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Subject: Open Enrollment Has Launched

Distribution Date: Monday, November 7, 2022

2023 Open Enrollment Has Launched!

The SS&C Benefits Open Enrollment period will be open from November 7 – November 18, 11:59 p.m. PT. If you would like to make changes to your benefits for either you or your dependents, this period is the only time you will be able to do so unless you experience a qualified life event.

What's New What's Changing?

For the past several years, SS&C has strived to offer a dynamic benefits program that provides choice while being cost effective. SS&C continually seeks ways to help minimize the cost that is passed on without forfeiting the quality of the plan's benefit coverage.

- Employee contributions for Dental and Vision coverage remain unchanged for the third year in a row.
- Employee contributions for Medical coverage will increase for the first time in three years.
- Employees are eligible for a special one-time waiver to enroll in life insurance coverage during open enrollment without providing evidence of insurability. Employees will have the opportunity to enroll or increase their Supplemental Employee Life and/or Spouse Life elections up to the guarantee issue limits (Employee \$300,000 and Spouse \$30,000). Note: Coverage rules apply and can be found in the 2023 Benefits Enrollment Guide.
- DST employees who participated in Grandfathered Life insurance elections – This benefit is being discontinued in 2023. Employees enrolled in a grandfathered Spouse or Child life election will be required to make a new election that meets the current SS&C plan coverage rules. The Benefits team will make outreach directly to impacted employees.
- Health Savings Account annual limit in 2023 will increase to \$3,850 for single coverage and \$7,750 for family coverage.
- Flexible Spending Accounts annual limits in 2023 will increase to the following amounts:
 - Health Care and Limited Health Care FSA – \$3,050
 - Health Care FSA Annual Rollover - \$610
 - Commuter FSA Monthly Contribution - \$300
 - Dependent Care FSA remains unchanged - \$5,000

Important Highlights:

Annual re-enrollment is required in the following plans:

- Health Savings Account (HSA)
- Healthcare (including Limited Purpose) and Dependent Care Flexible Spending Accounts (FSA)
- Commuter/Transit and Parking FSA*

*DST division employees do not currently participate in Commuter/Transit FSA

Health Savings Account (HSA)

If you want to maximize your employee contributions in your HSA, remember to subtract the annual SS&C employer contribution (SS&C Seed) and the earned wellness credit from the IRS maximum. This will prevent you from going over the maximum and having to adjust your contributions at the end of the year.

HSA Example:

Employee Only coverage	Employee + Dependent(s) coverage
\$ 3,850* IRS Annual Maximum	\$ 7,750* IRS Annual Maximum
\$ 750 Annual SS&C Seed	\$ 1,500 Annual SS&C Seed
\$ 250 Earned Wellness Credit	\$ 500 Earned Wellness Credit
\$ 2,850 Employee Max. Contribution	\$ 5,750 Employee Max. Contribution

*New 2023 IRS limits

Important Reminder: Employees can enroll in the HSA and elect \$0 and still receive the SS&C seed and any earned wellness credits to your account, however, you must actively enroll in HSA.

Impact of moving from a HC Flexible Spending Account in 2022 to an HSA in 2023

If you currently have a Full Purpose Healthcare FSA in 2022 and move to one of the CDHP medical plans with a HSA in 2023, your 2022 Healthcare FSA account balance as of close of business March 31, 2023 (claims filing deadline) will be rolled over to a Limited Purpose Healthcare FSA beginning in early April 2023. A Limited Purpose Healthcare FSA allows you to get reimbursed for dental, vision and preventative care expenses ONLY.

Evidence of Insurability is required to increase Supplemental Employee and Spouse Life Elections over the Guaranteed Issue amounts

If you increase your Supplemental Employee or Spouse Life amounts over the guaranteed issue amounts during 2023 open enrollment, you and/or your spouse will be required to complete an Evidence of Insurability (EOI) form.

Enrollment

Login to the following enrollment system (based on your division) to review and change your benefits for 2023:

[SS&C Division, Workday](#)

[DST Division, Workday](#)

Review and Make Your Changes!

We strongly encourage you to review your elections for 2023 and print a confirmation for your records.

If you do not take any action, the following will occur:

Your current 2022 Medical, Dental, Vision, *Life and AD&D elections will remain the same for the 2023 plan year. You will not be enrolled in the following:

- Health or Dependent Care FSA Accounts
- Health Savings Account; (employee or SS&C employer contributions)
- Commuter/Transit and Parking FSA

*Note: If you are a DST Division employee and enrolled in a 2022 discontinued grandfathered Spouse Life or Child Life plan, your grandfathered Life elections will be removed if no action is taken. The Benefits team will coordinate any changes with you in a separate email if this impacts you.

Resources

- **SS&C Benefits Enrollment Guide** - Review 2023 Benefits Program (attached)
- [SS&C Benefits Microsite](#) (hit F5 to refresh page) - For a benefits overview, detailed plan summaries, tools and resources, please visit <https://www.ssctech.com/benefits/index.html> (hit F5 to refresh page)
- [People Center](#) – For benefit enrollment and systems questions, please redirect your questions to the People Center, peoplecenter@sscinc.com or by calling 1-800-874-0174 Monday – Friday, 7:30 am – 5pm Central Time.

Thank you,

SS&C Benefits Team