

# 2025

## Open Enrollment Benefits Summary

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# Welcome to Philips Annual Open Enrollment for 2025

As part of your Total Rewards, Philips firmly believes that high-quality, comprehensive and affordable health insurance is one of the most important benefits we offer you! We have taken great strides to continue to maintain a wide-ranging and competitive benefits program that is valued by our employees. For 2025, we are excited to introduce some new benefits and several other benefit enhancements.

In this open enrollment summary, you will find information on when Open Enrollment is, how to enroll in or change benefits, benefits news, what's coming for 2025, an open enrollment checklist and a list of resources.

## When Is Open Enrollment?

**A two-week online open enrollment period will begin October 23 and will conclude on November 6.** This is your only opportunity to review and make changes to many of your benefits (unless you experience a qualified life event during the year). If you do not make any changes, your 2024 elections will roll over into 2025 (with the exception of flexible spending accounts).

The information in this open enrollment summary is intended to inform you of your options and simplify the enrollment process. Starting **October 16, 2024**, Open Enrollment information will be available to you when you log in to the Philips Benefits Center via the application launcher on the Philips HR Portal or at [www.philipsbenefits.com](http://www.philipsbenefits.com) and click on 2025 Benefits Information. On the site, you will find the 2025 Open Enrollment Video, the Benefits Guide, Health Savings Account FAQs, benefit summaries and much more!

If you have any questions during Open Enrollment, please contact Health Advocate Benefits Gateway at **888-367-7223, Option 1**, 8:00 a.m.-9:00 p.m. Eastern time, Monday-Friday.

## Forgot your user name or password?

1. Go to [www.philipsbenefits.com](http://www.philipsbenefits.com) and click on the **'Forgot your user name or password?'** link.
2. Enter your social security number, company key ('philips' – case sensitive) and date of birth.
3. Answer your Security Phrase.
4. Enter and confirm your new password, then click **'Continue'** to return to the login page.

## How Do I Enroll in Benefits or Make Benefit Changes for 2025?

To get started, go to the recently enhanced Philips Benefits Center at [www.philipsbenefits.com](http://www.philipsbenefits.com) and login with your user name and password.

- If you are a first-time user, click on **'Register'** to set up your username, password and security questions.
- Our **'Company Key'** is philips (note: it's case sensitive).
- If you have already registered on the Philips Benefits Center, you can also access the enrollment site by clicking on the Philips Benefits Center icon under My HR Applications in the HR Portal.

**To begin enrollment, click 'Start Here' at the top of the homepage OR click the 2025 Open Enrollment tab and follow the instructions to update your personal information (if applicable), enroll in your benefits, make changes to your existing benefits, or waive coverage.** Follow the step-by-step instructions below to get started:

1. **Click on the 'Start Enrollment' button.** This will bring you to the **'About You'** section where you can update your personal information (if applicable). Click **'Next'** to proceed.
2. **On the 'Your Family' page,** you can review and edit existing dependents as well as add new dependents if necessary. Once done, click **'Looks Good'**. This will bring you to the **'How Would you Like to Enroll'** page.
3. **If you are not making any changes to your 2024 elections,** select **'Keep the Same Plans'** and then **'Start Enrollment'**. You will be brought to the **'Review Enrollment'** page where your current 2024 plan year elections are displayed. If you click on **'View Details'** it will show you who is covered and the effective date of coverage. If you need to make any changes, you can click the **'Edit'** button to the right of the coverage you wish to modify.
4. **If you wish to add, change or remove coverage,** select **'I Know What I Want'** and you will be prompted to go through the enrollment flow to make the changes to your elections for 2025 that you wish to make.
5. **Once you have approved your elections,** a confirmation box will appear. You will need to click **'Agree'** to complete your 2025 enrollment. Once you **'Agree'** a **'Benefits Confirmation Statement'** indicating the coverage(s) you have elected and the eligible dependents you have selected to be covered will be posted to your Personal Documents on the Philips Benefits Center.

