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2025 Annual Enrollment Newsletter

Annual Enrollment Period: November 6, 2024 – November 20, 2024

This is the annual opportunity for associates to make changes to their benefits and to add or drop eligible dependents from coverage. Changes made at annual enrollment are effective January 1, 2025.

During this enrollment period you must enroll in medical, dental, vision, and a Flexible Spending Account (FSA) or Health Savings Account (HSA), or otherwise your coverage will not carry over to 2025. Plans will terminate on December 31, 2024.

If you do not take action during the enrollment window November 6 – 20, you will not have an opportunity to elect benefits until the next Annual Enrollment period unless you have a qualifying life event. You will continue to access all your benefits through www.88sears.com, which allows you to reach the Benefit Center for both your Health Benefits and 401(k) Savings Plan.

Annual Enrollment Communication Timeline

- 10/4 Dual Enrollment Communication
- 10/7 - AE Save the Date! Reminder to get contact information updated in MPI
- 10/10 – AE Newsletter Overview to PeopleOps
- 10/17 – AE Overview HR Leadership
- 10/17 - AE Poster released with QR Code to AE Newsletter
- 10/21 – AE Postcard Reminder
- 10/23 – AE Presentation Overview for HRGs
- 10/24 - AE Materials Posted to PeopleDock and SHS TechHub
- 10/30 - Pre-Go Live AE Starts Next Week Reminder (Businessolver)
- 11/6 - Go- Live Email (Businessolver) (Transform Comms Email/TechHub Distribution)
- 11/11 – 11/20 – AE email closing reminders
 - 11/11 - AE Email reminder closing in 9 days
 - 11/15 - AE Email reminder closing 5 days
 - 11/18 - AE Email reminder closing in 2 days
 - 11/20 - AE Email reminder closing last day

Get Informed

Live Presentations:

- 10/29 AE Presentation
 - 7am - 7:30am CST: Dial In 1-878-787-7709 Conference ID: 342 687 179#
 - [Join the meeting now](#)
 - 6:30pm - 7pm CST: Dial In 1-878-787-7709 Conference ID: 657 696 44#
 - [Join the meeting now](#)
- 10/30 AE Presentation
 - noon – 12:30pm CST: Dial In 1-878-787-7709 Conference ID: 426 332 078#
 - [Join the meeting now](#)
 - 6:30pm - 7pm CST: Dial In 1-878-787-7709 Conference ID: 421 787 548# -
 - [Join the meeting now](#)

**Recordings of live Presentations will be posted to PeopleDock

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Questions? Check-out Weekly Benefit Office Hours:

- Wednesday: 7 – 7:30am CT – Dial in +1 878-787-7709,,348991699# Phone Conference ID: 348 991 699#
 - [Join the meeting now](#)
- Thursday: 6 – 6:30pm CT – Dial in +1 878-787-7709,,298447207# Phone Conference ID: 298 447 207#
 - [Join the meeting now](#)

Vendor Presentations:

- 10/22 AON – Everyday Benefits Presentation
 - noon- 12:45pm CST Dial In 1-878-787-7709 Conference ID: 646 619 729#
 - [Join the meeting now](#)
- 10/31 MetLife – New vendor for Supplemental Medical Plans
 - noon – 1pm CT - Dial In 1-878-787-7709 Conference ID: 791 496 225#
 - [Join the meeting now](#)
- 11/5 Allstate – Whole Life and Long Term Care
 - 11am – 11:45am CST: Dial in 1-878-787 Conference ID: 278 780 758#
 - [Join the meeting now](#)
- 11/7 BCBSIL – Medical Plans
 - noon – 1:00pm CST: Dial in 1-878-787 Conference ID: 929 224 893#
 - [Join the meeting now](#)
- 11/8 Teladoc – Virtual Primary Care – New options for BCBSIL Basic and Enhanced Plan Members
 - noon – 12:45pm CST: Dial in 1-878-787 Conference ID: 648 988 205#
 - [Join the meeting now](#)

