



WHAT YOU NEED TO KNOW

FOR THE NOVEMBER 2023 BENEFITS OPEN ENROLLMENT

AGENDA

- Open Enrollment in 2023
- Benefits Basics
- Wellness Reward Updates
- What You Need to Do & Open Enrollment Resources
- Don't Forget!

OPEN ENROLLMENT IN 2023

OPEN ENROLLMENTS IN 2023



CALENDAR YEAR TRANSITION

- Until now the Hertz annual open enrollment has typically taken place in May, so changes could run from July 1 – June 30 each year
- This timing has often created challenges for both Hertz and employees
 - Most government regulations run on a calendar year
 - Most other employers run their benefit plans on a calendar year – making it difficult for employees who need to make decisions based on their spouse/partners open enrollment timing



OPEN ENROLLMENT IN 2023

There have been two benefits open enrollments in 2023 to transition the Hertz benefit plans to a calendar year cycle:

- ✓ **May 1 – 15**  for benefits effective from July 1 – December 31, 2023 - **COMPLETED**
- **Nov 1 – 15**  for benefits effective from January 1 – December 31, 2024

Effective with the November 2023 Open Enrollment, the Hertz benefit programs will all be on a calendar year cycle and our annual open enrollments will all occur at approximately this same time each year.



More Information

More information, including a schedule of open enrollment information sessions (via Teams) will be added to the 2023 open enrollment page for both the May and November open enrollment events. You can access the page by scanning this QR code or going to hertzbenefits.com/benefits-enrollment.

BENEFITS BASICS

BENEFITS BASICS - Dependent Eligibility & Verification

Under the Hertz benefit plans, your eligible dependents are:

- Your legal spouse or domestic partner
- Child(ren) up to age 26 – Natural, adopted, foster, and stepchildren
- Children over age 26 who are not capable of self support due to a physical or mental handicap that began before age 26

If you are newly enrolling any eligible dependents during open enrollment:

- You will need to upload documentation, such as a birth certificate, marriage license, etc, that supports their eligibility
- If you fail to provide documentation, coverage won't be activated for the dependents



BENEFITS BASICS - Medical Plans

WHAT YOU SHOULD KNOW ABOUT THE MEDICAL PLANS

- You can select from three medical plan options, each with different deductibles, copayments, coinsurance and per paycheck costs
- All plans utilize the same medical provider network – United Healthcare Choice Plus
- All medical plans are bundled with OptumRx prescription coverage
- Each also provides access to the Teladoc program for virtual general and behavioral health care
- **New** Medical/Rx identification cards will be sent out to all participants in the medical plans in late December
- Be sure to use the new ID cards beginning January 1st due to new Rx information



BENEFITS BASICS – Medical Plans

WHAT YOU SHOULD KNOW ABOUT THE MEDICAL PLANS

PPO Plan is:

- Predictable copayments for office visits and prescriptions
- Lowest deductible, but highest per paycheck premium
- Has an “Embedded Deductible” which means each family member has their own \$750 individual deductible and the insurance will begin to pay for that person once it is met
- Any combination of family members can meet the \$3000 family deductible, which then satisfies it for all the family members for that plan year
- A flexible spending account can be enrolled in as a complement to this medical plan

	PPO PLAN	
	IN-NETWORK	OUT-OF-NETWORK
	EMBEDDED DEDUCTIBLE	
Hertz HSA Funding		
Individual	Not available	
Employee + 1	Not available	
Family	Not available	
Deductible		
Individual	\$750	\$3,000
Employee + 1	\$1,500	\$6,000
Family	\$3,000	\$12,000
Out-of-pocket Maximum		
Individual	\$4,000	N/A
Employee + 1	\$8,000	N/A
Family	\$12,000	N/A
Benefits		
PCP office visit	\$35 copay	50% after deductible
Specialist office visit	\$50 copay	50% after deductible
Emergency Room	\$250 copay and 80% after deductible	
Other services	80% after deductible	50% after deductible



BENEFITS BASICS – Medical Plans

Copay Plan is:

- Low cost, high quality medical plan
- Predictable copayments for office visits and prescriptions
- Highest deductible/lowest per paycheck premium
- Has an “Embedded Deductible” which means each family member has their own \$4500 individual deductible and the insurance will begin to pay for that person once it is met
- Any combination of family members can meet the \$9000 family deductible, which then satisfies it for all the family members for that plan year
- A flexible spending account can be enrolled in as a complement to this medical plan

