

# WHAT YOU NEED TO KNOW

## FOR THE NOVEMBER 2023 BENEFITS OPEN ENROLLMENT

**Open enrollment is November 1 – November 15, 2023.** This open enrollment will allow you to pick the benefits you'll have from January 1 – December 31, 2024. From this time on, the Hertz benefits will be on a consistent, calendar year cycle. This means all benefit programs will begin to function on a calendar year cycle, including things like deductibles, frame allowances, etc.



### RATES

You can reference the premiums you will be paying for calendar year 2024 in the 2023/2024 Benefits Guide or in the benefits enrollment system. Both can be accessed at [hertzbenefits.com](https://hertzbenefits.com). The only rates that will be increasing for calendar year 2024 will be the vision rates, which have not had an increase in over three years. All other premiums are remaining the same from July 1, 2023 – December 31, 2024, unless you have an increase due to age or salary.



### MEDICAL PLANS

The three medical plan options will remain as they are, with the same per paycheck costs, for calendar year 2024. If you make no changes, you will stay in the plan you currently have elected.

- PPO Medical Plan – this plan has the lowest deductible, but the highest per paycheck cost. It can pair with a flexible spending account.
- CoPay Medical Plan – this plan is a low cost, high quality medical plan with copayments for office visits and prescriptions. It can pair with a flexible spending account.
- CDHP with HSA Medical Plan - this plan comes with a health savings account that Hertz will contribute to on your behalf. The Hertz contributions will occur twice each year in January and July. The amount each time will be \$250 if you have employee only coverage and \$500 if you have employee plus dependent(s) coverage. You will need to elect your own HSA contribution for the 2024 calendar year during the November open enrollment.

**IMPORTANT TO NOTE:** If you are currently enrolled in the CDHP with HSA medical plan and you remain enrolled in that plan for calendar year 2024, the deductible will include a carry-over credit. This means any part of the deductible that you meet between July 1 – December 31, 2023, will be treated as a credit towards meeting your deductible during 2024. For this carry-over credit to happen, you must remain in the CDHP with HSA medical plan from July 1, 2023 – December 31, 2024. This is a one-time occurrence due to the calendar year transition.



### DENTAL AND VISION PLANS

Our dental plans will remain the same for 2024. The vision plans will also remain the same, but with a minor cost increase for 2024.



### FLEXIBLE SPENDING ACCOUNT

If you do not enroll in the health care or dependent care flexible spending account during the November open enrollment, these deductions will cease as of December 31, 2023 and you will not have an account for calendar year 2024.



### HEALTH SAVINGS ACCOUNT

If you elect the CDHP with HSA Medical Plan, you will need to elect your own HSA contribution for the 2024 calendar year during the November open enrollment.

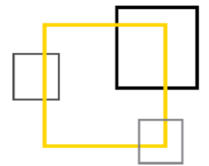


### WELLNESS REWARD PROGRAM

If you are currently receiving the Wellness Reward premium credit, you will continue to do so for calendar year 2024. Only newly hired or newly enrolled medical plan participants may begin to receive the reward during the upcoming calendar year.

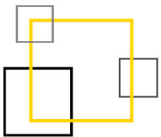
In order to receive the Wellness Reward premium credit for calendar year 2025, medical plan participants must receive an adult annual physical between January 1 – December 31, 2024.

Look for additional details on the Hertz benefits website.



**DON'T FORGET TO ACCESS THE HERTZ BENEFIT ENROLLMENT SYSTEM AT [HERTZBENEFITS.COM](https://www.hertzbenefits.com) BETWEEN NOVEMBER 1 — NOVEMBER 15, 2023 TO REVIEW AND CONFIRM YOUR BENEFIT ELECTIONS FOR THE UPCOMING 2024 CALENDAR YEAR.**

- Be sure to confirm your beneficiaries and your dependent information.
- Printing or saving a copy of your benefit election summary is always recommended.
- You can reach a Hertz Benefits Specialist by calling 800-654-3373 and selecting Option #3 for help or to complete your enrollment over the telephone.
- New medical/Rx identification cards will be mailed out to all medical plan participants in late December. Please be sure to use the new cards, beginning on January 1, 2024, due to new OptumRx information. Vision and dental ID cards can be printed from the insurance carrier websites at any time.



**CHECK OUT THE VIRTUAL BENEFITS FAIR**  
**FROM**  
**OCTOBER 15 – NOVEMBER 15, 2023**  
**AT**  
**[WWW.BENEFITSJOURNEYHERTZ.COM](https://www.benefitsjourneyhertz.com)**