024 EY Group Health Plan Summary of Material Modifications

The following is a Summary of Material Modifications (SMM) to the EY Group Health Plan, which is an employee benefit under a law known as ERISA. It constitutes an addendum to the Summary Plan Descriptions (SPDs) of the EY Group Health Plan, which are available online through the **Better You** site at <http://digital.alight.com/ey> (or go to **Better You** through the **EY intranet** when you're logged in to the EY network).

You can also request copies free of charge by calling the **Better You Benefits Center** at **+1 877 339 1239**. Representatives are available Monday through Friday, from 9:00 a.m. to 6:00 p.m. Eastern time.

What's new effective January 1, 2024

Price Tag changes

As people return to getting the necessary health care services that were put off during the pandemic, claims are rising. That means to continue providing comprehensive health coverage options in a sustainable way, 2024 Price Tags are increasing for Medical and Dental coverage. As in prior years, EY shares in these higher costs increases, and continues to absorb a significant portion of them to lessen the impact to you.

Review the 2024 Price Tags and the **Better You** site for your costs. Note that special Price Tags apply to participants on LTD for two years or more.

Note: As you're enrolling online, Price Tags will be shown as both annual and per-pay period amounts. (Most Partners/Principals have monthly deductions.) The 2024 per-pay period amounts will be calculated on a bi-weekly (26 times) basis for Staff.

Higher deductible for the first covered family member in the \$2,500 Deductible Plan

The \$2,500 deductible under the \$2,500 Deductible medical option applies to **individual** coverage. If you cover dependents, the annual **family** deductible remains \$5,000, but the deductible that the **first covered family member** must reach is increasing to \$3,200. This is due to IRS-imposed increases to minimum deductibles for family coverage for high-deductible health plans in 2024.

Eligible HCRA expenses under the \$2,500 Deductible Plan

If you are contributing to the Health Care Reimbursement Account (HCRA) under the \$2,500 Deductible Plan, reimbursement from the HCRA is limited to certain types of expenses (dental and/or vision only) until you meet your Medical Plan's deductible.

Once your Medical Plan's deductible is met, eligible medical expenses can be reimbursed from your HCRA for the remainder of the calendar year.

An increase to Health Savings Account (HSA) limits

If you enroll in the \$2,500 Deductible Plan for 2024, the Internal Revenue Service (IRS) is increasing the amount you can contribute to an HSA—which is great news as you think about your health care and retirement savings plans.

You can contribute up to \$4,150 (a \$300 increase) for individual coverage, and \$8,300 (a \$550 increase) for all other coverage levels. The catch-up contribution for individuals age 55 or older, or who will be age 55 by December 31, 2024, remains at \$1,000 for 2024.

If you contribute the maximum 2023 amount and make no changes to your contribution amount for 2024, your maximum contribution amount will automatically default to the new limits.

Reimbursement Account changes and reminders

- **Automatic default Reimbursement Account limits:** Reimbursement Account limits are typically announced by the IRS late in the calendar year. If you choose to contribute the maximum amount(s) to your Reimbursement Account(s) for 2024, your maximum contribution amount(s) will automatically default to any new limits that might apply.
- **Health Care Reimbursement Account rollover amounts:** Unlike HSA money, your Health Care Reimbursement Account (and Limited-Use Health Care Reimbursement Account) money is primarily “use it or lose it.” Any funds in your account left over from 2023, up to \$610, will automatically roll over for use in 2024 provided you enroll in the account for 2024. Any amount over \$610 will be forfeited.
- **Dependent Care Reimbursement Account rollover amounts:** Your Dependent Care Reimbursement Account is “use it or lose it.” Any unused funds in your Dependent Care Reimbursement Account at the end of 2023 are not eligible to roll over in to 2024.

New Medical Plan carrier in Hawaii: HMSA

The Medical Plan carrier for Staff located in Hawaii is changing from UHC-Hawaii to HMSA.

Staff who are enrolled in UHC-Hawaii today and don’t make a Medical Plan election for 2024 will be automatically transitioned to HMSA in 2024 at 2024 Price Tags.

EY Partners in Hawaii will also have HMSA available as an option (replacing UHC-Hawaii). If no election is made for 2024, they will default to their current election, if available, or HMSA if the previous election was the UHC-Hawaii option.

HMSA offers comprehensive medical coverage. If you live in Hawaii and this applies to you, additional information about HMSA will be available when you enroll through the **Better You site**.

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