	COPAY PLAN	
	IN-NETWORK	OUT-OF-NETWORK
	EMBEDDED DEDUCTIBLE	
Hertz HSA Funding		
Individual	Not available	
Employee + 1	Not available	
Family	Not available	
Deductible		
Individual	\$4,500	\$9,000
Employee + 1	\$9,000	\$18,000
Family	\$9,000	\$18,000
Out-of-pocket Maximum		
Individual	\$6,550	\$13,100
Employee + 1	\$13,100	\$26,200
Family	\$13,100	\$26,200
Benefits		
PCP office visit	\$40 copay	50% after deductible
Specialist office visit	\$80 copay	50% after deductible
Emergency Room	\$300 copay	
Other services	70% after deductible	50% after deductible



BENEFITS BASICS – Medical Plans

WHAT YOU SHOULD KNOW ABOUT THE MEDICAL PLANS

CDHP w/HSA Plan

- This plan falls in the middle of the three options from a per paycheck deduction perspective and has a reasonable deductible
- This plan has a “True Family Deductible” meaning at least one person or combination of family members must meet the family deductible of \$4800 before the insurance will begin to pay
- The plan also comes with Hertz contributions into a health savings account. Each Hertz contribution is \$250 for employee only coverage and \$500 for employee plus/family coverage. This is provided twice each year.
- The 2024 Hertz HSA contributions will be deposited as soon as administratively possible in both January and July
- Enrollment in the HSA is **not** automatic. You must actively enroll in the HSA plan to receive the Hertz contribution, even if your personal contribution is \$0
- If you do not already have a health savings account from a prior year, one will be opened for you to be able to deposit the Hertz contributions. An Optum Bank debit card will be sent to you for this account.

	CDHP WITH HSA	
	IN-NETWORK	OUT-OF-NETWORK
	TRUE FAMILY DEDUCTIBLE	
Hertz HSA Funding		
Individual	\$250 deposited in January & July	
Employee + 1	\$500 deposited in January & July	
Family	\$500 deposited in January & July	
Deductible		
Individual	\$2,400	\$4,800
Employee + 1	\$4,800 maximum	\$9,600 maximum
Family	\$4,800 maximum	\$9,600 maximum
Out-of-pocket Maximum		
Individual	\$4,000	\$8,000
Employee + 1	\$8,000	\$16,000
Family	\$8,000	\$16,000
Benefits		
PCP office visit	\$30 copay after deductible	50% after deductible
Specialist office visit	\$50 copay after deductible	50% after deductible
Emergency Room	After deductible, \$250 copay and 80%	
Other services	80% after deductible	50% after deductible



BENEFITS BASICS – Health Savings Accounts (HSA)

HEALTH SAVINGS ACCOUNT (HSA)

- If you enroll in the CDHP w/HSA medical plan, you may be eligible to enroll in a Health Savings Account (HSA) with Optum Bank*
- Reminder -> Enrollment in the HSA is not automatic. You must actively enroll in the HSA plan to receive the Hertz contribution, even if your personal contribution is \$0
- If you're age 55 or older (or will turn age 55 during the plan year), you can also make additional "catch-up" contributions of up to \$1,000 to your HSA
- You can only pay children's or domestic partner's health care expenses with your HSA if you claim them as a dependent on your federal tax return

2024 HSA Contribution Limits

Employee Only Coverage	\$4,150
Employee Plus/Family	\$8,300

*The Hertz **contribution** must be deducted from the total annual limit above to determine your personal allowable annual contribution*

*You **cannot** contribute to an HSA if:

- You're covered by a second medical plan (i.e., your spouse or parents' plan), unless it qualifies as an IRS qualified high deductible plan
- You're enrolled in Medicare or a veteran's medical plan
- You're claimed as a dependent on someone else's federal tax return (except your spouse)
- You or your spouse participates in a Full Purpose Health Care Flexible Spending Account
- Have a P.O. Box as your mailing address, unless you provide proof of a physical address



BENEFITS BASICS – Medical Plans

IMPORTANT INFORMATION - Specific to Current Participants in the CDHP w/HSA Medical Plan

- If you enrolled in the new CDHP w/HSA plan, beginning July 1, 2023, the deductible will include a carry-over credit into calendar year 2024. 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 the January 1 – December 31, 2024 plan year
- For the carry-over credit to occur, [you must remain in the CDHP w/HSA plan from July 1, 2023 – December 31, 2024](#)
- There is a special IRS rule regarding the CDHP plan deductible during this calendar year transition that requires we multiply the regular deductible to match the length of the entire 2023/2024 plan year
- This is to help lessen the impact of the IRS rule for the full deductible having to be met in the shorter 6-month period between July 1 – December 31, 2023

HOW THE MEDICAL PLAN DEDUCTIBLES WORK FOR THE CALENDAR YEAR TRANSITION

	July 1, 2023 - December 31, 2024 (18 months)		
	July 1, 2023 - December 31, 2023 (6 months)	January 1, 2024 - December 31, 2024 (12 months)	
PPO Plan	\$750	\$750	Total \$1500
CDHP w/HSA Plan	\$2,400	\$2400 (minus credit from prior 6 months)	Total \$2400
Co-Pay Plan	\$4,500	\$4,500	Total \$9000



BENEFITS BASICS - Flexible Spending Accounts (FSA)

Flexible Spending Accounts (FSA) let you set aside tax-free money into an account that you can use to pay for eligible health care or dependent care expenses.

