



Benefits Strategy Solutions

July 1, 2024–June 30, 2025

Client Benefits Renewal Guide



What's Changing for the 2024 Benefits Plan Year

Medical

- Changes to the TriNet-sponsored medical plans are described on page 3. See [Medical Plan Highlights](#).

Dental

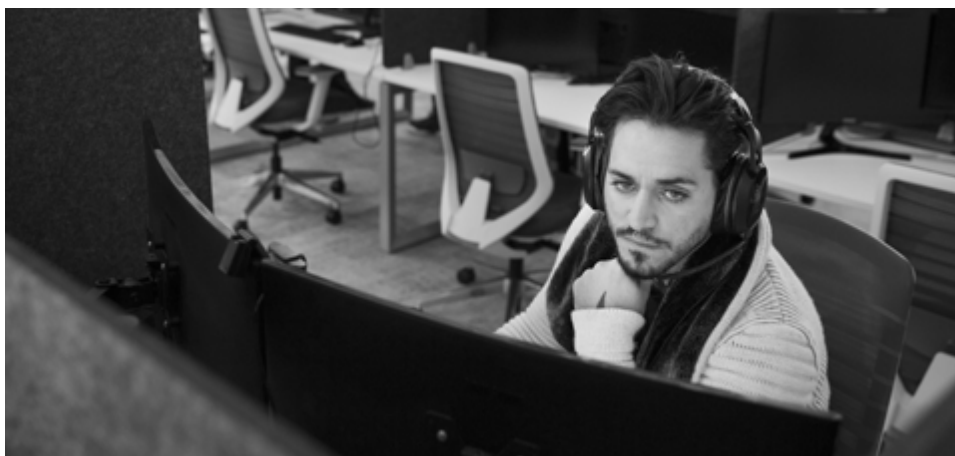
- No plan design changes.

Vision

- No plan design changes.

Flexible Spending Accounts (FSAs) and Health Savings Account (HSA)

- The maximum health care FSA annual contribution limit for the 2024 benefits plan year is \$3,200. The maximum dependent day care FSA annual contribution limit for the 2024 benefits plan year is \$5,000.
- The maximum HSA single contribution limit for the 2024 calendar year is \$4,150. The maximum HSA family contribution limit for the 2024 calendar year is \$8,300.



Disability

- Effective July 1, 2024, worksite employees who work in Oregon, as well as clients with worksite employees working in Oregon, who elect short-term disability, will have reduced rates due to Oregon Paid Family Leave.
 - Should a worksite employee become disabled, they will need to file for short-term disability benefits with both the state of Oregon and The Hartford.
 - The benefits that worksite employees are eligible to receive from The Hartford will be offset with any state-paid family leave benefits that they receive.
- Effective July 1, 2024, worksite employees who work in Colorado, as well as clients with worksite employees working in Colorado, who elect short-term disability, will have reduced rates due to Colorado Paid Family Leave.
 - Should a worksite employee become disabled, they will need to file for short-term disability benefits with both the state of Colorado and The Hartford.
 - The benefits that worksite employees are eligible to receive from The Hartford will be offset with any state-paid family leave benefits that they receive.

Life and AD&D Insurance

- No plan design changes.

What's Changing for the 2024 Benefits Plan Year

Voluntary Benefits

- Several features of the Aflac voluntary benefits have been enhanced to provide greater coverage, as outlined [here](#). Please reference Voluntary Benefits Central on the TriNet platform for further details.

Voluntary Benefits				
Aflac	Chubb	Farmers GroupSelect SM	IdentityForce	MetLife
Critical Illness Insurance	Personal Excess Liability Insurance	Auto & Home Insurance	Identity Theft Protection Plan	Legal Plan
Hospital Indemnity Insurance				Pet Insurance
Accident Insurance				

Other Benefits

- TriNet provides your eligible U.S. based worksite employees enrolled in a TriNet-sponsored medical plan access to **HealthAdvocate**. Whether your worksite employees have questions about how to find health insurance for family members or are overwhelmed with medical bills, the HealthAdvocate team of nurses and billings and claims specialists can help your worksite employees get the answers they need, saving them time, money and worry. Also, HealthAdvocate covers your worksite employees and eligible relatives, which may include their spouse, dependents and even their parents and parents-in-law. [Click here](#) for more details.
- The maximum commuter benefits monthly contribution limit for the 2024 calendar year is \$315 for both qualified parking and public transit expenses.
- No plan design changes to the Employee Assistance Program.



