

2023

OPEN ENROLLMENT

November 7 - 18, 2022

What's New and Changing for 2023

- ▶ Passive enrollment - You only need to complete open enrollment if you want to make changes for 2023. Your 2022 benefits will roll over.
- ▶ New plan for employees and/or their family members diagnosed with Type 2 diabetes. Call (844) 302-2821 for more information on this plan.
- ▶ New \$0 medications (not subject to the deductible) that include some drugs from the following categories:
 - Asthma
 - Diabetes - Insulin
 - Hypoglycemia
 - Opioid overuse
 - Allergic Reactions

Upcoming Early 2023: Dependent Audit

- ▶ As part of our ongoing efforts to monitor cost and affordability of our benefit plans, we want to ensure that only eligible dependents are enrolled in these programs since covering ineligible dependents increases our cost for health coverage. Therefore, in early 2023, we will be conducting a dependent eligibility verification. We will be requiring employees to provide documentation showing that their dependents are eligible to be covered under the plan.
 - Spouse - Marriage certificate AND the most recent 1040 joint tax return OR current joint financial bank statement
 - Child - Birth certificate or adoption paper work through the court or legal guardianship or custody paperwork through the court

Steps to Enroll

Login to Paycom ESS ▶ Click on the Benefits Tile ▶ 2023 Open Enrollment
Detailed benefit information is located on The Dispatch under Quick Links ▶ Employee Benefits

If you have questions please email: hrbenefits@royalamerican.com or call (850) 914-8456

****More information on deadlines and where to submit the paperwork for Dependent Audit coming soon****