What's New and Changing

- **New Annual Enrollment Benefit eGuide Updates:** Explore Your Benefits with the 2025 Interactive Annual Enrollment eGuide and You'll be able to access the 2025 Annual Enrollment eGuide in both English and Spanish by visiting, TransformcoBenefitsGuide.com
 - **Note:** Explore the New Monthly Benefits Resource Highlights in the Lifestyle category
- **New:** The BCBS Basic Plan, Employee Only medical tier will be the only 2025 plan offering that will be priced to the ACA Safe Harbor affordability calculation
- **Changing:** The Kaiser Basic Plan, Employee Only medical tier will no longer be offered at the ACA Safe Harbor affordability calculation effective January 1, 2025
- **Changing:** The Tobacco Free Credit will transition to a Tobacco User Surcharge effective January 1, 2025. The medical pricing that appears in the portal will reflect as Tobacco Free with a surcharge applied of \$40 per month for those that attest to being a Tobacco User
- **New:** Teladoc Virtual Primary Care offering for BCBS Basic and Enhanced Plans effective January 1, 2025, **new medical ID cards** will be re-issued to all Basic and Enhanced enrollments
 - **Note:** MDLive will continue to be the Virtual Care offering for the BCBS HPN Plan in 2025
- **New and Changing:** Supplemental Medical Plans – Accident Insurance, Critical Illness and Hospital Indemnity plan design enhancements with a reduction to monthly premiums
 - **Note:** Supplemental Medical Plans administration will transition from Cigna to MetLife for 2025. If you are currently enrolled in a Cigna Supplemental Medical Plan for 2024, your enrollment will transfer to MetLife without requiring action by you. If you wish to update or discontinue your elections for 2025, you must take action and make those changes during Annual Enrollment.
 - **Accident Insurance** – increased dislocation, fracture, surgical benefits and holistic benefits

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- **Critical Illness-** Reduce recurrence separation periods, increase maximum payouts allowed; increase existing cardiac, cancer and specified disease benefits; inclusion of infectious diseases, mental health and childhood illnesses benefits
- **Hospital Indemnity** – Remove waiting periods between hospital stays for benefits to be payable, increase hospital confinement duration and include newborn benefits
- **New:** Enhancements to the MetLife Dental plan design for both Basic and Enhanced options with a slight reduction to Basic monthly premium; Puerto Rico associates will have new option that allows out of network benefits to be processed using the negotiated network fees as the maximum allowable cost
- **Increases:** to Health Savings Account (HSA) Plan Contribution Limits – Individual \$4,300 and Family \$8,550
- **Increases:** Health Savings Account (HSA) Employer Matching Contributions - Individual \$250, \$500 and \$750 and Family \$1,000 and \$1,500
 - Note:** The matching contribution will require associate participation of the minimum dollar amount in the Individual and Family category threshold noted above, with matching contributions deposited to active associate's account on a quarterly basis
- **Increases:** to Reimbursement Plan Contributions - FSA Health Care/ Limited FSA Health Care contributions, FSA carryover and Commuter Benefit amounts are reported to increase for 2025 - once the IRS confirms limits, all updates will be placed in the eGuide and enrollment portal
- **Increases:** to 401(k) Savings Plan Contributions Limits – 2025 increases pending IRS announcement
- **New:** Transform 401(k) Savings Plan Super Catch-Up - contribution opportunity in 2025 for ages 60-63. Increase your catch-up contributions from \$7,500 to \$10,000. Coming Soon – a Self-Directed Brokerage Window - Go live scheduled for March 2025

Reminders

- **Reminder:** Review the plan design for all of your elections annually to be sure the changes are acceptable and match your election expectation. The changes can include enhancements or reductions in plans design to control costs.