## Important Notes!

- **You must make your elections by 11:59 p.m. ET on November 6.**
- If you miss the deadline, you will have the same benefit elections in 2025 that you currently have for medical, dental and vision. You will not be able to make changes to these benefits for 2025 unless you experience a qualified life event, such as a marriage or the birth or adoption of a child.
- If you add a new dependent during the 2025 Open Enrollment, they will show in a 'Pending' status until dependent verification is completed. Newly added dependents **MUST** be verified prior to **January 1, 2025**, or they will be removed and your elections will revert to your 2024 plan year elections. You will not be able to make changes to these benefits for 2025 unless you experience a qualified life event, such as a marriage or the birth or adoption of a child.
- If you're currently enrolled in an ABHP medical plan option and continue in 2025, your 2024 HSA contribution election will roll over to 2025. **Please Note:** Employees in Puerto Rico, Hawaii or covered under a collective bargaining agreement are not eligible for the HSA.
- To participate in the Healthcare and/or Day Care Flexible Spending Account (FSA) for 2025, the IRS requires you to designate an annual 2025 contribution amount. If you do not make an FSA election, you will not be enrolled in an FSA for 2025.
- You may enroll in or change benefits other than medical, dental, vision, FSA and certain voluntary benefits, at any time during the year, such as optional life insurance, AD&D and optional long-term disability. **Please Note:** Some benefits may be subject to Evidence of Insurability.
- If you do not have a Philips email address, please add a personal email address on the Philips Benefits Center during your enrollment to ensure you receive benefit material that is sent via email. **Please Note:** Your Philips email address is the primary address for all benefit communications. If you want to use a personal email address instead, please visit the Philips Benefits Center to update your communication preference. While you're there, you can add a mobile number to receive benefit information via text (rates may apply depending on your wireless provider).

# 2025 Benefit News

## MEDICAL | RX | DENTAL | VISION BENEFITS

We are excited to share **NEW** benefit features and a few reminders as we start a new benefits plan year beginning January 1, 2025, through December 31, 2025.

The Philips core medical, dental and vision vendors ARE NOT CHANGING for 2025. Below is an overview:

- Philips will continue to offer national medical plan options through **Blue Cross Blue Shield** and, in most areas, the **Blue High Performance Network (BlueHPN)** which is a narrow network of providers.
- Employees located in certain areas of the following states have a choice of a local medical plan – California, Colorado, Georgia, Pennsylvania, and Washington. Employees in Hawaii and Puerto Rico have a local medical plan option only.
- If you enroll in one of the Philips BCBS medical plans or one of the University of Pittsburgh Medical Center (UPMC) plans, you will be covered by Capital Rx Prescription Drug Program. If you are enrolled in a local medical plan, your prescription drug coverage is through that plan. (See next page for more details. More information will be provided during open enrollment.)
- For dental, Philips coverage is administered by **Cigna Dental** and **Delta Dental of Massachusetts**.
- Vision coverage is provided through **Vision Service Plan (VSP)**.

For 2025, the Philips ABHP 1 plan deductibles are increasing to **\$1,700** for employee only coverage and **\$3,400** for all other tiers.

To ensure equity between medical plans, the ABHP 2 plan deductibles will also be increasing to **\$2,200** for employee only coverage and **\$4,400** for all other tiers.

## Employee Premiums

It's no surprise to any of us that everything costs more these days. From groceries, gas, and electricity, the cost of goods and services is on the rise, and so is healthcare! At Philips we recognize this can be a burden for our people. Which is why we make a concerted effort each year to be wise stewards of your healthcare dollars, as well as ours.

For 2025, we are asking employees to share in a healthcare increase in the range of 3.5% to 6.5%, which is below the national average of 8.6% for medical and pharmacy inflation combined. On average, this increase will be between \$.50 to \$23.50 per paycheck, depending on the plan you enroll in, the coverage level you choose (employee only or employee+spouse/domestic partner/children/family) and your salary band.

The **GOOD NEWS** is, even with the increase in employee premiums, Philips is still able to contribute 80% of the overall healthcare costs, while employees share in the remaining 20%.

Also in 2025, we will be implementing salary-banded premiums for the Kaiser and Geisinger local plan offerings to align with the national plans ensuring benefit premiums are equitably shared:

- Salary Band 1 - \$0 to \$55,000
- Salary Band 2 - \$55,001 to \$99,999
- Salary Band 3 - \$100,000 and up

For the dental and vision plans, there will be **NO INCREASE** to the 2025 premiums. The 2025 rate information will be available to you during open enrollment.