Medical Plan Highlights for the 2024 Benefits Plan Year

To view What's Changing for the 2024 benefits plan year, click on the medical carrier logo(s) below.



Want to learn more?

Benefits Strategy Solutions Resource Center

Access the [Benefits Strategy Solutions Resource Center](#) to find out about new plan offerings, changes to existing plans, ACA requirements and much more.

Medical plan offerings and changes by carrier:

- [Aetna](#)
- [Blue Cross and Blue Shield of Minnesota](#)
- [Blue Cross and Blue Shield of North Carolina](#)
- [Blue Shield of California](#)
- [Anthem Blue Cross and Blue Shield \(formerly Empire\)](#)
- [Florida Blue](#)
- [Kaiser Permanente](#)
- [Harvard Pilgrim Health Care \(formerly Tufts Health Plan\)](#)
- [UnitedHealthcare](#)

Benefits Renewal Tips

- Are you satisfied with your current benefits funding strategy and want to submit? You can easily do this using the "Renew Current Funding" button from the BSS site landing page.
- When creating a new strategy, be sure to give it a meaningful name. This will help you differentiate between your options when creating multiple strategies.
- Don't forget you can delete funding strategies that you created but won't meet your financial objectives.
- Now is a great time to review your benefit programs and plan for the next twelve months. Will you need new benefit programs to assist you with growth and expansion? Is a benefit program not being utilized, and can it be deleted?



Submitting your Benefits Renewal

Submit your Benefits Renewal by April 16

The Benefits Strategy Solutions period is open to submit your benefits renewal for the new plan year, which begins July 1, 2024. It's important to take this opportunity to review the plan offerings and rate changes, and then complete and submit your benefits renewal by 10 p.m. PT on **April 16, 2024**.

To submit your benefits renewal, log in to TriNet (login.TriNet.com) and look for the “Go to Benefits Strategy Solutions” button.

[Go to Benefits Strategy Solutions](#)

...But only YOU can submit your Benefits Renewal

If you don't act by April 16 at 10 p.m. PT:

- Your funding strategy for the current benefits plan year will roll over to the 2024 benefits plan year, which begins July 1, 2024, including any rate increases, adjusted to the minimum contribution levels.
- If the current selections are not available, your strategy will roll over using the most comparable options.
- Benefit offerings may not align with your business goals and financial objectives.
- You may not have an opportunity to change your benefits funding strategy for the new plan year.*
- Worksite employees may have to bear the full rate increase.

* Any requested changes made after the BSS period has closed (mid-year funding changes), may be assessed a \$2,500 service fee.

KEY DATES

- **Benefits Strategy Solutions Period:** March 26–April 16, at 10 p.m. PT
- **Worksite Employee Open Enrollment:** May 2–16, 2024
- **Worksite Employee Benefits Correction Period:** June 5–11, 2024
- **2024 Benefits Plan Year:** July 1, 2024–June 30, 2025

Benefits Strategy Solutions (BSS) Toolkit

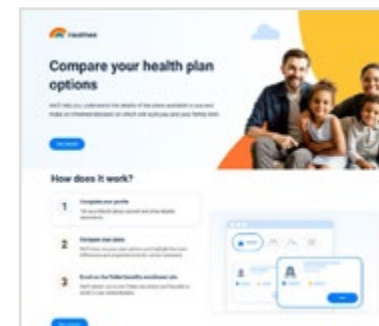
Download and save the BSS Toolkit to ensure you have these BSS resources in one convenient location to guide you through the funding period!



NEW!

Benefits Decision Support – Powered by Healthee

Benefits decision support* is an integrated application within the TriNet platform that helps your worksite employees better understand the value of their TriNet-sponsored medical, dental and vision benefit options (if applicable), so they can identify the plan(s) that best fit their needs and make informed benefit elections.

