



2024 BENEFITS OPEN ENROLLMENT FAQ

- This is your once-a-year opportunity to make election changes without a qualifying life event (e.g. marriage, birth, etc.).
- Qualifying life events must be submitted within 30 days of the event along with a supporting document.
- All Open Enrollment changes will take effect **1/1/2024**.
- **2024 FSA ELECTIONS WILL NOT CARRY OVER, YOU MUST RE-ENROLL IN HEALTH CARE FSA AND DEPENDENT CARE FSA EVERY YEAR.**
- We recommend employees double check and update their beneficiary* information in [ADP WFN](#).

1. When is Open Enrollment?

2024 Open Enrollment starts on **11/1/2023 (Wed.)** and ends on **11/21/2023 (Tue.)** at 8:59pm PST.

2. Where can I go to make my enrollment changes?

Please log on to [ADP WFN](https://workforcenow.adp.com) (<https://workforcenow.adp.com>) to make any Open Enrollment changes.

3. I do not have access to a company computer, how can I submit my changes?

ADP WFN is accessible from any computer with internet access, so you can submit your changes from anywhere on a laptop, tablet, or phone.

4. I am unable to log in to ADP, it says my access is currently unavailable?

If you have not already, you will need to register for a new account with [ADP WFN](#).

- Registration instructions can be found [here](#).
- If you forget your login information, use the **Forgot User ID/Forgot Password** link on the [ADP WFN](#) website to complete a quick verification and recover your information.
- Any login assistance or registration code inquiries please contact: Payroll_US@supermicro.com

5. What if I want to stay with the same benefits plans as this year?

Some of the current 2023 medical plans will no longer be offered in 2024. The new medical plans that will be offered in 2024 will be affordable and still offer rich benefits for you and your family.

PLEASE NOTE IF YOU DO NOT MAKE ANY MEDICAL PLAN CHANGES, YOU WILL BE AUTOMATICALLY ENROLLED IN THE NEW 2024 AETNA/KAISER MEDICAL PLANS ACCORDINGLY, SEE BELOW.

Aetna		Kaiser (CA Only)	
2023 Current	2024 New	2023 Current	2024 New
POS 250 & POS 500 →	POS 500 (Modified)	HMO 15 →	HMO 20 Plus (New)
	POS 1500 (New)		
POS-HDHP/HSA 3000 →	POS-HDHP/HSA 3200 (Modified)	HMO 25/750 →	HMO 20-1500 Basics (New)
	POS-HDHP/HSA 1600 (New/Non-Embedded)		

6. What are the changes in the 2024 semi-monthly payroll deduction?

Plan Year	2024 New									2023 Current																
Ins. Carrier	Aetna				Kaiser				Aetna Dental			VSP	Aetna				Kaiser			Aetna Dental		VSP				
Plan Option	POS 500	POS 1500	HDHP /HSA ² 3200	HDHP /HSA ² 1600	HMO 20	HMO 20/1500	DMO	DPO	PPO	POS 250	POS 500	HDHP /HSA ² 3000	HMO 15	HMO 25/750	DMO	DPO	PPO	POS 250	POS 500	HDHP /HSA ² 3000	HMO 15	HMO 25/750	DMO	DPO	PPO	
Employee	\$13.87	\$0.00	\$0.00	\$0.00	\$13.77	\$0.00	\$0.00	\$0.00	\$0.00	\$12.68	\$0.00	\$0.00	\$22.51	\$16.37	\$0.00	\$0.00	\$0.00	\$133.29	\$105.42	\$77.06	\$142.21	\$126.04	\$2.43	\$11.62	\$0.00	\$0.00
Employee+Spouse	\$163.89	\$126.81	\$44.97	\$47.42	\$162.52	\$126.84	\$2.58	\$12.32	\$1.02	\$133.29	\$105.42	\$77.06	\$142.21	\$126.04	\$2.43	\$11.62	\$0.00	\$133.29	\$105.42	\$77.06	\$142.21	\$126.04	\$2.43	\$11.62	\$0.00	\$0.00
Employee+Child(ren)	\$113.90	\$84.57	\$29.62	\$31.63	\$112.94	\$84.56	\$2.97	\$14.07	\$1.19	\$93.09	\$70.30	\$51.39	\$102.31	\$89.48	\$2.80	\$13.27	\$0.00	\$93.09	\$70.30	\$51.39	\$102.31	\$89.48	\$2.80	\$13.27	\$0.00	\$0.00
Employee+Family	\$276.31	\$221.83	\$78.68	\$82.10	\$274.08	\$221.96	\$6.25	\$28.41	\$2.05	\$223.69	\$184.42	\$133.40	\$231.98	\$208.29	\$5.89	\$26.81	\$1.84	\$223.69	\$184.42	\$133.40	\$231.98	\$208.29	\$5.89	\$26.81	\$1.84	\$1.84
Waiver Credit ¹																										

¹If you do not enroll in medical and/or dental within your election period, you will be deemed to have waived coverage. The medical and/or dental waiver credit amounts are taxable and subject to HR's validation of the proof of other coverage.

²Supermicro will fund the employee HSA \$50 semi-monthly (\$1,200 annually). For the 2024 plan year, the combined employee and employer HSA contribution limits are \$4,150 for individual and \$8,300 for family. An additional \$1,000 "catch-up" contribution is allowed for employees/spouse ages 55 or older.