## Health Savings Account (HSA)

If you are currently enrolled in one of the ABHP medical plans and continue in 2025, your 2024 HSA contribution election will roll over to 2025. For 2025, the IRS annual maximum limits are increasing to \$4,300 for employee only coverage and \$8,550 for all other tiers. If you are, or will be, 55 or older in 2025, you may contribute an additional \$1,000 in HSA catch-up contributions.

**NEW for 2025**, Philips employer funding to the HSA for new hires/ rehires will begin the quarter following your hire/rehire date, and the HSA account investment threshold is decreasing to \$1,000.00 to allow you to invest funds sooner! You can change your HSA contributions throughout the year on the Philips Benefits Center. **Please note:** You should confirm that you remain eligible to participate in the HSA in 2025 on the Philips Benefits Center.

**Please Note:** Employees located in Hawaii, Puerto Rico or covered under a collective bargaining agreement are not eligible for the HSA.

For more information about how the ABHP's and HSA work, refer to the HSA FAQs on the Philips Benefits Center.

## Dependent Eligibility Verification

If you add a new dependent during the 2025 Open Enrollment, they will show in a 'Pending' status until dependent verification is completed. Newly added dependents **MUST** be verified prior to **January 1, 2025**, or they will be removed and your covered dependents will revert to only verified dependents from the 2024 plan year. You will not be able to make changes to these benefits for 2025 unless you experience a qualified life event, such as a marriage or the birth or adoption of a child.

# Open Enrollment Checklist

Check the box upon completion of each task:

- Visit Philips Benefits Center at [www.philipsbenefits.com](http://www.philipsbenefits.com) and click on the 2025 Open Enrollment Information tab to learn more about the benefits and programs available to you.
- Be sure to review the 2025 Benefits Guide.
- Watch the 2025 Open Enrollment video.
- Make your elections online on the Philips Benefits Center from October 23 through 11:59 p.m. Eastern Time on November 6.
- Review your benefit elections carefully and do not forget to confirm your elections.
- New plans are effective January 1, 2025 — Be on the lookout! Depending on your elections you may receive a new ID card(s).
- Provide your medical providers with your new ID card information, if applicable.

If you have any questions during the benefits open enrollment period, please contact Health Advocate Benefits Gateway at **888-367-7223**, **Option 1**, 8:00 am – 9:00 pm Eastern time, Monday – Friday.

# What's Coming for 2025

## **NEW: Capital Rx to replace CVS Health**

Philips is excited to introduce Capital Rx for prescription drug coverage under the BCBS and UPMC medical plans effective January 1, 2025, replacing CVS. Capital Rx has a robust **network of over 60,000 pharmacies**, including most major retail chains and many independent pharmacies, and their model allows for more transparency to our employees and families. In addition, maintenance medications can now be filled at any network pharmacy or through mail order. Capital Rx partners with Optum Home Delivery for mail order prescriptions and & Optum Specialty Pharmacy for specialty drugs. Visit [app.cap-rx.com/register](http://app.cap-rx.com/register) for more information. Stay tuned for more details leading up to January 1, 2025.

## **NEW: Pediatric and Childcare Services**

Philips introduced Cariloop in 2024 to support employees who have caregiving responsibilities for an adult loved one, or even for themselves. For 2025, we are expanding Cariloop's services to include pediatric and childcare services, with a pediatric concierge and a self-service national caregiving network, powered by UrbanSitter. More information about this program will be communicated later this year. Visit [www.cariloop.com/Philips](http://www.cariloop.com/Philips) after January 1, 2025 for more information!

## **NEW: Kindbody for Women's Health**

As an innovative healthcare company, Philips is always looking for ways to enhance benefit offerings. Which is why, beginning January 1, 2025, Philips will be partnering with Kindbody for Fertility Support, Adoption and Surrogacy, Return to Work Support, and a Menopause program for those further along in their life journey. Program features for each are outlined below. Be on the lookout for communications on how to get started with Kindbody!

**Fertility services:** Members **covered under a BCBS or UPMC Philips Medical Plan** seeking coverage for infertility (including IUI and IVF) and are covered under BCBS or UPMC will need to coordinate their care and receive services through the Kindbody network and Kindbody Rx.

