



BENEFITS ENROLLMENT IS HERE!

Take action now to ensure you choose the best benefits for you and your family. Starting on October XX, 20XX, review additional details about your 20XX benefits, including your payroll contributions, election options, and enroll.

Review the Unisys Benefits Guide to learn about your options and consider which plans will best meet your and your family’s needs.

YOUR ENROLLMENT CHECKLIST

Visit digital.alight.com/unisys or call toll free at 877-864-7972, your one-stop shop for benefits, support, and resources.

- Visit digital.alight.com/unisys from your computer or download the “Alight Mobile HR” app to your tablet or smartphone.
- Log on with your User ID and Password.

Evaluate your current elections and consider what you might want to change for 20XX.

- ALEX will be available as a resource for your enrollment.
- Get started at myalex.com/unisys to get help selecting the best benefit plan for you and your family.

Elect your benefits between October XX-XX.

- Make your enrollment decisions including any FSA or HSA contribution elections.



Questions on how to enroll?

Call the Unisys Benefits Call Center at 877-864-7972 Open Monday-Friday, 9am-5pm (ET), excluding holidays
You can also schedule an appointment with a call center representative when it’s convenient for you on digital.alight.com/unisys.

20XX OPEN ENROLLMENT OCTOBER XX - XX, 20XX



 **Logo**
1234 Main Street
Town, State, 12345

WHAT’S NEW FOR 20XX

Unisys is committed to helping you and your family be the healthiest you can be and providing the best coverage, quality, and affordable health care to all employees. We continue to offer a wide range of benefits that promote total wellbeing – physical, emotional and financial – and are enhancing some of the programs to support that effort.



ANNUAL ENROLLMENT IS TAKING PLACE OCTOBER XX - XX

This is your opportunity to review and update your benefits elections so that you have the coverage you and your family need for 20XX. Your current benefits will carry over into 20XX, except for your Health Savings Account (HSA) and/or Flexible Spending Accounts (FSAs). You must enroll in the HSA and/or FSAs each year and reverify tobacco status for you and your spouse.

We are also making changes to some of your benefits for 20XX. Our population has never been more diverse and we believe that diversity and inclusion are essential parts of who we are as an organization. We are modernizing our benefits to meet your unique needs at whatever life stage you are in.

In addition to some benefit changes, we are also introducing health insurance premiums that are based on your salary at the time of enrollment.As a company, we are committed to providing benefits that our employees value as health care costs continue to increase nationwide.

While this may mean an increase or decrease in contribution costs for some employees, we are still competitive in our benefit costs and Unisys continues to pay a significant portion of the costs of our programs, absorbing a 6.5% annual market increase so that the majority of associates will see medical premiums stay flat going into 20XX.

BENEFITS CHANGES

Blue Cross Blue Shield partnership with Accolade

We're excited to introduce a new medical plan network, Blue Cross Blue Shield (BCBS) in partnership with Accolade!

Unisys believes that health coverage is an investment in our employees. That's why we are introducing the new network beginning January 1, 20XX. We want to ensure you are getting the best value for the dollars you spend on health and well-being. By offering the same benefits at a lower cost, we can invest in other programs to support your wellbeing.

When you enroll in a Unisys medical plan, you and your family are matched with an expert from the centralized Accolade team, who is committed to making your health and benefits experience better – at no additional cost to you!

Save more in the Health Savings Account

In 20XX, the IRS maximum contributions to the Health Savings Account (HSA) are increasing: \$3,850 for individual or \$7,750 for family coverage. Note: The IRS maximum contribution includes Unisys' contribution to your HSA, if applicable contribution to your HSA if enrolled.

CONTACTING AN ACCOLADE HEALTH ASSISTANT IS A NEW WAY FOR YOU TO:

- Get personal answers to benefits questions – big or small
- Find the highest rated providers
- See if your doctor is in-network with BCBS and get help making appointments
- Manage medical and prescription drug costs
- Understand bills and manage claims
- Access programs that can save you money
- Navigate a health issue with personalized support from a registered nurse
- Improve access to care through enhanced virtual experiences and point solutions

Starting January 1, 20XX, contact your Accolade Health Assistant at 1-866-336-0744.



