

# NEW 2024 BENEFITS AWAIT YOU!

Dear Altor Solutions Team,

We hope this message finds you well. We're excited to share some fantastic news that will positively impact our entire organization.

As part of our ongoing commitment to you and our growing family of companies, we've recently undertaken a significant step by consolidating the healthcare and benefit plans into one robust, consolidated plan.

The advantages of this consolidation are two-fold. Firstly, it reflects the strength we derive from our larger, unified Altor Solutions family. Secondly, it ensures that we can continue to offer competitive wages and provide the necessary resources to support your professional growth and development.

Most importantly, this change will lead to an overall improved benefits program for our employees. You can expect comprehensive coverage with premier carriers to meet your healthcare needs and offers peace of mind for you and your loved ones. With such change coverages may differ and in rare cases, your healthcare provider may no longer be covered under our new plan. We urge you to verify the status of your providers to ensure a smooth transition. Costs have been thoroughly reviewed and we are proud to announce our plans are as competitive or lower than market.

We understand that change can raise questions. We are committed to keeping you informed and supported throughout this process. As we approach the open enrollment period, we will provide you with all the necessary information and resources to help you make the most of the new benefit program offering.

We want to take this moment to express our sincere gratitude to each and every one of you. Your dedication, hard work, and contributions are the driving force behind Altor Solutions' success, and it's our privilege to invest in you as a part of our growing family.

Thank you for your continued commitment to excellence. We look forward to a brighter and healthier future together.

Warm regards,

Terry Moody  
CEO  
Altor Solutions



# WHAT'S NEW FOR BENEFITS

## 2024 Altor Solutions Benefits Overview



Welcome to Altor Solutions 2024 Open Enrollment. This is a summary of our benefits program. A complete listing of benefits with plan coverage will be available in the 2024 Benefits Guide and Benefits Presentation.

### Elect Your Benefits



**Altor Solutions is holding an ACTIVE enrollment. This means you must make elections to ensure you have coverage in 2024.** After open enrollment closes, you will not be able to make any changes until the next open enrollment period unless you have a qualifying life event.



### Enrollment Deadline

**Open enrollment begins November 6 and ends November 20.** Complete your enrollment at [Paylocity.com](https://paylocity.com) or download the app..

### Medical



Medical coverage is available through Anthem Blue Cross. There will be three plans for you to choose from with one being an HSA qualified high deductible health plan. The Anthem Blue Cross PPO network is broad giving you access to hospitals, physicians and specialists.

### Dental



Dental coverage is available through Anthem Blue Cross and you can choose from a Low Plan and High Plan with orthodontia. To keep your costs down be sure to receive care from an in-network provider.

### Vision



Vision coverage is available through Anthem Blue Cross with \$180 allowance towards your contacts or glasses when you visit an in-network provider.

### Spending Accounts



Altor offers tax-favored accounts for you to contribute to by convenient payroll deduction. Health Savings Accounts (HSAs) as well as three different types of Flexible Spending Accounts (FSAs) are available through Optum Bank.

## Life and Voluntary Life

Basic Life and Accidental Death & Dismemberment (AD&D) provides a benefit of one times your annual earning up to set maximum at no cost to you. Voluntary Life and AD&D coverage is available to purchase for you and your dependents through Lincoln Financial.



### 2024 One-time opportunity!

Voluntary Life and AD&D coverage is available during this annual enrollment opportunity up to the guarantee issue amount without any medical underwriting (if you have not previously been declined). This will not be available in future years.

## Short Term and Long Term Disability



Short Term and Long Term Disability coverage is available through Lincoln Financial to help protect your income in the event you are unable to work due to an illness or injury.

## Accident, Critical Illness, and Hospital



Voluntary Accident, Critical Illness and Hospital coverage is available through Lincoln Financial that can help you and your family when you experience a major illness or injury.

## ID Theft and Legal



Protect your identity and personal information with ID Theft protection through LifeLock by electing the Base Plan or Premier Plan.

ARAG will be available to purchase for legal assistance with divorces, wills, estates, and more. You can elect the Base Plan or Plus Plan that best fits the needs of you and your family.

## Employee Assistance Program



We partner with Empathia to provide an Employee Assistance Program (EAP) to help you and your family members during life's challenges with 6 face to face visits available.

