

Northern California Enrollment Guide

Intel's Annual Enrollment is Oct. 16 – Nov. 3, 2023

Choices will take effect Jan. 1, 2024

Visit our on-site Roadshows!

Join us for our on-site Roadshows to learn more about your benefits.
Flu/COVID vaccinations will also be available at the onsite Roadshows.

Roadshow Site	Date	Time	Room
Folsom	Oct. 24	8 a.m. - 1 p.m.	FM7 Café
Santa Clara	Oct. 25	8 a.m. - 1 p.m.	RNB Café



Here, your life-life is just as important as your work-life.

Discover Intel's benefits.



Intel is committed to supporting all aspects of your well-being—both at work and at home—and your 2024 benefits are a big part of that. Your benefits for the coming year are very similar to this year's, with the addition of two voluntary supplemental benefits to complement your health insurance and provide added financial protection when you need it most.

In 2024, the IRS is increasing the minimum deductible for HSA-eligible High Deductible Health Plans (HDHP). To comply with these requirements, there will be an increase in the HDHP deductible and out-of-pocket maximum. The IRS is also increasing the HSA contribution limits to allow you to set aside more pre-tax dollars. For all other plans there will be a \$3-35 monthly increase in paycheck deductions depending on plan and enrollment tier. There are no increases in paycheck deductions for the dental and vision options.

We're proud to offer you these comprehensive benefits that are designed to take care of you and your family, so you can thrive in every part of your life. Learn more about your 2024 benefits.



New: Hospital Indemnity and Accident Insurance available as voluntary benefit options

[Details on page 3 →](#)



Update: Critical Illness Insurance moving from MetLife to Securian

[Details on page 3 →](#)



Update: Enhancements to the Pre-Paid Legal Services Plan from MetLife Legal

[Details on page 2 →](#)



Pre-Paid Legal Services Plan*

The Pre-Paid Legal Services Plan options provided by MetLife help you navigate planned - and unplanned - personal legal matters through convenient access to a network of attorneys. For more information visit [metlife.com/info/intel](https://www.metlife.com/info/intel).

For 2024, you now have two options available:

Base Plan

\$17 per month covers you, your spouse and eligible dependents.

- Covered legal services include:
- Wills, living wills, power of attorney
- Purchase or sale of home
- Identity theft defense
- Family law or adoption
- Divorce (20 hours)
- Plus 8 hours of miscellaneous attorney time for non-covered and non-excluded legal matters
- And more!

New Enhanced Plan

\$23.50 per month covers you, your spouse and eligible dependents including access to Plus Parents, which extends coverage to parents, in-laws, and grandparents.

- Includes base plan services plus legal assistance for:
 - Reproductive matters
 - Tax preparation
 - Caregiving services

*For details on current benefits, see the Pay, Stock and Benefits Handbook, Chapter 20.

Learn about these products, provided through Securian Financial, to help you get ahead of the unexpected.

New Accident Insurance

Provides a benefit payout for eligible accidental injuries and resulting treatments. Examples of covered accidents include burns, child organized sports injuries, fractures and more.

New Hospital Indemnity Insurance

Provides a benefit payout for eligible planned or unplanned hospital stays or admissions and/or newborn routine stays.

Moving to Securian Critical Illness Insurance*

Provides a benefit payout after diagnosis of a covered condition. Examples of critical illnesses include cancer, heart attack, stroke, COVID-19 and more.

