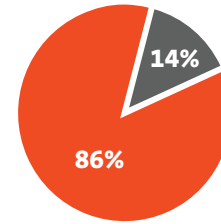


Open Enrollment

What's New/Changing for 2023

At Bronson, we are always looking at ways to improve your Total Rewards. Starting this year, we are looking closely at our benefits package to make sure it offers you more flexibility, keeps coverage affordable and accessible, and includes what you, your family, and coworkers need the most. And over the next two years, we will be moving towards greater flexibility in your ability to choose what meets your needs depending upon where you are in your life's journey. With those priorities in mind, here are the benefits changes for 2023.



Did You Know?
Bronson subsidizes health plan costs for employees at 86%, which is 4-7% higher than comparable employers.

- Employee Contribution
- Bronson Subsidy

health							
Medical Premiums	<ul style="list-style-type: none"> Increasing salary-based premiums as shown in the 2023 Comparison and Summary Trifold 						
Medical Opt-Out Credit	<ul style="list-style-type: none"> Removing the opt-out credit for employees who decline Bronson coverage 						
Medical Deductibles	<ul style="list-style-type: none"> Increasing deductibles for employee only/family coverage: <table border="1" data-bbox="446 724 1234 829"> <thead> <tr> <th>Tier 1</th> <th>Tier 2</th> <th>Tier 3</th> </tr> </thead> <tbody> <tr> <td>PPO \$500 / \$1,000 HDHP \$1,700 / \$3,400</td> <td>PPO \$900 / \$1,800 HDHP \$2,000 / \$4,000</td> <td>PPO \$1,400 / \$2,800 HDHP \$3,950 / \$7,900</td> </tr> </tbody> </table> 	Tier 1	Tier 2	Tier 3	PPO \$500 / \$1,000 HDHP \$1,700 / \$3,400	PPO \$900 / \$1,800 HDHP \$2,000 / \$4,000	PPO \$1,400 / \$2,800 HDHP \$3,950 / \$7,900
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COVID-19 Treatment	<ul style="list-style-type: none"> Applying normal cost sharing to COVID-19 treatments; COVID testing and immunizations continuing to be covered at 100%, as required 						
HealthBridge	<ul style="list-style-type: none"> Removing HealthBridge after receiving valued employee feedback 						
2023 Health Savings Account (HSA) Contributions	<ul style="list-style-type: none"> Increasing HSA maximum contribution limit <ul style="list-style-type: none"> \$3,850 Employee Only; \$7,750 Employee + 1 or more Changes to the Bronson's employer contribution <ul style="list-style-type: none"> \$600 Employee Only; \$1,200 Employee + 1 or more 						
2023 Health Flexible Spending Account (FSA) Contributions	<ul style="list-style-type: none"> Increasing maximum contribution to \$2,850 for Limited FSA and Health FSA Carryover amount is \$570 						
Chiropractic and PT/OT/ST	<ul style="list-style-type: none"> Moving Chiropractic services from the Wellness Program to the Medical Plan - Tier 2 \$40 co-pay Changing PT/OT/ST services to co-pay structure for the PPO Medical Plan—Tier 1 \$40 and Tier 2 \$60 Combined annual max limit of 60 visits for PT/OT/ST and Chiropractic services 						
Outpatient Labs and X-Rays	<ul style="list-style-type: none"> Moving to a co-pay structure for Tier 1 services in the PPO Medical Plan instead of a percentage of the cost <ul style="list-style-type: none"> Tier 1 \$40 						
Wellness Program	<ul style="list-style-type: none"> Expanding our Wellness Program to include additional financial, physical, and emotional support options for you and your covered dependents 						
Dental Plan Changes	<ul style="list-style-type: none"> Increasing Maximum Benefit <ul style="list-style-type: none"> \$1,500 standard plan / \$2,000 deluxe plan Changing Deductibles <ul style="list-style-type: none"> \$50 employee only / \$100 employee + 1 / \$150 family 						
Short-Term Disability (STD) Maximum	<ul style="list-style-type: none"> Adding a weekly benefit maximum of \$2,000 						

financial	
Public Service Loan Forgiveness (PSLF) Program	<ul style="list-style-type: none"> Added a student loan debt and forgiveness program
Enrich Platform	<ul style="list-style-type: none"> Coming Soon: Introducing a financial wellness platform with personalized financial resources

well-being	
PTO Sell Back	Keeping 100% PTO sell back option up to 120 hours due to the feedback we have received from employees