

*On October 6<sup>th</sup>, an HR newsletter will be sent electronically to AT&T employees to announce 2023 Annual Enrollment updates.*

Annual Enrollment takes place October 17<sup>th</sup> through November 11<sup>th</sup>. Various communications will be sent to employees, before, during and after enrollment, highlighting changes to benefits beginning January 1, 2023. The following are some features of the benefit plans that will change:

➤ **Expanded benefits through Your Personal Healthcare Team by Included Health (formerly known as Grand Rounds)**

Virtual Care

- Effective January 1, 2023, Your Personal Healthcare Team by Included Health will add virtual care services and will replace the services currently provided by MDLIVE, if enrolled in a self-insured Blue Cross Blue Shield of Illinois (BCBSIL) managed medical program. The new Included Health virtual care services are:
  - Virtual Primary Care
  - Virtual Urgent Care
  - Virtual Mental Care
  
- The new virtual primary care health services will provide easy access to physicians who can help manage the total health of participants and offer medical support between office visits.
  
- Virtual urgent care and behavioral services can be accessed any time throughout the plan year and as often as needed, similar to previous services provided by the current Medical Benefits Administrator, BCBSIL.

Note: Only those enrolled in a self-insured BCBSIL medical plan are eligible for the new Included Health Virtual Care Services, which are subject to cost-sharing under the network level of benefits. Those not enrolled in an AT&T sponsored medical plan or enrolled in a fully-insured medical plan will not have access to Included Health Virtual Care services.

Nurse Line Transition

- Effective January 1, 2023, nurse line services offered by BCBSIL will be turned off in lieu of Your Personal Healthcare Team by Included Health’s Treatment Decision/Triage Support.
- Nurse line services currently available will be available at Your Personal Healthcare Team by Included Health beginning 1/1/2023.

LGTBQ+ Health

- Effective January 1, 2023, a new LGBTQ+ Health service will be provided, offering additional care navigation services to educate and assist enrollees in finding in-network LGBTQ+ affirming healthcare providers.

➤ **Changes to the Voluntary Benefits Platform**

- Effective January 1, 2023, the AT&T Voluntary Benefits Program administered by Mercer will cease to exist and will be replaced by new third-party benefit administrators. The services (as listed below) will transition to the following locations (see third column):

Current Voluntary Benefits	Where to find (2022)	Where to find (2023)
<b>Auto, Home, Pet Insurance</b>	“AT&T Personal Insurance Perks”	“AT&T Perks” and “AT&T Alumni Perks”

<b>ID Theft Protection – ID Watchdog (Equifax)</b>	<i>NEW</i>	AT&T Benefits Center
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- AT&T participants currently enrolled in the AT&T Voluntary Benefits Program, as administered by Mercer, will receive a communication informing them of the program sunset, new vendor administrator contact information, and payment method options.
  
- Should participants currently enrolled in the AT&T Voluntary Benefits program, as administered by Mercer choose to keep their policy, employee payroll deductions will terminate, and direct bill pay will need to be set-up between the employee and current policy provider.
  
- Note above that a new benefit will be offered in this class of benefits: **Identity Theft Protection**
  - ID Theft will not be available during Annual Enrollment, however, a separate enrollment opportunity, for coverage effective 1/1/2023, will be available on or around December 8<sup>th</sup>.
  - Participants will voluntarily elect if they want to enroll in ID Theft protection policy which will allow for payroll deduction payments.

➤ **New Wellbeing Tool: AT&T Benefits Center Wellbeing Portal**

- The AT&T Benefits Center (administered by Alight) will house a wellbeing portal for employees, beginning January 1, 2023. This replaces the Castlight app, which will no longer be available to employees or retirees.

- Sweepstakes, which were offered to bargained employees quarterly, will no longer be available, in 2023. However, wellbeing activities will still be offered, as well as areas to learn about wellbeing benefits.
- All Castlight points received in 2022 must be redeemed for sweepstakes entries by December 16<sup>th</sup>, after which points will no longer be available.
- Financial wellbeing services – for personal budgeting and saving tips and coaching – will now be available.

### **NEW Tobacco Cessation Vendor**

- Effective January 1, 2023, tobacco cessation will move from the 2Morrow app to QuitGenius.
- After annual enrollment, those attesting to being a tobacco user will still be offered cessation through 2Morrow, which will need to be completed before **December 31, 2022** to remove the surcharge.
- Important: If 2Morrow cessation is not completed by January 1, 2023, the participant will incur a surcharge and will then be required to participate in and complete the QuitGenius cessation program to remove the surcharge prospectively.
- Additional communications on this change will be made during Annual Enrollment and later in the year to remind participants of this change.

➤ **Dependent Re-verification**

- Some active employees with in-scope dependents (as defined below) will be required to go through Dependent Reverification at the end of Annual Enrollment.
- Within 4 weeks of the end of Annual Enrollment, these employees will receive information on how to reverify their applicable dependent(s).
- An additional feature is offered this year to give employees the opportunity to verify spouses and partners within the enrollment tool. No additional verification is required if the verification is done in the online enrollment process.
- If this process is not completed and their dependent's eligibility is not reestablished through this Dependent Reverification process, their dependent(s) will no longer be covered by their AT&T benefits in 2023.

**In-Scope Dependents:**

All applicable dependents of active employees that are currently enrolled in Medical and were not verified since 2019 or earlier and still enrolled in Medical for the 2023 plan year will need to go through reverification.

- Included Relationship Types- Spouse, partner, Child of Legal Guardian, Stepchild, Child of partner

- Excluded Relationship Types- Child dependents that are either biological or adopted.