



2024 benefits open enrollment: Oct. 16-27

At Ameriprise, we are proud of the investments we make to ensure you feel recognized, valued, and cared for — this includes offering traditional health benefits as well as a variety of well-being programs tailored to meet your specific needs.

Each year we review our offerings to ensure our programs remain competitive. As always, we strive to mitigate increasing healthcare costs while keeping your premiums manageable. We've been fortunate to keep our deductibles the same for the past decade. However, in response to a continual rise in healthcare costs and changes made by the IRS:

- Deductibles will increase slightly across each medical plan whether services are provided in or out-of-network. Out-of-pocket maximum amounts are *not* changing.
- Medical rates will also increase in line with national averages. The amount will vary based on plan selection and the number of family members covered.
- Long-term disability rates are increasing by 5%.

Program enhancements effective Jan. 1, 2024

As an additional investment in you and your family members, we are pleased to offer Maven¹, a new 24/7 end-to-end support program, providing telephonic and video access to physicians and specialists focused on maternity, pediatrics/adolescents and menopause. Each program is clinician-designed and offers content, communities, and classes to improve health and well-being – at no additional cost.

In addition, after benchmarking our Paid Time Off (PTO) policy and procedures, we are excited to announce the following changes:

- Business-driven holidays will be separated from vacation time – you will no longer need to reserve PTO hours to cover the 10 business-driven holidays in 2024. As a result of this change, all employees will receive an additional day of vacation. For example, if you have 28 days of PTO today, you'll have 19 days of vacation and 10 holidays beginning Jan. 1, 2024.
 - Note: To ensure our offerings remain competitive, employees in job bands 20-32 with 0-4 years of service will receive a second additional day of PTO.
- While you will still need to enter holidays in HR Direct (Workday) as you do today, the time will be automatically approved. Vacation and sick time will also be automatically approved once entered in the system.

We believe these changes address your feedback in a meaningful way and continue to demonstrate our commitment to offering high-value programs.

¹You must be enrolled in a company-sponsored medical plan to access Maven.

Visit **ameriprise.com/mybenefits-enrollment** to learn more.

- ✓ Review your options to understand how the deductibles are changing and ensure your current coverage still works for you.
- ✓ Determine if you want to contribute to a healthcare or dependent care reimbursement account or your Health Savings Account (if you're enrolled in the PPO with HSA Plan).
- ✓ Decide if you wish to purchase additional vacation time.
- ✓ Explore all the benefits we currently offer to help you manage your health, improve your mental wellbeing and more.

2024 benefits open enrollment is coming soon: Oct. 16-27

It's time to review and make benefits changes for 2024. You only need to take action if you want to:

1. Change your current elections.
2. Elect the healthcare or dependent care flexible reimbursement accounts or contribute to the Health Savings Account² (if you are enrolled in the PPO with HSA medical plan).
3. Purchase additional paid time off (PTO).

If you do nothing, your medical, dental, vision, life insurance, accidental death and dismemberment (AD&D) and legal plan elections will automatically roll over, as will your current spousal/domestic partner surcharge and tobacco surcharge elections.

Even though you're not required to enroll, it's always good to assess whether your current coverage still meets your needs. Review what's available on www.ameriprise.com/mybenefits-enrollment.

Want to make changes?

Make your elections between **Oct. 16-27**. Go to ameriprise.com/mybenefits-enrollment and click "Enroll Now" or access HR Direct (Workday) on our intranet homepage. Submit your elections no later than 5 p.m. Central time on Friday, Oct. 27.

Confirm your elections online

During the week of Oct. 30, you'll be able to review your elections, make corrections by Nov. 3 at 5 p.m. Central time, if needed, and save your confirmation statement.

Confirm who's eligible

You may choose coverage for yourself and your eligible dependents. Generally, eligible dependents include your:

- Spouse or same and opposite gender domestic partner (including common-law where recognized by state law)
 - The eligibility requirements for domestic partnership include same or opposite gender, living together and having joint financial responsibilities for at least six months.
 - You may not cover your ex-spouse or legally separated spouse, even if you are court-ordered to provide medical insurance coverage.
- Child(ren) up to age 26
- Disabled dependent children age 26 or older if they were disabled before age 26

If you have any questions about eligibility or enrollment, contact the People Resource Center at 1.877.267.4748, Monday through Friday from 8 a.m. to 5 p.m. Central time.

²If you are currently enrolled in the PPO with HSA Plan, your coverage will continue in 2024 unless you change your medical plan election. If you want to set aside pretax dollars from each paycheck in 2024 to pay for eligible medical expenses, you must elect the Health Savings Account and choose an annual dollar amount, up to the maximum.

Ameriprise Financial reserves the right to audit dependent eligibility. For more information, including detailed definitions, review the Health and Wellness Benefit Plans Administration and Participation Summary Plan Description (SPD) on Inside, the *AdvisorCompass*® site or at ameriprise.com/mybenefits-enrollment.

This overview describes only certain highlights of some of Ameriprise Financial, Inc. (the "Company") benefits. It does not supersede the actual provisions of the plan documents (i.e., Summary Plan Descriptions), which in all cases are the final authority. It is intended that you refer to this document when reading the Summary Plan Descriptions because certain benefit changes for 2022 are noted. Eligibility criteria and/or Company plans, programs, practices and processes may be amended, changed or terminated by the Company at any time without prior notice to, or consent by, participants. The information provided does not constitute a contract of employment between the Company and any individual or an obligation by the Company to maintain any particular benefit program, practice or policy.