



Rimini Street®

2024 Annual Enrollment

TAKE ACTION NOVEMBER 1 TO NOVEMBER 14!

What's New for 2024

Rimini Street continues to evaluate the benefits available to provide you with the best benefits at competitive rates. Take a look at the changes you will see in the new plan year.

- Medical HSA plan deductible increase from \$3,000 to \$3,200.
- Dental carrier change to MetLife.
- VSP vision benefits change: frame allowance increased to \$200 (from \$150) and contact lens allowance increased to \$200 (from \$130).
- IRS Health Savings Account (HSA) contributions increased to \$4,150 for individual and \$8,300 for family.

Before You Enroll, Ask Yourself...

1. **Have your benefit needs changed?** Your needs may change from year to year. Review your options to ensure you're still in the right plans for your life situation.
2. **Can your benefits save you money?** You may think about your benefit choices once a year, but the financial impact can last much longer. Take the time to understand how much you will pay out of your paycheck for your core plans (medical, dental, and vision) versus how much you use them. Also make sure you are aware of the tax-saving and cost-saving opportunities available to you.
3. **Want to enhance your benefits portfolio?** Customize your benefits package by considering the voluntary options available to you.

Your Annual Enrollment Checklist

- ☐ **Passive Enrollment:** If you do not make changes to your benefits, your current benefit elections will automatically roll over to the next plan year, except for Health Savings Account (HSA), Flexible Spending Accounts (FSAs), and Commuter benefits, which must be elected each year.
- ☐ **Dental:** Your previous dental elections will not carryover as we have a new vendor. You must re-enroll in Dental benefits.
- ☐ **Learn** about your 2024 benefit options by reviewing the 2024 Benefits Guide.
- ☐ **Review** your current coverage to determine if you need to make changes for the coming year. Make sure all dependents are checked and covered in all elections.
- ☐ **Re-elect** Health Savings Account (HSA) and Flexible Spending Accounts (FSAs) during Annual Enrollment to participate in 2024. FSA and HSA contributions amounts do not roll over.
- ☐ **Verify** your beneficiary elections and update them if your wishes have changed.
- ☐ **Enroll** through Workday Inbox via Okta.
- ☐ **Questions?** Visit <https://riministreet.com/benefits/>, or please reach out to Benefits at benefits@riministreet.com.

YOUR COST FOR COVERAGE

Your monthly costs* for health coverage are listed here.

Benefit	Employee Only	Employee + Spouse**	Employee + Child(ren)	Employee + Family
Medical				
Kaiser (CA only)	\$0.00	\$462.26	\$374.51	\$814.97
United Health Care HSA	\$0.00	\$355.87	\$183.72	\$745.53
United Health Care PPO 250-80/60	\$0.00	\$720.57	\$479.46	\$1,260.84
United Health Care PPO 1500-80/50	\$0.00	\$524.30	\$320.48	\$986.11
Dental				
MetLife Dental PPO	\$0.00	\$20.27	\$25.89	\$45.11
Vision				
VSP Vision	\$0.00	\$4.81	\$4.94	\$11.98

Rimini Street will contribute to your Health Savings Account (HSA) at the beginning of the year, \$1,500 for single and \$2,500 for family.

**Premium contributions are deducted from your paycheck on a pre-tax basis unless otherwise requested by you in writing.*

***"Spouse" can also refer to Domestic Partner.*

Attend an Educational Benefits Webinar

Date	Time	URL
11/1	8am - 9am PST	Zoom Meeting Link
11/2	1pm - 2pm PST	Zoom Meeting Link

You will be receiving an email invitation for Carrier Spotlights during Open Enrollment: 30 minutes to learn about specific benefits offered by Rimini Street

Time to Enroll

Enroll in or make changes to your benefits online through Workday Inbox via Okta and following the steps to enroll. To make changes to your 401(k) contributions, login into Fidelity at www.netbenefits.fidelity.com