

2025
OPEN
ENROLLMENT
OCTOBER 28 - NOVEMBER 8

WELCOME AND START PLANNING



**NEW FOR
2025**

- 1. More preventive health coverage**
- 2. Improved fertility and adoption/surrogacy benefits**
- 3. Profit Sharing Plan enhancement**
- 4. Small rate increase to medical and dental plans but below industry average**




Open Enrollment begins October 28

We are excited to introduce several benefits enhancements for 2025 as we continue to elevate our offerings with your feedback in mind.

Please read through this guide to learn more about our plans for next year so you can make the best choices for your needs. You can visit hrnow.jmfamily.com for additional benefits information as well as instructions on how to enroll in Workday. You can also visit our decision support tool, ALEX, to help you identify the best choices for you and your family at start.myalex.com/jmfamily.

 **HR now**



alex[®]



Your target pay as of October 1 will be used to determine your 2025 medical contribution amounts as well as your life, disability and AD&D coverage amounts. For instructions on how to view your target pay in Workday search “target pay” in HR Now.



Important things to know and do before you start your enrollment for 2025 benefits:

Open Enrollment is the only time you have the opportunity to change and/or elect healthcare benefits for the coming year unless you have a qualified life event such as marriage or birth of a child.

We strongly encourage all associates to enroll in their benefits during Open Enrollment. If no election is made, your existing benefit selections will carry over to 2025 with the following exceptions:



Current elections in the following benefits **DO NOT** automatically carry over into the next year:

- Health Savings Account (HSA) Associate Pre-tax Contribution
- Health Care Flexible Spending Account (HCFSA)
- Limited Purpose Flexible Spending Account (LPFSA)
- Dependent Care Flexible Spending Account (DCFSA)



If you want to contribute to any of these plans for 2025, you must enter your elections in Workday during the Open Enrollment period which is **October 28 - November 8, 2024**.

Coverage under the following plans costs nothing and plan enrollment will be automatic:

- Associate Life Insurance
(Note: Associates are auto-enrolled in the 2.5x Target Pay Option)
- Associate Accidental Death and Dismemberment (AD&D)
- Short Term Disability*
- Long Term Disability - basic plan*
(Note: the LTD Buy-Up plan does require an election)
- Associate Assistance Plan (AAP)
- Child and Elder Back-Up Care
- Lifestyle Spending Account (LSA)

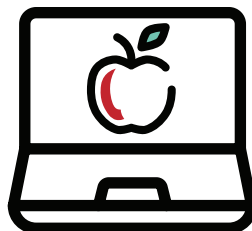


Please ensure your dependent and beneficiary information is up to date in Workday. Also be sure to make any dependent changes prior to starting your enrollment.

In addition, log into Fidelity at 401k.com to review your beneficiary information related to your Pension, Profit Sharing and 401(k) plans.

*Plan eligibility requirement is three months of employment.

WHAT'S NEW



Medical and Dental

Contributions

Every year, we do our very best to offer comprehensive health care while keeping associate contributions affordable. The nation continues to experience inflation increases, driving up costs in the medical industry. This year there will be an increase of under 5% to all medical plans and an increase of 7% to both dental plans. As a self-insured company, JM Family absorbs most of the yearly cost increases to ease your financial burden. **For 2025, while many consumers are facing health care rate increases of 8-9% or even higher, our rates remain competitively priced within the health insurance market.**

Plan Enhancements

Medical

All three plans will now include the following preventive screenings:

- Annual breast cancer screenings will include 100% coverage for ultrasounds and MRIs when medically necessary.
- One medically necessary colonoscopy per year, including diagnostic screenings, will be covered at 100%.

New and Enhanced Benefits through Progyny

- Progyny provides an integrated solution with Personal Care Advocate support across the family life continuum, from pre-conception through fertility, adoption/surrogacy, maternity, postpartum, return to work, parenting, menopause and more.

Note: Because of IRS regulations, HSA plan participants will need to meet their deductible before these screenings are covered at 100%.

Dental

Both dental plans have been enhanced to include:

- Porcelain fillings and crowns on all teeth.



Profit Sharing Choice

JM Family is excited to introduce a new opportunity within our company Profit Sharing and 401(k) Plan - Profit Sharing Choice. This new addition enhances your Profit Sharing contribution by giving you the option to direct 2% of the contribution toward one of four options that can help in your financial journey toward retirement, while the remaining 2%, 4% or 10% (based on your tenure) will still go to your Profit Sharing and 401(k). The four available options are outlined on the next page.

What is Staying the Same?

