

BENEFITS & WELLNESS

MARCH BULLETIN

401K Deferrals

Employees can update their 401K deferrals in Fidelity by logging into their Fidelity account. This is **NOT** completed in Workday. As a reminder, an employee is automatically enrolled with a 6% 401K deferral with a 1% contribution adjustment annually after 90 days of employment. Employees will need to manually opt out of the 401K.

WELLNESS CORNER



- **FSA Claim Submission Deadline is March 31st:** There is no carryover of remaining FSA funds from 2024 to 2025. The deadline to submit the 2024 claims for your remaining FSA funds is March 31, 2025. Please note that any unused funds will be forfeited. To submit your claims, log into your account at **Bank of America**.
- **Colorectal Cancer Awareness Month:** During the month of March, individuals are reminded of the importance of having access to life-saving resources for preventing, detecting, and treating colorectal cancer. Colorectal cancer diagnoses in those under the age of 50 are increasing by 2% each year, and by 2030, colorectal cancer is expected to be the main cause of death in people under the age of 50. Visit **here** for additional details. Did you know that your medical plan provides coverage for preventative and diagnostic colonoscopies. If the colonoscopy is preventative and rendered by an in-network provider the services will be paid at 100% of the contracted rate. The age limit for a preventative colonoscopy is 45 years old and older.
- **Workplace Eye Wellness Awareness Month:** Each year, nearly 25,000 Americans visit the emergency room due to a workplace eye injury. During Workplace Eye Wellness Month this March, the American Academy of Ophthalmology reminds employers and workers about the importance of wearing certified and approved eye protection. If you need help with prescription safety glasses options, please contact your local EHS and/or HR representative for more information.

FINANCIAL PROTECTION



- **Declare your beneficiary:** Did you know that 48% of people do not have a named beneficiary? What happens to your savings if something happens to you? Make sure you get to decide. Review your beneficiaries regularly. It is important to update them after certain life events, such as a marriage, a divorce, the birth of a child, or a death in the family.
- Here is how to review and update your beneficiaries:
 - Fidelity: Simply scan the QR code below or log into **netbenefits.com**
 - Life Insurance: Log into **Workday**.
 - Health Savings Account: Log into **BofA**



- Important things to remember:
 1. Primary Beneficiary-Your first choice to receive the value of your account.
 2. Contingent Beneficiary-Your second choice to receive the value of your account if the beneficiary(ies) are not living at the time of your passing. Do not enter the same names you have entered as primary beneficiary(ies).
 3. If you are married and wish to name someone other than your spouse as your primary beneficiary, you must submit a notarized spousal consent form to Fidelity.