

Jabil Annual Enrollment

October 16 – November 3, 2023

Answers to FAQs

Are my medical plan options changing for 2024?

No. You'll continue to have the same three medical plan choices for 2024: Base PPO, Healthy Premier with HRA, and Healthy Plus with HSA. But with healthcare costs continuing to rise, you'll see increases in the amount taken out of your paycheck for coverage, as well as in the deductibles and out-of-pocket limits.

To learn more about your medical plan options, see the guide – You've Got Choices – mailed to your home in October and read What's New for 2024 in the digital Benefits & Well-Being Guide.

Why is the amount taken from my paycheck for medical plan coverage increasing?

The increases reflect national healthcare trends, increased utilization and the current economic environment. Jabil will continue to pay a market-competitive share of these costs.

What can I do to keep my medical costs down?

Medical costs continue to be a challenge for all of us, but Jabil is committed to offering you the best benefits experience possible. Jabil also provides ways to help you pay for your benefits. You can help keep your costs down when you:

- **Choose the right medical plan for you.**
 - Because healthcare needs tend to change over time, the medical plan you choose is an important decision each year.
 - Take time to learn more about your choices – how they work and features unique to each option – before making a choice. That way, you'll choose the plan that best fits your individual healthcare needs and budget.
 - Note: If you choose Healthy Plus with HSA or Healthy Premier with HRA, Jabil contributes to your account.

- **Earn wellness incentives through Virgin Pulse. Earn up to \$250 when you complete:**
 - Virgin Pulse Health Assessment (\$125)
 - Health screening through your doctor (\$125)

Plus earn up to **\$250 more** when your spouse is covered by a Jabil medical plan and completes the same activities.



YOU'VE GOT CHOICES

- Jabil offers a variety of benefits and resources so you have choices – choices for your well-being.

- We review our offerings regularly and are committed to providing a benefits package that offers employees the best experience possible.



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What can I do to keep my medical costs down? *continued*

- **Get your preventive care.** Once you choose a medical plan, take advantage of all its features, including preventive care, which can help identify medical issues early and before they become more costly to treat. In-network preventive care is 100% covered by Jabil medical plans, as long as it's coded as preventive and meets Aetna guidelines.
- **Use Health Advocate.** Get guidance navigating the healthcare system, making informed decisions, even finding lower cost services. Call 866.695.8622 or go to [HealthAdvocate.com/members](https://www.healthadvocate.com/members) (organization: Jabil Inc.).

Where can I get help choosing the right plan for my situation?

Emma, bswift's virtual assistant, asks a few simple questions... and then suggests medical plan options – along with their costs— based on what you tell her. To learn more about Healthy Plus with HSA, check out the learning map available on the digital Benefits & Well-Being Guide and through HR or your manager.

How can I learn more about my medical plan choices?

See the Medical and Prescription Drug and the Health Tips pages on the digital Benefits & Well-Being Guide.

What other benefit changes for 2024 should I know about?

We're changing some plan administrators. MetLife will administer Life, Disability and several Voluntary Polices. You have more Critical Illness benefit levels to choose from and you may need to take action – find details on the digital Benefits & Well-Being Guide. If you want Pet Insurance you'll need to enroll; you'll pay MetLife for this coverage directly, not through payroll deductions.

How much you can contribute to your HSA (for Healthy Plus with HSA participants), the Healthcare FSA and commuter benefits are increasing based on new IRS limits.

Where can I get answers to my benefit questions?

For questions about:

- **Healthcare benefits** – call the Aetna Concierge Member Services at 833.361.0224 or the Jabil Benefits Service Center at 877.525.2363 (877.JBL.BENE).
- **Other benefits** – call the Jabil Benefits Service Center.

How do we contact the new Jabil Benefits Service Center?

Go to jabilbenefits.bswift.com OR call 877.525.2363, 8 a.m. – 8 p.m. ET, Monday – Friday.

How do I log on to the Jabil Benefits Service Center?

- **At work** – use your OKTA sign-on and look for the bswift tile, and click it for direct access to the Jabil Benefits Service Center.
- **Traveling or at home** – go to jabilbenefits.bswift.com and log on using the on-screen instructions.