Voluntary Benefits

SUPPLEMENTAL HEALTH COVERAGE

Along with the essentials like medical and dental insurance, you have the opportunity to enroll in additional benefits: Accident Insurance, Critical Illness Insurance and Hospital Indemnity Insurance through Voya.

These Voluntary Benefits are designed to protect you and your family from the financial impact of a critical illness, accident, or hospital stay. These plans do not replace your medical coverage, but can protect you from out-of-pocket costs. You may elect coverage for yourself, your eligible spouse, and your eligible dependent children under each plan.

ACCIDENT INSURANCE

Accident insurance pays a benefit directly to you if you are injured and need treatment, regardless of whether you go to a physician's office, urgent care center, emergency room or even if you are admitted to a hospital. This plan provides a lump sum payment for many different covered events and medical services/ treatments such as stitches, ER treatment, X-rays, physical therapy and more.

The amount of your payment depends on your injury and the treatment you receive. Accident Insurance doesn't replace your medical coverage; instead, it complements it. The benefit payments don't go out to pay for medical bills or treatments you may need, instead they come in—directly to you—to be used however you'd like.

HOSPITAL INDEMNITY INSURANCE

Hospital Indemnity is an insurance plan that pays cash directly to you in the event of a hospital visit. With Hospital Indemnity Insurance, you'll receive a fixed daily benefit if you have a covered stay in a hospital, intensive care unit, or rehabilitation facility that occurs on or after your coverage effective date. Benefit amounts depend on the type of facility and number of days of confinement.



Hospital Indemnity Insurance can be used to help pay costs from a hospital stay and related treatment, health plan deductible and other out of pocket costs. This is a complement to your medical coverage and payments come directly to you to be used however you'd li

CRITICAL ILLNESS INSURANCE

Critical illness insurance can provide you with extra cash when a health emergency strikes. If you are diagnosed with certain ailments such as cancer-related conditions, heart-related conditions, kidney failure, and major organ transplant, this insurance will provide you with a lump-sum payment.

After you file a claim, payments will be made via a check mailed directly to your home. These payments are yours to spend as you would like and can be used to cover every day needs like household bills, ongoing payments, childcare, and travel. You can choose from two levels of coverage, \$15,000 or \$30,000. Bi-weekly premiums are age-based. Premiums are also adjusted for tobacco users.

Rx Results

If you are enrolled in a Unisys medical plan, RxResults can help you save money on certain specialty medications for complex conditions like multiple sclerosis, cancer and rheumatoid arthritis.

If your specialty medication is on the RxResults drug list, you must participate in the RxResults program and the drug manufacturer's assistance program to

receive your medications free of charge (\$0). If you opt out of the RxResults program, you will be responsible for paying the full price for the prescription medication. Rx Results will reach out to you if you are eligible and will gather information upon filling your first prescription through ExpressScripts.

Wellness Program

The 20XX Wellness Program discount is based on completing an annual physical and completing and passing the confidential voluntary biometric screening.

The \$100 per month discount will be awarded once you and your covered spouse/domestic partner, if applicable. You must submit the required forms for both activities by November 4, 20XX! See the wellness section of the Benefits Guide for more details and what you can do to achieve the 20XX wellness discount. Your wellness discount will not carry over from 20XX to 20XX.



Second Opinions

Whether you're considering surgery or dealing with a chronic condition, starting January 1, 20XX, you can use 2nd.MD through Accolade to connect with a board-certified doctor for an expert second opinion via phone or video within 3 to 5 days, so you can be sure you're getting the right diagnosis and treatment. If you are enrolled in an Unisys medical plan, you (and your enrolled dependents) are eligible to use this program for free.

CALL 2ND.MD WHEN YOU:

- Are looking for a second opinion related to anything from a straightforward surgical procedure to a chronic condition or a serious illness
- Are questioning a diagnosis and/or treatment plan
- Have questions about a medical condition, test results or a personal health issue
- Need help managing your symptoms
- Want to find a family doctor or specialist
- To find out more, contact Accolade at 1-866-336-0744 starting January 1, 20XX