Those who are enrolled in the PPO Plan, the CoPay Plan or not enrolled in a Hertz Medical plan at all, can elect a healthcare FSA. Healthcare FSA covers copays, deductibles, coinsurance, prescriptions, dental care, eye exams and other eligible health care expenses.

Dependent care FSAs cover childcare expenses while you are at work for children under age 13 or other dependents who are incapable of self-care. The Dependent care FSA is also available to participants in the CDHP w/HSA medical plan

Here's how the FSAs work:

- You set aside pre-tax money through payroll deductions up to the annual IRS limits
- Your November Open Enrollment election will be for the 2024 calendar/plan year
- You can't change your contribution during the year unless you experience a qualifying life event
- The 2024 annual IRS limits are:
 - HCFSA limit: \$3,200 (this is pending official IRS confirmation)
 - DCFSA limit: \$5,000 individually, or up to \$2,500 if married and filing separately

REMINDER: THE HERTZ FSA HAS A "GRACE PERIOD" OF 45 DAYS FROM THE END OF THE PLAN YEAR TO USE THE MONEY YOU HAVE CONTRIBUTED OR IT WILL BE FORFEITED. THIS IS THE FSA "USE IT OR LOSE IT" ASPECT.



BENEFITS BASICS - Dental & Vision Coverage

There are no changes to the Dental plans for 2024

Hertz offers three dental plan options with Cigna:

- DHMO (Dental Health Maintenance Organization)
 - In-network only; includes orthodontia benefits for adults and children up to age 19
 - Be sure to check if your dentist is included in the network before selecting this option
- Plan B (PPO)
 - Includes orthodontia benefits for children up to age 19
 - Includes Basic and Major Restorative
- Plan C (PPO)
 - Diagnostic and preventive care only

There will be no changes to the Vision plans for 2024, except for a small cost increase, which is the first time it has increased in over 3 years.

EyeMed's Access network — vision benefits include:

- Exam and lenses or contact lenses every year
- Frames every two years
- Copays and discounts on amounts not covered



The identification cards for these programs can be downloaded/printed from the carrier's website. They are not typically mailed to homes.



BENEFITS BASICS - Life Insurance & Disability

The life insurance and disability plans will remain the same, for 2024, with no plan or cost changes

- Basic Life Insurance - provided by Hertz at no cost to you, 1x your annual base pay, up to a max of \$1.5 mil
- Supplemental Life/AD&D Insurance – employee paid, you can elect additional life insurance or accidental death & dismemberment coverage for yourself and your eligible dependents
- Short-Term Disability (STD) – Hertz paid, protects part of your income in the event of short-term illness, pregnancy, or an injury that occurred away from work for up to 26 weeks
- Some work locations, including CA, NY, HI, RI & NJ, provide a state sponsored disability program (if you live in one of these locations, you may need to initiate both a Hertz and a state disability claim to receive your full benefit)
- Long-Term Disability (LTD) – Employee paid, provides a percentage of basic monthly income in the event an extended illness or injury prevents you from working after 26 weeks of total disability
 - 50% of your monthly base pay up to a maximum of \$13,000
 - 60% of your monthly base pay up to a maximum of \$16,000
 - Two options to pay for LTD
 - Pre-Tax Dollars – Your premiums are done pre-tax, and your benefit amount will be taxed when you receive it
 - After-Tax Dollars – You pay tax on your premiums and no tax on your benefit amount



WHAT IS EVIDENCE OF INSURABILITY?

EVIDENCE OF INSURABILITY (EOI) IS WHEN YOU PROVIDE PROOF OF GOOD HEALTH TO THE INSURANCE COMPANY WHEN APPLYING FOR COVERAGE.



BENEFITS BASICS - Voluntary Benefits

- Voluntary benefits are meant to complement your core benefit elections, not replace them
- Be sure to consider your entire financial commitment when enrolling in both core and voluntary benefits
- Hertz enables enrollment in and payroll deduction for the following:
 - MetLife Legal Plans give you and your eligible dependents access to a nationwide network of attorneys who can help with a variety of legal-related matters
 - Accident, critical illness and hospital indemnity through The Hartford provide an extra level of coverage, in addition to your medical plan, for you and your enrolled family members
 - Enjoy peace of mind, financial reassurance, and time-saving expertise with a comprehensive identity protection plan from Allstate Identity Protection Pro Plus.