**Menopause Services:** Provides clinical and holistic care to members **covered under a BCBS or UPMC Philips Medical Plan** on a menopause journey along with access to care navigators, support groups and other digital tools.

**Adoption and Surrogacy Reimbursement and Navigation:** Providing coaching to members on an adoption or surrogacy journey to help them understand the process, find vetted agencies and facilitate reimbursement on behalf of Philips. – **Available to ALL Benefit Eligible Employees**

**Return to Work Services:** Coaching services for new parents returning to work, group support and digital tools. – **Available to ALL Benefit Eligible Employees**

## **NEW: Leave Program Enhancements**

Philips recognizes that life can be challenging at times. To ensure you have the support you need during those life moments we are expanding our Paid Leave programs as follows:

- Bereavement Leave for the death of a spouse or child, including pregnancy loss, will be increased from **5 to 10 days**.
- Paid Caregiver Leave will increase **from 2 weeks to 3 weeks**.
- Two new qualifying reasons are being added for Paid Caregiving Leave:
  1. Leave for employees who are the spouse or domestic partner of a member of the US uniformed services who returns from deployment, and
  2. Leave for employees who are victims of domestic violence, stalking, sexual assault/abuse, or harassment or who need to take time to support a family member who is a victim.

## **NEW: Milk Stork Expansion**

Parents, you deserve a break too! So, we've expanded our breast milk shipping program to include leisure travel, not just when you are traveling on business for Philips. You will enjoy the benefit of sending milk to your child while you enjoy some time off and not have to worry! To access Milk Stork visit [www.portal.milkstork.com/philips](http://www.portal.milkstork.com/philips).

## **NEW: EAP Visits are Increasing**

It's important that we not only take care of our physical health, but our mental health as well. Which is why **Philips is increasing the EAP visits from 6 visits per issue, per year to 8 visits per issue, per year!** Employees and household members have **FREE and CONFIDENTIAL** access to:

- In-the-moment support
- Cognitive behavioral therapy
- Financial expertise and legal consultation
- Free resources
- Web portal and mobile app
- Convenient, on-the-go support

Call **888.881.5462** anytime for questions or support or visit [www.supportlinc.com](http://www.supportlinc.com) (group code: philips).





## NEW: BCBS Virtual Care

BCBS is expanding their services to include a Virtual Care team led by Omni-care. The Virtual Care Team includes a virtual PCP, care coordinator, and other member specific experts such as Mental Health Specialists.

- You will be able to schedule visits online and have a virtual **appointment within 1-3 days**.
- Choose how you would like to interact with the **dedicated care team** via talk, text email and chat (available 24/7).
- You will receive a **Welcome Kit** based on your personalized care plan that may include medical devices such as a connected blood pressure cuff, scale, glucose monitor, and/or pulse oximeter.
- Your PCP will **order labs** as necessary for you.
- The dedicated care team **navigates follow-up care** e.g., appointment scheduling, medical records, and results on your behalf.
- And with care delivered virtually you can **seamlessly transition to in-person care** as needed.

Download the MyBlue app on your mobile device or visit [member.bluecrossma.com](http://member.bluecrossma.com) for more information.



## NEW: Gender De-Transition Coverage

To support our employees and/or dependents covered under a Philips BCBS or UPMC medical plan who have transitioned and have decided to de-transition, we will be covering those services according to the terms outlined in the medical policy. For help with navigating your benefits, please contact Health Advocate at **888.367.7223**, Option 1.



## CHANGE: BCBS Medical | Centers of Excellence (COE)

If you are enrolled in the BCBS National ABHP 1, ABHP 2, or EPO medical plans, when you or your family need specialty care, you want access to providers who are experts in their field and who can deliver the highest quality service. Philips utilizes the BCBS Blue Distinction® Specialty Care for bariatric surgery, knee and hip replacement, spine surgery and transplants. Blue Distinction Centers (BDC) & Blue Distinction Centers+ (BDC+) are Centers of Excellence that are recognized for their treatment expertise and exceptional quality in delivering care for complex, specialty procedures, providing better overall patient results.

For 2025, to further incentivize employees to use COE providers and facilities, Philips will be increasing the COE copay for joint, spine and back surgeries **from \$500 to \$1,000** if a COE provider or facility is not utilized.