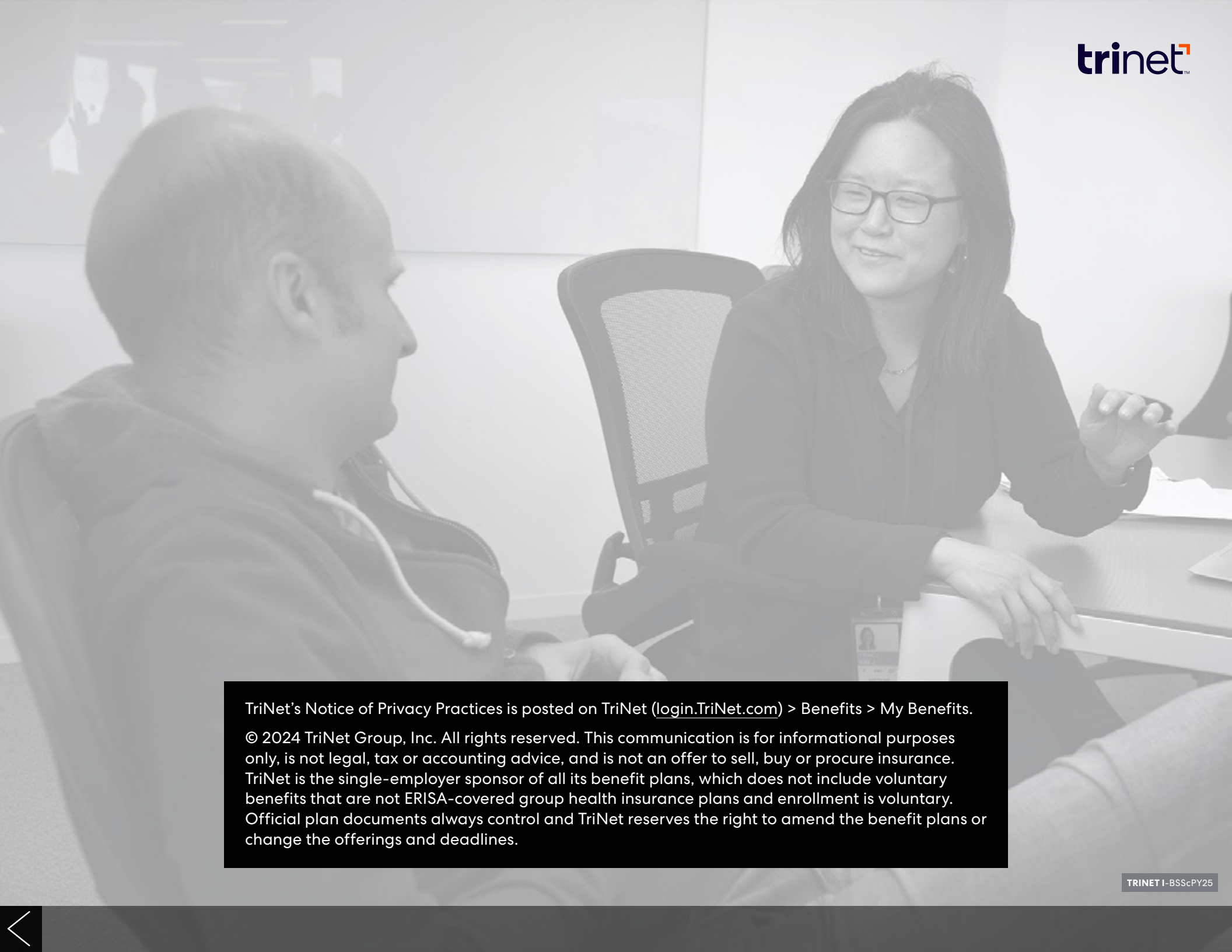


Worksite employees can utilize benefits decision support to:

- Receive support with their medical, dental and vision benefits plan elections
- Get a better understanding of estimated benefit plan costs, which include both pay-period costs and cost-shares (the share of costs covered by their insurance that they pay out of their own pocket)
- Receive guidance on network coverage for specific providers
- Compare benefits between plans

For more information about benefits decision support, please click [here](#) for a list of Frequently Asked Questions.

* If offered to your benefits eligible worksite employees, benefits decision support is an optional resource incorporated into their benefits enrollment experience.

A grayscale photograph of three people in an office setting. A man on the left is speaking and gesturing with his hands. A woman in the center is listening intently with her hand on her chin. A man on the right is looking at a laptop. The background shows office furniture and a wall with light switches.

TriNet's Notice of Privacy Practices is posted on TriNet (login.TriNet.com) > Benefits > My Benefits.

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