How they work examples^

Electing coverage	Janet elects coverage.	Joan elects coverage.	John elects \$15,000 coverage for himself.
Event happens and submit a claim	Janet slips off a stair and breaks her lower leg (requiring surgery) and spends two days in the hospital (non-ICU).	Joan is expecting a new baby. She submits her labor and delivery claim for her hospital stay.	A year later, John suffers a heart attack (as defined in the policy). He recovers fully.
Receive payment	Janet gets a payment for \$3,650 from Securian Financial.	Joan gets a payment for the initial stay benefit and daily benefit for the 3 days she spent in the hospital resulting in a total payment of \$1,300 from Securian Financial.	John gets a payment of \$15,000 from Securian Financial.
Use the cash payment	Janet may use the money on anything and chooses to pay her mortgage and obtain a cleaning service.	Joan may use the money on anything and chooses to pay for groceries, buy diapers and clothes.	John may use the money on anything and chooses to pay for child care and cover additional expenses while he recovers.

^ Actual experience and benefit payouts may vary from these example.

*If you are currently enrolled in Critical Illness 3.5 Insurance prior to Jan. 1, 2024, your current coverage will transfer to Securian Financial effective Jan. 1, 2024 unless you drop coverage for 2024 during Annual Enrollment.

Learn More

Contact Securian Financial

Visit securian.com/intel-insurance

Call 1-877-494-1673

5 a.m. - 4 p.m. PT, Monday-Friday

Email Benefit Concierge:

intelsupport@securian.com

Attend a webinar

Visit meetup.intel.com/51914 or scan the QR code to register for an upcoming webinar hosted by Securian Financial.



Go to the Intel Pay, Stock and Benefits Handbook (the Summary Plan Description) in Circuit for a complete description of current voluntary benefits.

Your mental wellness matters

Check ups are important for your physical AND mental health. From **Circuit** select goto/mentalwellness and take time for your mind today!



Long Term Care Insurance

This Annual Enrollment is your last guaranteed enrollment opportunity for Long Term Care Insurance. Through Trustmark, you can purchase Long Term Care plus Life Insurance* to help pay for the cost of assisted care in your home or a facility if you are unable to take care of yourself.

Please note that you will need to enroll in this insurance by going to the ACSIA partners website. Guaranteed issue coverage is effective upon enrollment. Scan the QR code or visit Intel.YourCare360.com for more information and to sign up.



*Long Term Care plus Life Insurance is an option under the Intel Long Term Care Insurance Plan (Intel sponsored ERISA plan). Please review the Intel Pay, Stock and Benefits Handbook, Chapter 20 (the Summary Plan Description) and the summary available on the enrollment website, for additional information.



Life Insurance

Annual Enrollment is a good opportunity to review your life insurance coverage to ensure you and your family are financially protected if the unthinkable happens. Intel's Basic Life and Basic Accidental Death and Dismemberment (AD&D) Insurance provide 2x your eligible annual earnings and you can purchase Supplemental Life and Supplemental AD&D for up to 7x your eligible annual earnings[^].

For 2024, there are no changes to Supplemental Life and AD&D insurance rates. Intel's Basic AD&D Insurance will no longer include an occupational benefit provision.

[^] May be subject to Evidence of Insurability (EOI) and benefit maximums.

Contribute to your Health Savings Account (HSA)*

An HSA is a powerful financial tool that you can pair with an Intel high deductible health plan (HDHP) to help you pay for your medical expenses now and in the future with pretax dollars. IRS contribution limits have increased for 2024. Review the table below for details.

HSA Contribution Limits	2023	2024
You Only	\$3,850	\$4,150
Family	\$7,750	\$8,300
Catch-Up Contributions (55 and older)	\$1,000	\$1,000

Did you know?

- Save on taxes.** Health Savings Account (HSA) contributions are pre-tax. The money you save in your HSA lowers your taxable income so you may pay less in taxes[^]. **For example, if your federal tax rate is 22% and you contribute the annual individual maximum of \$4,150, your tax savings could be up to \$913. Or, if you contribute the annual family maximum of \$8,300, your tax savings could be up to \$1,826.**
- Invest for your future.** Investment growth is tax free[^] and can help you prepare for retirement. The average 65-year old couple retiring in 2023 can expect to spend \$315,000[†] on healthcare expenses in retirement.
- Save on medical expenses.** Distributions from your HSA are tax-free when used for qualified medical expenses[‡].
- HSA funds are yours, forever.** Your HSA balance rolls forward each year and isn't tied to employment.