WELLNESS REWARD UPDATES

WELLNESS REWARD 2024

- If you are already getting the Wellness Reward premium credit, the reward will continue to be grandfathered for you until December 31, 2024. This is based on your most recent annual physical
- The grandfathering also applies to your spouse/domestic partner
- If you are newly hired, just becoming benefits-eligible or have newly enrolled in one of the Hertz medical plans as of January 1st, you will be able to complete an attestation of having had an adult annual physical during calendar year 2023
- You must complete the attestation within 60 days of becoming eligible by contacting a Hertz Benefits Specialist at 800-654-3373 Option #3. You will be asked to provide some details of the annual physical at that time

IMPORTANT UPDATE -- Beginning January 1, 2024

- You and your spouse/domestic partner will need to complete an adult annual physical between the dates of January 1 – December 31, 2024
- By doing so, you will be eligible to receive the Wellness Reward premium credit for calendar year 2025
- The purpose of the annual physical requirement is to encourage everyone to establish an ongoing relationship with a primary care provider and have regular comprehensive screenings, such as the actual physical examination, relevant blood tests, cancer screenings, etc. Because of this, wellness checks from places such as the CVS Minute Clinic, will no longer be accepted for the Wellness Reward Credit
- We encourage you to complete the annual physical requirement well in advance of the deadline, as the premium credit will not appear on your paycheck until the medical claim from your physician is processed through the UMR insurance process. This can typically take 2 – 3 weeks to occur



WHAT YOU NEED TO DO
&
OPEN ENROLLMENT RESOURCES

WHAT YOU NEED TO DO

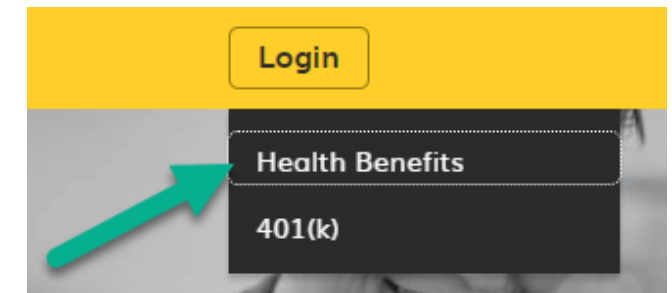
Take advantage of the many Open Enrollment Resources:

- Review the 2023/2024 Benefits Guide
- Visit the Virtual Benefits Fair
- Read the November 2023 Open Enrollment “What You Need To Know”
- Watch the November 2023 Open Enrollment informational video
- Review all the information that is available on www.hertzbenefits.com
- Talk to Sophia, the virtual assistant available within the benefits enrollment system



Once you feel comfortable with making your benefit decisions for calendar year 2024:

- Access the benefit enrollment system between **November 1 – 15** to review, update or change your benefit elections
- Be sure to confirm your beneficiaries and dependent information, especially if you have had any changes recently
- Go to www.hertzbenefits.com, then to Log In -> Health Benefits
- If you are registering for the first time? Enter ‘Hertz’ as the Company Key
- You will need your Employee ID number, date of birth and home zip code



OPEN ENROLLMENT RESOURCES

For help enrolling or to confirm your enrollment details

- Hertz Benefit Specialist
 - 800-654-3373 Option #3
 - Available 8:00am to 8:00pm EST
 - Translators are available upon request
- For electronic versions of the open enrollment materials, including:
 - 2023/24 Benefits Guide
 - What You Need to Know flyer
 - Recorded Info Session
 - And more



Hertz Benefits Team

- HRBenefits@hertz.com

Union Benefits Manager*

- jlehenbauer@hertz.com

*Employees may have a combination of Hertz and/or Union benefits eligibility

To update your beneficiary for the 401(k) Plan

- Fidelity
- 800-835-5095
- Available 8:00am to 8:00pm EST
- www.netbenefits.com



- Visit the Virtual Benefits Fair between October 15th – November 15th to learn about all your benefits and enter for lots of prizes at www.benefitsjourneyhertz.com
- Complete your open enrollment elections between November 1st – 15th for your calendar year 2024 benefits at www.hertzbenefits.com
- If you don't complete the enrollment process, between November 1st – 15th, everything will carry over except for Health Savings Account or Flexible Spending Account elections. Those need to be re-elected each year per IRS regulations.

Disclaimer

- Your employment classification, work location or if you are covered by a collective bargaining agreement may impact the benefits which apply to you
- If there is any discrepancy between the information provided in this presentation and the official plan documents, the official plan documents, as interpreted by the plan administrator, will govern
- The Hertz Corporation reserves the right and discretion to interpret the terms of its benefit plans and to amend or terminate the plans at any time
- There may be benefit program changes, additions, and terminations made throughout the year