



US AFFILIATES

2024 DENSO Benefits Changes

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Open Enrollment for 2024 Benefits

It's Time to Make Your 2024 Healthcare Choices

DENSO is committed to the health and well-being of associates. We do this by maintaining a safe work environment, offering high-quality benefits and encouraging personal wellness. **Open Enrollment for 2024 DENSO healthcare benefits is October 24 - November 9.** Here is an overview of key changes.

MYDENSOBENEFITS.COM: NEW SYSTEM REQUIRES ACTIVE ENROLLMENT

DENSO has partnered with Benefitsolver, a market leader in benefits administration, to launch a custom site—myDENSObenefits.com. Starting October 24, each associate will need to create a new account with Benefitsolver. [Click here for instructions on how to register](#), or watch your local communication channels for on-site opportunities for help navigating this new, easy-to-use system.

PREMIUM GROUPS & COSTS INCREASE

Blue Cross Blue Shield of Michigan administers our healthcare plans, but DENSO benefits are self-funded. This means the company pays for all medical, dental and prescription costs that associates do not contribute. Because of rising costs, medical

premium rates will increase for all associates in 2024. This is what you pay biweekly from your paycheck depending on your health plan and family size.

- Every year, DENSO estimates our healthcare costs for the following year and determines associate contributions based on DENSO paying 2/3 of total cost.
- DENSO pays the majority of associate and family healthcare, and your associate cost share will increase through higher premium rates. DENSO pays 80% of monthly premiums on average across all plans.
- A fourth grouping will be added to our medical premiums. Instead of Associate +1, there will be an Associate + Spouse or Associate + Child(ren) option to reflect the higher cost of covering adults. On average, spouse medical/prescription cost is 55% more than an associate and three times as much as a child.
- Based on industry benchmark data, we know that our total associate benefit cost (premiums, deductibles, and co-pays) remain below most other large employers.
- OpenRoad plan deductibles and out-of-pocket maximum rates will increase to meet minimum levels set by the United States government. Other deductibles, copays and coinsurance rates remain the same.

In 2024, associates can continue to take advantage of a Healthy Horizons (HH) premium discount by completing a biometric screening and member health assessment (MHA) before November 30, 2023. Associates hired October 1, 2023 or after will automatically qualify for the 2024 Healthy Horizons premium discount.



ExpressWay



MainStreet



% Paid by Associate (DENSO pays remainder)			% Paid by Associate (DENSO pays remainder)			% (DEI)
Standard 24%	Preferred 20%	Full Biweekly Premium Cost	Standard 30%	Preferred 25% and 26%	Full Biweekly Premium Cost	Standard 16%
\$53.39	\$44.85	\$219.18	\$90.20	\$75.77	\$301.44	\$25.73
\$146.82	\$123.34	\$602.73	\$248.05	\$208.36	\$806.11	\$70.75
\$106.78	\$89.70	\$438.35	\$180.40	\$151.54	\$586.26	\$51.46
\$186.87	\$156.98	\$767.11	\$315.70	\$265.19	\$1,025.96	\$90.05

PRESCRIPTION COST MANAGEMENT

Being smart healthcare consumers is more important than ever. Due to substantial increases in prescription drug utilization and cost, the cost share for non-generic prescriptions will transition from a copay structure to a deductible-coinsurance model for associates on ExpressWay and Main Street plans. While 90% of the prescriptions covered by DENSO are generic, brand or specialty medications make up 88% of our total costs. This change shifts a greater portion of costs to those who use brand name drugs.

PROGRAM ADDITIONS & IMPROVEMENTS

- **Telemedicine: Now including mental health**
Telemedicine, provided by Blue Cross Blue Shield of Michigan, is changing its name to Virtual Care by Teladoc Health. Part of this change includes the addition of mental health visits at the \$15 copay.
- **Wellness Program: Noom**
To help associates manage weight loss goals, we are introducing a new wellness program, Noom. This will be provided at no cost to associates and eligible dependents (age 18+) enrolled in a DENSO medical plan. More details will be announced soon.

LEARN MORE & ENROLL BY NOVEMBER 9

- **Visit DENSOBenefits.com**
The Benefits information website is available to all associates and their family members at DENSOBenefits.com. A username (denso) and password (Benefits4u!) are required to view plan documents. Remember, you now make your benefit elections at myDENSObenefits.com starting October 24.
- **Read the Benefits Newsletter**
A newsletter has been mailed to all associates' home addresses. Read it now on DENSOBenefits.com.
- **Review the 2024 Benefits Guide**
- The 2024 Benefits Guide has a detailed explanation of everything DENSO Benefits has to offer you and your family. Find it on DENSOBenefits.com or get a print copy from your local HR Business Partners.
- **Direct Your Questions to the Right Source**
 - **Need system support or enrollment process help?**
Contact your local HR Business Partners

- **Questions about benefit plan options and coverage?**
Contact Benefit Advocates by phone (855-311-2115) or email (denso@benefitadvocates.net)
- **Enroll for 2024 Benefits from October 24 - November 9, 2023**
Register through our new system designed for ease of use at myDENSObenefits.com. You will need a valid email address in order to register.
- **Qualify for 2024 Healthy Horizons (HH) Preferred Premiums**
Complete a bio-screen and MHA by November 30, 2023 (if hired before October 1, 2023).

CONTACT

DENSO Benefits / www.densobenefits.com