Employer HSA Contribution Changes: 2024 HDHP/HSA Payroll deductions for employees covering dependents will be lower due to the monthly employer HSA contribution being reduced from \$200 to \$100.

PLAN YEAR	2024 Maximum Annual HSA Contribution (New)						2023 Maximum Annual HSA Contribution					
	Age < 55			Age ≥ 55			Age < 55			Age ≥ 55		
	Employee	Supermicro	Total	Employee	Supermicro	Total	Employee	Supermicro	Total	Employee	Supermicro	Total
Single	\$2,950		\$4,150 (+\$300)	\$3,950		\$5,150 (+\$300)	\$2,650	\$1,200 (\$50/paycheck)	\$3,850	\$3,650	\$1,200 (\$50/paycheck)	\$4,850
Family	\$7,100	\$1,200 (\$50/paycheck)	\$8,300 (+\$500)	\$8,100	\$1,200 (\$50/paycheck)	\$9,300 (+\$500)	\$5,350	\$2,400 (\$100/paycheck)	\$7,750	\$6,350	\$2,400 (\$100/paycheck)	\$8,750

Note: Elections can be changed throughout the year.

7. How do I update my personal details?

You can update your personal data such as address, phone number(s) and emergency contact(s) on [SuccessFactors](#) when changes occur. It might take 7-14 days for the info to be updated in [ADP WFN](#).

8. Who can I add to my benefits plans?

You can add your eligible spouse, domestic partner, and/or child(ren) under the age of 26 to your plans.



9. How do I know which benefit plan works best for myself and my family?

Depending on your personal situation, one plan may work better than another. To help employees make an educated decision, we have the [2024 Benefits Guide](#) available as well as the Open Enrollment meetings. Representatives from the insurance companies and Acrisure (formerly Filice), our insurance broker, will be at the events to answer any questions.

10. I do not wish to participate in Supermicro's benefits plans in 2024. What should I do?

If you have coverage elsewhere and no longer wish to participate in Supermicro's benefits plans, you can enroll in our waiver credit program. We offer a taxable medical waiver credit of \$75.00 per pay period and a taxable dental waiver credit of \$15.00 per pay period. Please submit the request in [ADP WFN](#) to terminate the plan coverage(s) and enroll in the available waiver credit plans. Proof of other coverage is required to enroll and can be attached when completing the request.

11. When do my benefits changes start?

Changes made during Open Enrollment will take effect on January 1, 2024.

12. Can I enroll in [Voluntary Term Life \(VTL\)/AD&D](#) insurance or increase the coverage amount for myself and/or dependents?

- Yes, you and your dependents can enroll in VTL/AD&D during this Open Enrollment, however all new enrollments or any additional amounts will require an [Health Statement/EOI \(Evidence of Insurability\)](#) and are subject to Anthem's approval. You will receive an email from HR with further instructions.
- Please note you need to be enrolled in the voluntary life insurance plan in order to enroll your spouse and/or children. Please note Guarantee Issue (GI) might be granted for certain Qualifying Events (QE) during the plan year.

13. Can I decrease the voluntary life insurance amount for myself and/or dependents?

Yes, you can decrease the voluntary life insurance amount for yourself and/or dependents at any time. Please note that if you would like to increase the amount at a later date, it will be subject to carrier Anthem's approval.

14. I will be on vacation/out of the country with no Internet access during Open Enrollment. How can I submit my changes?

Please speak with your HR representative before going on vacation or leaving the country.

15. What if I want to make another change after I submitted my Open Enrollment request?

Changes can be made at any time throughout the Open Enrollment window, as long as the pending request is processed.

16. *Where do I go to update my beneficiary information?

To update your beneficiary information, login to [ADP WFN](#) and go to **Myself > Personal Information > "Dependents & Beneficiaries."** You can click on the person's name to update their information or click "+Add" to add a new beneficiary. Then, under "Enrollments," click on the plan you would like to assign the beneficiary to, and update the percentage and/or beneficiary designation (primary or contingent).



Dependents & Beneficiaries

You can edit or add new dependents and beneficiaries as needed.

[+ Add dependent or beneficiary](#)

17. What are the changes in the 2024 contribution limits?

Benefit Type		2024 New	2023
Flexible Spending Account (FSA)	Health Care (HCFA)	TBA	\$3,050 per year
	Dependent Care (DCFA)	TBA	\$5,000 per year
Commuter Reimbursement Account (CRA)	Parking Account	TBA	\$300 per month
	Transit Account	TBA	\$300 per month
Health Savings Account (HSA)	Age < 55 (Individual/Family)	\$4,150/\$8,300 per year	\$3,850/\$7,750 per year
	Age ≥ 55 (Individual/Family)	\$5,150/\$9,300 per year	\$4,850/\$8,750 per year
Retirement (401K)	Age < 50	TBA	\$22,500 per year
	Age ≥ 50	TBA	\$30,000 per year

18. NEW HIRE

If you are hired during the Open Enrollment period, you may see multiple benefit events in the Open Benefit Events Section in ADP WFN. If this is the case, you must complete the New Hire event before you complete the Open Enrollment event. The New Hire packet along with an Open Enrollment packet with instructions on submitting your Open Enrollment benefits will be available to you.

QUESTIONS? Check out [2024 Open Enrollment](#) | [2024 Benefits Guide](#)

Contact: [Acrisure \(Formerly Filice\) Broker Service Team](#) | [HR/Benefits Support Team](#) | [HR Representative](#).