

## Conga 2024 Open Enrollment: Do I Need to Enroll?

You are encouraged to review all benefits and actively enroll.

The following summary highlights which plan require active elections versus those that will roll forward if no changes are recorded for 2024.

	DOES NOT ROLL FORWARD	WILL ROLL FORWARD	NOTES
<b>Medical/Dental/Vision</b>		✓	If you are currently opted out of Conga medical, dental and/or vision coverage, you will be opted out again for 2024. Cigna replaced Aetna in 2024 for medical and dental.
<b>Health Savings Account (HSA)</b>	✓		A <b>new election is required every year</b> in order to receive contributions from Conga. HSA requires annual elections per IRS rules.
<b>Flexible Spending Accounts (FSA)</b> - Healthcare - Dependent Care - Limited Purpose	✓		FSA requires <b>a new annual election</b> per IRS rules
<b>Commuter Benefits</b>		✓	You may change your monthly election amount by the 10th of each month in PayFlex's system. All enrollment is completed in the PayFlex site.
<b>Basic Life &amp; AD&amp;D</b>		✓	You may change your coverage level: 2 x base salary or 50k limit. - Beneficiaries assigned to Base Life Plan will apply to all Life and AD&D plans (including Supplementary Life and AD&D)
<b>Short-Term Disability</b>		✓	You may change your tax choice
<b>Long-Term Disability</b>		✓	You may change your tax choice
<b>Accident Insurance</b>		✓	
<b>Critical Illness Insurance</b>		✓	
<b>Supplemental Life Insurance and AD&amp;D</b> - Employee Only - Spousal Coverage - Child Coverage		✓	May require Evidence of Insurability (EOI) to be completed for supplementary life for employee and spousal coverage. Child Life does not require an EOI.
<b>Identity Theft Insurance</b>		✓	
<b>401(k)</b>	N/A		Any deferral changes are completed in your Fidelity retirement account at any time during the year. It will take 1 - 2 pay periods for processing
<b>Carrot Family Forming Benefit</b>	N/A		Enrollment is completed on Carrot's website any time during the year
<b>Pet Insurance</b>	Election in Workday is only tracking interest. Please Enroll directly at PetsBest		<a href="#">Enrollment is completed on the PetsBest website any time during the year</a>
<b>Employee Assistance Program (EAP)</b>	N/A		Available all year, no enrollment necessary with Optum
<b>Wellness Coach</b>	N/A		Available all year, download the Wellness Coach app and register with your Conga email address
<b>BenefitsHub</b>	N/A		More details will be coming soon! Replacing PerkSpot