



REPUBLIC PLASTICS, Ltd.



2023 Open Enrollment Has Begun!

The Republic Plastics and American Film & Printing Open Enrollment period begins on March 21, 2023! Open Enrollment is your opportunity to make changes to your benefits elections. The Open Enrollment period will run from **March 21** through **April 7**. Once the Open Enrollment period has ended your choices will be final until the next enrollment period or until you have a qualifying life event. All changes and elections will take effect on **May 1st**. All associates must go online and complete Open Enrollment through their UKG account before April 8.

Even if you are not making changes to your benefit elections, we need you to go into UKG and: a) verify that your enrollments are correct; and b) add or update your beneficiary information for the \$15,000 company provided life insurance. If you do not change anything, your current elections will carry over to the new plan year.

Most of our benefit offerings have not changed substantively for the 2023-2024 plan year. You can view a detailed summary of the 2023-2024 offerings by clicking here, [2023-2024 RP and AFP Benefit Guide](#). We've also made a short summary available here, [2023-2024 RP and AFP Benefits Short Summary](#). These guides are available under the Employee Portal section at www.republicplastics.com and you can also find links to these guides when you do your Open Enrollment in the UKG.

Laurie Magnon and/or Robbie Chance will be visiting each of our facilities over the next two weeks to deliver a presentation that details the benefit offerings and to answer any questions you may have. Look for a message in Time Tracking for dates and times. We will post a copy of that presentation in the same places described above.

If you have any questions about the benefit offerings and/or the enrollment process, please reach out to Human Resources at hr@republicplastics.com or dial extension 1098.

Summary of Benefits Changes for 2023-2024

Medical

- Because of the smart choices and care you all have taken in using your medical benefits, our plan saw significant savings during the 2022-2023 plan year. As such, we are passing on those savings to you through a 25% credit to your monthly premiums. See Appendix A for the new monthly premiums and the per-check amounts.
- We have added virtual primary care to our First Stop Health along with their virtual urgent care and virtual mental health services. If you are enrolled in one of our medical plans, you can now use First Stop Health to schedule and receive primary care virtually via video or over the phone.

Dental and Vision

- We are changing our carrier for Dental and Vision from MetLife to Sun Life. The coverages will remain unchanged, but Sun Life offers a much better user experience for both you and your dental/vision providers. In addition, the premiums with Sun Life will be lower than they were with MetLife. See Appendix B for the new monthly Dental and Vision premiums.
- We have also added an Employee + Child(ren) option for dental coverage. This will allow employees who want or need to cover their children to do so without including their spouse in the coverage (e.g., if a spouse has their own dental coverage).



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Long Term Disability

- MetLife has increased the premium for Long Term Disability from \$0.37/\$100 of monthly salary to \$0.47/\$100.

Other Benefits

- All other benefits remain unchanged.

Completing your Open Enrollment in UKG

To complete your Open Enrollment, you will need to log in to your UKG account **through a web browser, not the mobile app**. If you are logging in from a computer, simply go to nw17.ultipro.com and enter your user name and password (contact HR if you need help with this). If you are accessing from a web browser on a mobile device, you will still go to nw17.ultipro.com, but you will need to click on the View Desktop Version link **before you log in**. That will take you to the desktop version of UKG where you will be able to access your review.

UltiPro
— by ULTIMATE SOFTWARE —

User name

Password

Log in

Forgot Your Password?

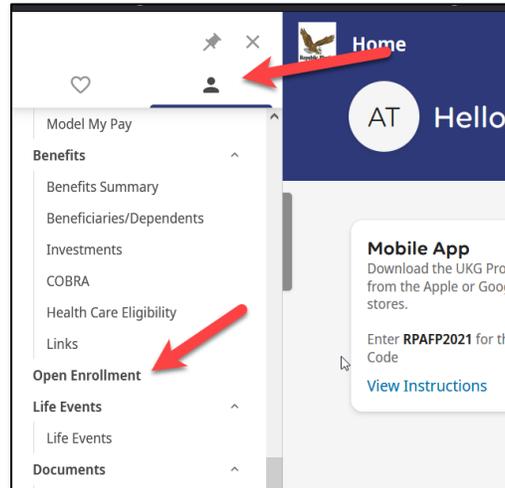
View Desktop Version



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From your home page, go to Open Enrollment under Jobs on the left hand side menu (if you don't see the menu, click on the three bars in the upper left corner). That will open up the Open Enrollment screen where you can click on the applicable Open Enrollment session. UKG will then walk you through the steps of making your benefit elections.



Description	Session Open Date	Session Close Date	Status
2023 Open Enrollment - Semi-monthly	03/21/2023	04/07/2023	In Progress



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Employee Open Enrollment

2023 Open Enrollment - Semi-monthly
Robert Chance - 99253

About Open Enrollment

Verify Beneficiary And
Dependent Information

Medical

Supplemental Medical
Plan

Dental

Vision

Group Term Life Insurance

Basic Life Insurance

Employee Supplemental Life

Employee Voluntary
Life & AD&D
Insurance

Spousal Supplemental Life

Spouse Voluntary Life
& AD&D Insurance

Child Supplemental Life

About Open Enrollment

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You currently have 18 days remaining to submit your elections for this open enrollment session.