*HSA is not an Intel-sponsored benefit; eligibility requirements apply, and contribution limits are set by the IRS.

[^]Some state's tax laws do not conform to federal HSA tax rules; therefore, HSA contributions are currently subject to state income tax in California and New Jersey. Some states may also tax earnings.

[†]Estimated by Fidelity Workplace Consulting

[‡]For more information on qualified medical expenses, refer to IRS publications 969 and 502 and consult with a tax professional.

Questions or want to learn more about HSA?

Call a Fidelity HSA service specialist at (888) 401-7377.



Spending Account Contribution Limits

	2023	2024
Health Flexible Spending Account (Health FSA)		
You Only or Family	\$2,850	\$3,050
Limited Use Health FSA		
You Only or Family	\$2,850	\$3,050
Dependent Care Assistance Program (DCAP)		
Single or Married Filing Jointly	\$5,000	\$5,000
Married Filing Separately	\$2,500	\$2,500

Note: Limits are set by the IRS.

Important Spending Account Reminders

HSA and Health FSA

If you choose to enroll in an HSA and a Health FSA, your FSA will be limited to dental and vision expenses only.

Health FSA Carryover

You can carry over up to \$610 of unused Health FSA funds from 2023 to 2024.

Dependent Care Assistance Program (DCAP)

There is no carryover for unused DCAP funds.

Leave of Absence Impact on DCAP Claims

Dependent care expenses incurred during a leave of absence longer than 2 weeks are not eligible for reimbursement from DCAP.

Health Option Comparison

This at-a-glance comparison summarizes key features and differences to assist you in your decision making. More details can be found at [My Health Benefits](#) and in the [Pay, Stock and Benefits Handbook](#).

	Connected Care California HDHP Dignity Health Stanford Health Care Alliance	Anthem Blue Cross HDHP	Anthem Blue Cross PCP	Kaiser Permanente HMO
Annual Deductible	The total amount you pay for covered healthcare services before coinsurance begins.			
Employee only:	2024: \$1,600 2023: \$1,500	2024: \$1,680 2023: \$1,570	In-network: \$250 Individual \$500 Family Out-of-network*: \$250 Individual \$500 Family In and out-of-network deductibles are separately tracked Deductible does not apply toward in-network primary care or specialist office visits and prescription drugs	No Deductible
Employee & child(ren):	2024: \$3,200 2023: \$3,000	2024: \$3,360 2023: \$3,150		
Employee & spouse:	2024: \$4,000 2023: \$3,750	2024: \$4,200 2023: \$3,940		
Employee & spouse and child(ren):	2024: \$4,000 2023: \$3,750	2024: \$4,200 2023: \$3,940		
Coinsurance	The percentage of costs of a covered healthcare service you pay AFTER you've paid your deductible.			
In-Network	5%	10%	Primary provider visit: \$10 Specialist visit: \$25 5% for all other care after deductible	<ul style="list-style-type: none"> ▪ \$15 per primary provider visit ▪ \$35 per specialist visit ▪ \$100 per emergency room visit or outpatient surgery ▪ \$250 per hospital stay
Out-of-network*	40%; reimbursement limits apply	40%; reimbursement limits apply	40%; reimbursement limits apply	Emergency coverage only
Out-of-Pocket Maximum	The amount you'll pay each year before coverage for eligible expenses are paid at 100% up to the maximum allowed amount. Certain exclusions apply.			
Employee only:	2024: \$2,240 2023: \$2,100	2024: \$2,510 2023: \$2,355	\$1,500	\$1,500
Employee & child(ren):	2024: \$4,480 2023: \$4,200	2024: \$5,025 2023: \$4,710	\$3,000	\$3,000
Employee & spouse:	2024: \$5,335 2023: \$5,000	2024: \$6,220 2023: \$5,830		
Employee & spouse and child(ren):	2024: \$5,335 2023: \$5,000	2024: \$6,220 2023: \$5,830		
Prescription drugs				
In-Network	5% coinsurance Covered at 100% for certain medications Prescription drugs accumulate toward annual deductible	10% coinsurance Prescription drugs accumulate toward annual deductible	30-day supply: \$10 generic, \$20 formulary, \$35 non-formulary	30-day supply: \$10 generic and \$20 formulary

Save money when you use in-network providers!