## Whole Life & Long Term Care Insurance

Life and Long-Term Care provides two benefits in one policy: permanent whole life insurance and long-term care protection if you need long-term care services for an extended period of time. You also have access to certified long term care planners for education and support. During 2025 Open Enrollment, you can elect Life and Long-Term Care insurance with a guarantee issue.

Mark your calendars and attend a live webinar on 10/17. You can visit <https://www.getltci.com/philips> for more information. Enrollment for this benefit will be done outside of the Philips Benefits Center through <https://www.getltci.com/philips> or by calling **(844) 595-2346**.



# Well-Being Reminders

For our company to perform at its best, our people must be at their best. Philips offers many well-being resources to support you so you can Be Well, Do Well! Please review these great benefits so you can take advantage of them. For more information on these services, please visit the Philips Benefits Center.

## WellConnection Well Connection – Telehealth Services

Telehealth visits are a convenient and cost-effective way to address **cold and flu symptoms, stress, anxiety and depression, sleep issues and more!** Visit with board certified doctors and licensed therapists from the comfort and privacy of your home. For those enrolled in BCBS, visit [www.wellconnection.com](http://www.wellconnection.com) to get started. For those enrolled in other health plans, contact your health plan directly for telehealth options.



## Fitness Reimbursement Program

Don't forget to take advantage of the Philips Fitness Reimbursement Program, which offers up to **\$240** in reimbursement for a number of fitness related expenses. Visit the Well-Being tab on the Philips Benefits Center to learn more!



## Philips Wellness Program – Earn Rewards for Activities

The Philips Wellness Program through Health Advocate is available to ALL benefit eligible employees. You can earn up to **\$400** per year for participating in certain activities, such as getting preventive care, receiving a flu shot, and participating in quarterly challenges. More information is available on the Philips Benefits Center!



## Healthy Lifestyle Programs

- **Hinge Health:** Musculoskeletal program (BCBS members only)
- **Omada:** Prevention, Diabetes and Hypertension programs (BCBS and UPMC members only)
- **Pelago:** Substance treatment program (BCBS or UPMC members only)
- **Cylinder (formerly GI Thrive):** Digestive health (BCBS or UPMC members only)
- **Galleri:** Early detection cancer screening program (eligible members enrolled in a Philips medical plan)



## Biometric Screenings

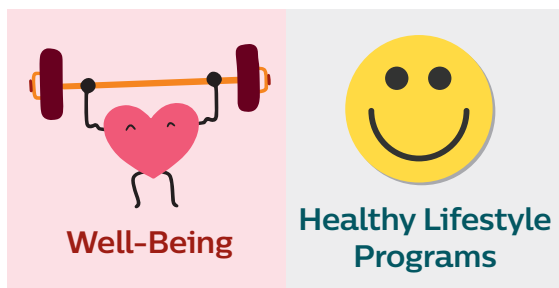
Philips will continue to offer biometric health screenings for all benefits-eligible employees through Health Advocate. You will be eligible to earn **points** through the Philips Wellness Program for participating. More information is available on the Philips Benefits Center in the Well-Being tab. If you have any questions during the benefits open enrollment period, please contact Health Advocate Benefits Gateway at **888-367-7223**, Option 1, 8:00 am – 9:00 pm Eastern time, Monday – Friday.



## Financial Wellness

Financial wellness is just as important as physical wellness! Try out these vendor tools if you need assistance determining your future financial needs.

- **CAPTRUST-NO COST Financial Advisory Sessions** – Financial Wellness including debt reduction and budgeting tips as well as investment Advice are some of the valuable services provided to employees eligible for the US 401(k) plan. Sign up for one of the Philips dedicated days. Visit [www.captrustadvice.com/schedule](http://www.captrustadvice.com/schedule) to schedule Your One-on-One Planning Meeting.
- **Empower's Tools and Solutions** – From calculators to quizzes and estimators to assessments, you will find the right interactive tools to help you manage your everyday money, protect and preserve it and plan for your future. Access these tools from the convenience of your Philips 401(k) Account Page. Visit [www.philips401k.com](http://www.philips401k.com) for more information.
- **Life Insurance Needs Estimator** – The Prudential Life Insurance Needs Estimator is a fast, personalized tool that can help evaluate how much coverage may be right for you. Go to [www.prudential.com/financial-education/life-insurance-calculator](http://www.prudential.com/financial-education/life-insurance-calculator) to learn more.



