

To: All Benefits-Eligible New Hires – AKA and AKAD
From: Asahi Kasei Benefits
RE: 2024 New Hire Benefits Enrollment

Welcome to Asahi Kasei! As a newly hired employee, it's time to enroll in your Health & Welfare benefits.

Company-paid benefits, such as the Employee Assistance Program (EAP), basic life and accidental death & dismemberment insurance, as well as disability benefits begin on your date of hire. All other benefits, if elected, begin on the first of the month following date of hire unless your hire date is on the first day of a month in which case they will begin on date of hire.

Please review the attached Benefits Overview Guide. It describes the benefits available to you.

How do I enroll?

1. You enroll through Workday; you should see a task in your Workday inbox for benefits enrollment.

What are my benefit options?

Medical

Blue Cross Blue Shield of North Carolina is the administrator of our **medical** plan options. All medical plan options include prescription drug coverage.

You can enroll in:

1. The Preferred Provider Organization (PPO) Enhanced Plan.
2. The Preferred Provider Organization (PPO) Core Plan.
3. The Preferred Provider Organization (PPO) Basic Plan.
4. The High Deductible Health Plan (HDHP).
 - If you enroll in the HDHP you can also choose to set aside pre-tax dollars into a Health Savings Account. The company will make a matching contribution to the account on your behalf of up to \$500 for employee only or \$1,000 for all other coverage tiers.
 - As a mid-year new hire, if you enroll in the HDHP you will also receive a \$1,000 employer wellness contribution to the Health Savings Account (for the year in which you are hired).
 - *If hired before July 1st, you will be subject to the same wellness plan requirements for the next year as existing employees (example: you are hired June 1st, 2024, you automatically receive the \$1,000 contribution to your HSA for 2024 but will be subject to meeting the same wellness plan requirements as all existing employees to receive the \$1,000 employer contribution for 2025.)*
 - *If hired on or after July 1st, you will be grandfathered and automatically receive the \$1,000 employer contribution to your HSA for the next year (example: you are hired July 25th, 2024, you automatically receive the \$1,000 employer contribution to your HSA for 2024 and 2025).*
5. You also have the option of waiving coverage under the medical plan.

The per pay deduction amounts for medical coverage are listed below.

	Enhanced		Core		Basic		HDHP
	Non-Wellness	Wellness	Non-Wellness	Wellness	Non-Wellness	Wellness	
Employee Only	\$190.92	\$155.47	\$102.64	\$68.43	\$31.03	\$8.42	\$34.74
Employee +Child(ren)	\$357.02	\$290.75	\$191.94	\$127.96	\$58.03	\$15.74	\$64.98
Employee + Spouse	\$420.02	\$342.05	\$225.82	\$150.54	\$68.28	\$18.52	\$76.44
Family	\$577.13	\$470.67	\$307.93	\$205.29	\$93.10	\$25.26	\$104.23

- *As a mid-year hire, you will automatically be eligible for the wellness rates above*
 - *If hired prior to July 1st, wellness requirements must be met to be eligible (example: you are hired June 1st, 2024, you are automatically eligible for the wellness rates above for 2024 but will be subject to meeting the same requirements as existing employees to be eligible for the wellness rates in 2025).*
 - *If hired on or after July 1st, you will be automatically be eligible for the wellness rates for the next year as well as the current year in which you were hired (example: you are hired July 25th, 2024, you are automatically eligible for the wellness rates above for 2024 and will be automatically eligible for the wellness rates in 2025).*

Dental

Delta Dental of North Carolina is the administrator of our **dental** plan. There is one plan option to choose from. The per pay deduction amounts are listed below.

Employee Only	Employee + Child(ren)	Employee + Spouse	Family
\$4.43	\$8.28	\$9.74	\$14.90

Vision

EyeMed is our vision insurer. The per pay deduction amounts are listed below.

Employee Only	Family
\$0.54	\$1.50

Voluntary Life

The company provides a basic life benefit at no cost to you! You have the option to purchase additional life coverage under the **voluntary life** plan. You can elect coverage on yourself, your spouse or your child(ren).

Employee	Spouse	Child(ren)
Increments of \$25,000 to a maximum of 5x salary or \$750,000, whichever is less	Increments of \$25,000 to a maximum of 50% of employee election	Increments of \$10,000 to a maximum of \$50,000

- You must elect coverage on yourself in order to cover any dependents.
- The spouse or child amount cannot be more than 50% of the employee’s benefit amount.

The cost of coverage is based on your age. Rates can be found in the Benefits Overview Guide or on Workday when enrolling.

As a new hire, you can elect up to \$500,000 on yourself, \$50,000 on your spouse and \$50,000 on your child(ren) without providing Evidence of Insurability. If you decline this coverage as a new hire and elect the benefit later during annual enrollment, you will be required to provide Evidence of Insurability and coverage will not go into effect until approved by the carrier.

Voluntary AD&D

You also have the option to purchase additional **voluntary AD&D coverage**. You can elect coverage on yourself and your family. The per pay deduction amounts are listed below.

Employee Only Coverage				
Increments of \$50,000 to a maximum of \$500,000 at a cost of \$0.03/\$1,000				
Family Coverage				
Increments below all at a cost of \$0.048/\$1,000				
\$50,000 employee \$25,000 spouse \$5,000 child	\$100,000 employee \$50,000 spouse \$10,000 child	\$150,000 employee \$75,000 spouse \$15,000 child	\$200,000 employee \$100,000 spouse \$20,000 child	\$250,000 employee \$125,000 spouse \$25,000 child
\$300,000 employee \$150,000 spouse \$30,000 child	\$350,000 employee \$175,000 spouse \$35,000 child	\$400,000 employee \$200,000 spouse \$40,000 child	\$450,000 employee \$225,000 spouse \$45,000 child	\$500,000 employee \$250,000 spouse \$50,000 child

Legal Shield & Identity Theft

We offer the added benefit of **Legal Shield & Identify Theft**. The Legal Shield benefit is designed to meet the legal needs encountered by employees and their families. The Identity Theft benefit covers all areas of Identity Theft; criminal and financial. The per pay deduction amounts are listed below.

Legal Shield only	Legal Shield & IDShield	Legal Shield & IDShield + Minors	IDShield only	IDShield (Family) only
\$7.36	\$11.95	\$12.42	\$5.98	\$6.44

For employees in New York:

NY – Legal Shield only	NY - Legal Shield & IDShield	NY - Legal Shield & IDShield + Minors	IDShield only	IDShield (Family) only
\$6.44	\$11.03	\$11.49	\$5.98	\$6.44

Note: If you wish to enroll your eligible dependents in the Legal Shield benefit, please enroll in Workday and then contact Legal Shield directly after they have sent you an enrollment packet to add your spouse, children, etc.

Flexible Spending Accounts

You have the choice to enroll in the health care and/or dependent care **Flexible Spending Accounts** (FSA) administered by Flores & Associates. These accounts allow you to deduct money from your paycheck, pre-tax, to be used for health care and dependent (day) care expenses. You can set aside up to \$3,200 per year in the health care FSA and \$5,000 in the dependent care FSA.

Questions? Contact Asahi-Benefits@ak-america.com