

Dear CPChem Colleagues,

CPChem is committed to providing you with a comprehensive benefits package that supports your health, financial well-being and overall work-life balance. During this year's Open Enrollment, I want to emphasize the importance of reviewing your benefits options and making informed decisions for you and your family.

Open Enrollment is your annual opportunity to choose the benefits that best suit your individual and family needs. This year's Open Enrollment period will run from Oct. 16 – Nov. 1, 2024.

We are implementing changes to our benefits for the upcoming year that are designed to provide exceptional benefits coverage at a competitive cost. Despite consistently rising health care costs, I am excited to share that we were able to keep the contribution rates for most of our benefits plans the same as last year, with minimal medical rate increases.

Here are some highlights of key changes for 2025:

- We are changing the administrator of the U.S. dental plans from Aetna to BCBS of Texas and enhancing the provider network with no increase to the monthly premiums.
- Medical rates will increase between \$5 and \$60 per month, with no increase in vision rates. We appreciate your focus on making cost-conscious health care choices, which include using in-network providers and obtaining timely preventive care.
- To comply with IRS requirements for high deductible health plans, annual deductibles will increase slightly under the *Value CDH Plan*.

Thank you for your commitment to making CPChem the employer of choice. Your dedication and hard work are what drive our success, and we remain committed to offering extensive and affordable benefits to support you and your loved ones.

All the best,



Maricela Caballero

Senior Vice President, Human Resources

What's Changing for 2025?

The following changes will be effective Jan. 1, 2025, or as noted.

U.S. Dental Plan Changes

- Administration of the U.S. dental plan will move from Aetna to BCBS of Texas. BCBS of Texas will administer both our U.S. medical and dental plans.
- The benefits available under the dental plan options will remain the same, including the deductibles, co-insurance amounts and maximums.
- To locate a BCBS of Texas in-network provider, go to www.bcbstx.com and choose the "BlueCare Dental" network or call 1-800-240-6430.
- If you are enrolled in a dental plan option for 2025, you will receive a new dental card in December. You can request additional cards online. Be sure to provide your new dental insurance information to your provider.
- If you are currently enrolled in an Aetna dental plan and you do not make a new election, you will automatically be defaulted into the corresponding BCBS of Texas dental option (Comprehensive Dental Plan or Preventive Dental Plan).

Premiums for Health Care Coverage

- U.S. medical plan premiums will increase between \$5 and \$60 per month, depending on the plan and coverage level you choose.
- U.S. dental and vision plan premiums will remain the same.

Value CDH Plan Changes

- The *Value CDH Plan* annual deductibles will increase to \$1,650 for Employee-Only coverage and \$3,300 for all other coverage levels to comply with IRS requirements for high deductible health plans.

HSA/FSA Contribution Limit Increases

- The annual contribution limit for the Health Savings Account (HSA) will increase to \$4,300 for Employee-Only coverage and \$8,550 for all other coverage levels, which includes CPChem's contribution.
- The annual contribution limit for the Health Care Flexible Spending Account (HCFSAs) and Limited-Purpose Flexible Spending Account (LPFSAs) will increase if the 2025 limits are announced by the IRS prior to Open Enrollment.