# 2024 Benefit Resources and Contact Information

Vendor	Phone Number	Website	Mobile App
Blue Cross Blue Shield of MA	888-579-1880	<a href="http://www.bluecrossma.com">www.bluecrossma.com</a>	✓
Capital Rx	833-502-2965	<a href="https://app.cap-rx.com/login">https://app.cap-rx.com/login</a>	✓
CAPTRUST	800-967-9948	<a href="http://www.captrustadvice.com/scheduler">www.captrustadvice.com/scheduler</a>	✓
Cigna Dental	855-878-7112, Option 2	<a href="http://www.mycigna.com">www.mycigna.com</a>	✓
ComputerShare	800-490-5416	<a href="https://www-us.computershare.com/Employee/Login/SelectCompany.aspx">https://www-us.computershare.com/Employee/Login/SelectCompany.aspx</a>	
Delta Dental of MA	800-872-0500	<a href="http://www.deltadentalma.com">www.deltadentalma.com</a>	✓
Empower 401(k) Plan	844-762-4015	<a href="http://www.philips401k.com">www.philips401k.com</a>	✓
Geisinger	800-504-0443	<a href="http://www.GeisingerHealthPlan.com">www.GeisingerHealthPlan.com</a>	
Health Advocate	888-367-7223, Option 1	<a href="http://www.healthadvocate.com/members">www.healthadvocate.com/members</a>	✓
HealthEquity FSA	877-924-3967	<a href="http://www.wageworks.com">www.wageworks.com</a>	✓
HealthEquity HSA	877-857-6813	<a href="http://www.healthequity.com/philips">www.healthequity.com/philips</a>	✓
HMSA	800-776-4672	<a href="http://www.hmsa.com">www.hmsa.com</a>	✓
Kaiser of GA	888-865-5813	<a href="https://healthy.kaiserpermanente.org/georgia">https://healthy.kaiserpermanente.org/georgia</a>	✓
Kaiser Permanente of CO	855-249-5005	<a href="https://healthy.kaiserpermanente.org/colorado/get-care">https://healthy.kaiserpermanente.org/colorado/get-care</a>	✓
Kaiser Permanente of Northern CA	800-464-4000	<a href="https://healthy.kaiserpermanente.org/northern-california">https://healthy.kaiserpermanente.org/northern-california</a>	✓
Kaiser Permanente of Southern CA	800-464-4000	<a href="https://healthy.kaiserpermanente.org/southern-california">https://healthy.kaiserpermanente.org/southern-california</a>	✓
Kaiser Permanente of WA	855-397-9499	<a href="https://healthy.kaiserpermanente.org/oregon-washington">https://healthy.kaiserpermanente.org/oregon-washington</a>	✓
Prudential Life Insurance	800-880-6105	<a href="http://www.prudential.com/mybenefits">www.prudential.com/mybenefits</a>	
SupportLinc Employee Assistance	888-881-5462	<a href="http://www.supportlinc.com">www.supportlinc.com</a> (group code: philips)	✓
Triple S	787-774-6060	<a href="http://www.ssspr.com">www.ssspr.com</a>	✓
UPMC	888-876-2756	<a href="http://www.upmchealthplan.com">www.upmchealthplan.com</a>	✓
Vision Service Plan	800-877-7195	<a href="http://www.vsp.com">www.vsp.com</a>	✓

Review the 2025 Benefits Guide for additional benefit resources and contact information.



This open enrollment summary contains only highlights of the Philips benefit plans. For detailed information on a benefit plan, please consult your summary plan description and the official plan document for that plan. In the event of a discrepancy between the official plan document and this summary, the official plan document will control. Receipt of this summary does not guarantee eligibility for any Philips sponsored plan or program of benefits. Eligibility for and entitlement to a benefit are governed by the terms of the official plan document. Philips reserves the right to modify, or terminate completely, any benefit plan, at any time and without notice.



Philips North America  
414 Union Street  
Suite 200  
Nashville, TN 37219

# It's Time for Open Enrollment

October 23 - November 6

## It's Time for Open Enrollment