Please note changes to the plan design:

- Triple S Medical and Dental Plans for 2025 – Dental: benefits available effective 1/1/25 for services provided by non-network dentists and processed using negotiated network fees as maximum allowable cost Medical: plan design adjustments to control costs, see summary of benefits in the enrollment portal Reference Center
- MetLife Dental Plan enhancements for 2025
- Virtual Primary Care for BCBS Basic and Enhanced Plans via Teladoc
- **Reminder:** Dependent Tier Subsidy for medical plan elections, explore tech and non-tech eligibility within the enrollment portal
- **Reminder:** Health Savings Account (HSA) Employer Matching Contributions - Individual \$250, \$500 and \$750, and Family \$1,000 and \$1500
 - Note:** The matching contribution will require associate participation of the minimum dollar amount (Individual \$250, \$500 or \$750 and Family \$1,000 or \$1500) with matching contributions deposited to active associate's account on a quarterly basis
- **Reminder:** Blue Distinction Centers (BDC) – Specialty Care services include Bariatric, Knee and Hip replacement, Transplant surgeries, support services and more
- **Reminder:** Our Employee Assistance Program has Mind Companion Self-care – the self-guided digital tool that leads you through learning sessions with videos, interactive questions and breathing exercise to help build resilience and healthy behaviors. Login using the userid and password below and create your own account to use Mind Companion Self-care.

1. Go to [Resources for Living](#):

2. Select **Get Started** to access the site using Transformco Credentials –

- **Username:** Transform
- **Access code:** 8004244732

3. Select **Continue to Site**

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4. Once logged in, **scroll down** to view and explore all available EAP benefits and resources.

You will need to create a personal account in order to access Mind Companion Self-Care – Once logged in you can select **Create a Personal Account** if you do not already have one to register.

- **Reminder:** Visit resources within the Lifestyle Benefits Category in the Benefits eGuide
 - Sears Protect Home Warranty – \$150 savings on Sears Protect for our associates
 - EveryDay Benefits – Explore new Benefits for everyday needs with discounts
 - Monthly Benefit Resource Highlights – themed topics and more
- **Reminder!** Total Health Management Program with Teladoc – BCBSIL participants have access to Teladoc to assist with hypertension, pre-diabetes, and diabetes management.
- **Reminder!** Part-time associates averaging 20 hours/week will now be able to enroll in all voluntary benefit offerings excluding medical, disability and spending accounts.

Annual Enrollment Dates and Deadlines

- November 6, 2024: Annual Enrollment begins, allowing associates to enroll in, re-enroll in, or update their plans. The earliest that coverage can begin is January 1, 2025.
- November 20, 2024: This is the deadline for associates to enroll in or make changes to plan coverage set to begin on January 1, 2025.
- January 1, 2025: Coverage begins for all those who enrolled by November 20, 2024.

Special Enrollment Eligibility and Information

Associates who experience certain life events (known as Qualifying Life Events) may be able to obtain or make changes to coverage at a later date. In order to be eligible associates must experience a qualifying life event, such as:

- Changes in marital status (divorce, marriage, or widowed)
- Birth of a child
- Aging out of eligibility for coverage under a parents plan (attaining age 26)
- + more

Where and How to Enroll in Benefits

Associates will be directed to navigate to www.88sears.com and then select Health Benefits Center. Here employees will find the following resources:

- Find important plan details and general benefits information
- Use the enhanced Ask Sofia feature and view informational videos
- Compare plans with the online calculator
- Enroll/make changes to your benefits

An electronic step-by-step enrollment guide will be provided prior to November 1. **Please remember** - This is an **active enrollment process**, meaning associates must log into **Businessolver** to confirm or change their elections.

Questions about 2025 Annual Enrollment or Your 2025 Health Benefits

- Ask Sofia, your virtual health benefits assistant, available 24/7 from the Transformco 2025 Annual Enrollment portal and the MyChoice Mobile App. Learn more about your 2025 health benefits by visiting the Transformco 2025 Annual Enrollment portal from www.88Sears.com or call the Transformco Benefits Center at 888-887-3277, select your language preference, and then select Opt. 1. Call hours are 7:00a.m. – 7:00 p.m. Central time, Monday – Friday.