Welcome to Open Enrollment for the 2023-2024 plan year. Open Enrollment is your opportunity to make changes to your benefits elections. The Open Enrollment period will run from **March 21** through **April 7**. Once the Open Enrollment period has ended your choices will be final until the next enrollment period or until you have a qualifying life event. All changes and elections will take effect on **May 1st**. **Even if you are not making changes to your benefit elections, we need you to go into UKG and: a) verify that your enrollments are correct; and b) add or update your beneficiary information for the \$15,000 company provided life insurance. If you do not change anything, your current elections will carry over to the new plan year.**

You can view a detailed summary of the 2023-2024 offerings by clicking here - [2023-2024 RP and AFP Benefit Guide](#). We've also made a short summary available here - [2023-2024 RP and AFP Benefits Short Summary](#).

Contact Human Resources at HR@republicplastics.com if you have any questions.



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Appendix A – New Medical Premiums

2023-2024 Premiums

Medical \$5000 Deductible Plan	2022-2023 Premiums	25% credit from 2022- 2023 savings	New Monthly Premium Amount	0-3 Years		3-7 Years		7+ Years	
				You Pay	Company Pays	You Pay	Company Pays	You Pay	Company Pays
Employee	\$524.24	-\$131.06	\$393.18	\$91.78	\$301.40	\$82.60	\$310.58	\$73.43	\$319.76
Employee + Spouse	\$1,100.29	-\$275.07	\$825.22	\$207.65	\$617.57	\$186.89	\$638.33	\$166.12	\$659.10
Employee + Child(ren)	\$995.49	-\$248.87	\$746.62	\$187.00	\$559.62	\$168.30	\$578.32	\$149.60	\$597.02
Employee + Family	\$1,597.65	-\$399.41	\$1,198.24	\$266.16	\$932.08	\$239.54	\$958.70	\$212.93	\$985.31

Medical \$2500 Deductible Plan	Monthly Premium Amount	25% credit from 2022- 2023 savings	New Monthly Premium Amount	0-3 Years		3-7 Years		7+ Years	
				You Pay	Company Pays	You Pay	Company Pays	You Pay	Company Pays
Employee	\$611.89	-\$152.97	\$458.92	\$169.03	\$289.89	\$152.12	\$306.80	\$135.22	\$323.70
Employee + Spouse	\$1,284.26	-\$321.07	\$963.20	\$371.61	\$591.59	\$334.45	\$628.75	\$297.29	\$665.91
Employee + Child(ren)	\$1,161.95	-\$290.49	\$871.46	\$336.81	\$534.65	\$303.13	\$568.34	\$269.45	\$602.02
Employee + Family	\$1,864.76	-\$466.19	\$1,398.57	\$502.11	\$896.46	\$451.90	\$946.67	\$401.69	\$996.89

Medical \$5000 Deductible Plan	Per Check Emp Portions					
	0-3 Years		3-7 Years		7+ Years	
	Hourly	Salaried	Hourly	Salaried	Hourly	Salaried
Employee	\$42.36	\$45.89	\$38.12	\$41.30	\$33.89	\$36.71
Employee + Spouse	\$95.84	\$103.83	\$86.25	\$93.44	\$76.67	\$83.06
Employee + Child(ren)	\$86.31	\$93.50	\$77.68	\$84.15	\$69.05	\$74.80
Employee + Family	\$122.84	\$133.08	\$110.56	\$119.77	\$98.27	\$106.46

Medical \$2500 Deductible Plan	0-3 Years		3-7 Years		7+ Years	
	Hourly	Salaried	Hourly	Salaried	Hourly	Salaried
Employee	\$78.01	\$84.51	\$70.21	\$76.06	\$62.41	\$67.61
Employee + Spouse	\$171.51	\$185.81	\$154.36	\$167.22	\$137.21	\$148.64
Employee + Child(ren)	\$155.45	\$168.41	\$139.91	\$151.56	\$124.36	\$134.72
Employee + Family	\$231.74	\$251.06	\$208.57	\$225.95	\$185.39	\$200.84



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Appendix B – New Dental and Vision Premiums

Sun Life - Dental Plan	Monthly Premium	Per-Check Hourly	Per-check Salaried
Employee	\$15.87	\$7.32	\$7.94
Employee + Spouse	\$35.39	\$16.33	\$17.70
Employee + Child(ren)	\$49.65	\$22.92	\$24.83
Employee + Family	\$69.16	\$31.92	\$34.58
Sun Life - Vision Plan	Monthly Premium	Per-Check Hourly	Per-check Salaried
Employee	\$6.25	\$2.88	\$3.13
Employee + Spouse	\$11.98	\$5.53	\$5.99
Employee + Child(ren)	\$12.50	\$5.77	\$6.25
Employee + Family	\$18.05	\$8.33	\$9.03