*Out-of-network providers can charge you any amount, which may be higher than what in-network providers charge. When an out-of-network provider charges above the plan's maximum allowable amount, you are responsible for the difference. Amounts above the plan's maximum allowable amount do not count toward the plan out-of-pocket maximum. See the Pay, Stock and Benefits Handbook, Chapter 6, Subsection 6.3.4 Maximum Allowed Amount.

For full benefit coverage details, review the Pay, Stock and Benefits Handbook available on Circuit. These options are all self funded.

2024 Medical, Dental, and Vision Annual Paycheck Deductions

Plan		You Only	You & Spouse	You, Spouse & 1 Child	You, Spouse & 2 Children	You, Spouse & 3 or More Children	You & 1 Child	You & 2 Children	You & 3 or More Children
Annual Paycheck Deductions for Medical Options									
Connected Care California HDHP (No change from 2023)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Anthem Blue Cross HDHP (No change from 2023)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Anthem Blue Cross PCP	2024	\$756	\$3,613	\$4,529	\$5,470	\$6,666	\$2,417	\$2,812	\$3,727
	2023	\$715	\$3,408	\$4,272	\$5,160	\$6,288	\$2,280	\$2,652	\$3,516
Kaiser Permanente HMO*	2024	\$840	\$4,007	\$5,038	\$6,093	\$7,416	\$2,684	\$3,130	\$4,134
	2023	\$792	\$3,780	\$4,752	\$5,748	\$6,996	\$2,532	\$2,952	\$3,900
Annual Paycheck Deductions for Dental Options (No change from 2023)									
Delta Dental PPO		\$0	\$245	\$343	\$453	\$600	\$122	\$220	\$343
DeltaCare USA DHMO		\$0	\$73	\$122	\$171	\$208	\$49	\$98	\$135
Annual Paycheck Deductions for Vision Options (No change from 2023)									
VSP Basic Vision		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
VSP Vision Plus		\$98	\$184	\$220	\$233	\$257	\$122	\$135	\$171

These options are all self funded with the exception of DeltaCare USA DHMO.

Learn more with these helpful resources

From Intel via VPN:

Access My Health Benefits from popular links on Circuit

From Outside Intel:

Log in to: intel.com/go/myben

Pay, Stock and Benefits Handbook

Go to the Intel Pay, Stock and Benefits Handbook (the Summary Plan Description) in Circuit for a complete description of current benefits, limits and eligibility requirements.

877-GOMYBEN (466-9236)

Visit the Benefits Roadshows on-site and virtual! See

cover or scan for on-site Roadshow details.

This year's Virtual Roadshow features the chance to win great prizes!



Want to learn more about your health coverage options?

Scan the QR code above to watch a short video.



Understand changes to optimize your healthcare and voluntary benefits

This 2024 Annual Enrollment Guide is intended to be a Summary of Material Modification ("SMM") to your benefit plans. In the event of any discrepancy, the 2024 Pay, Stock and Benefits Handbook (PSBH) will prevail. For a copy of the current PSBH, from Circuit search Pay, Stock and Benefits Handbook. PSBH updates will be available in Q1, 2024. Intel reserves the right to modify, change, or discontinue any benefit at its sole discretion. Reproduction, photocopying, and/or electronic storage or transmission of this publication in whole or in part without the written permission of Intel Corporation is strictly prohibited.

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