- Eligibility requirement is not changing from current Profit Sharing program. Must have a hire date of December 1, 2024 or prior to be eligible for a 2025 contribution.
- Overall contribution amounts are based on months of service.
- The contribution made in 2025 is based on 2024 eligible earnings and will be funded by mid-March of 2025.
- The Profit Sharing contributions continue to be completely funded by the company!

What is New?

CURRENT PROFIT SHARING PROGRAM	
Less than 24 months of service:	4% contribution
24 to less than 36 months of service:	8% contribution
36 months or more:	12% contribution
Vesting schedule:	100% vested after 6 years of service
"Employed on" date requirement*:	December 31st of plan year

NEW PROFIT SHARING PROGRAM		
	PROFIT SHARING	PROFIT SHARING CHOICE
Less than 24 months of service:	2% contribution	2% contribution
24 to less than 36 months of service:	6% contribution	2% contribution
36 months or more:	10% contribution	2% contribution
Vesting schedule:	100% vested after 6 years of service	100% vested immediately
"Employed on" date requirement*:	December 31 of plan year	January 1 following the plan year



YOUR FUTURE,
YOUR CHOICE!

**Associates who terminate before these dates due to retirement, death or disability will remain eligible for the full 4%, 8% or 12% regular profit sharing, based on months of service at termination.*

Profit Sharing Choice Option



If you are eligible for a Profit Sharing contribution, you will be able to select how your 2% 'choice' contribution is allocated during Open Enrollment. If you do not make a selection in Workday, your 2% contribution will be automatically directed to your Profit Sharing and 401(k) Plan account with Fidelity.



Each of the available choices have their own considerations and benefits, some of which are described below. Full details and decision support resources are available through HR Now, ALEX and Fidelity.

Option 1 - Profit Sharing and 401(k) Account (default option)

Continue to grow your retirement savings with the company contribution applied to your Profit Sharing and 401(k) account with Fidelity.

Option 2 - Health Savings Account (HSA)

If you enroll in the HSA Plan for 2025, you can grow your healthcare savings by applying the 2% contribution to your HSA account with HSA Bank. If you choose this option, JM Family will not allow you to make payroll contributions, or receive the company match, in your HSA account until the Profit Sharing Choice dollars are funded in mid March to ensure you don't go over your IRS limit for the year.

Option 3 - Student Loan Debt Reduction

If you have qualified student loans, you can use this contribution to reduce your student loan debt faster. This option is not intended to replace your current repayment plan.



JM Family is partnering with Edcor to facilitate the eligible loan verification process and to issue the contributions directly to your student loan servicer. If you choose this option, you will not be eligible for benefits from our Educational Assistance Program until Profit Sharing Choice dollars are funded in mid March to ensure you don't go over your IRS limit for the year.

Option 4 - Retiree Health Cash Plan (HCP)

If you are eligible for the HCP and will be retirement eligible (age 55 with 10 years of vested service) by January 1, 2025, you can grow your HCP to be used tax-free for all healthcare expenses in retirement.

Note: If your eligible earnings are more than \$200,000 for 2024, the Profit Sharing Choice program has a \$4,000 contribution limit for choices other than Profit Sharing. The remaining 2% contribution over the \$4,000 limit will be applied to your Profit Sharing and 401(k) account with Fidelity and will automatically be 100% vested.



MEDICAL PLANS COMPARISON CHART

To help you decide which medical plan is the right fit for you, the following comparison chart highlights the differences. It's especially important to note how the deductible, out-of-pocket maximum, coinsurance and pharmacy coverage varies between the three plans. All plans provide affordable coverage and help you pay for out-of-pocket expenses. All plans offer the same in-network providers through Cigna.

MEDICAL PLAN TYPE	PPO Preferred Provider Organization Plan	EPO Exclusive Provider Organization Plan	HSA Health Savings Account Plan
HOW THE PLAN WORKS	Under the PPO plan, you will pay a predetermined copay when you visit most healthcare providers. For services that do not allow a copay amount, you will pay 100% of the Cigna negotiated amount until you meet the deductible, then you will split costs with JM Family (coinsurance) until you meet your out-of-pocket maximum. Medical and pharmacy copays do not apply to the deductible. Copayments, coinsurance and deductibles count towards reaching the out-of-pocket maximum.	Under the EPO Plan, you will pay 100% of the Cigna negotiated amount until you have met your deductible. After meeting the deductible, you pay coinsurance until you reach your out-of-pocket maximum.	Under the HSA Plan, you will pay 100% of the Cigna negotiated amount for both medical and pharmacy claims until you have met your deductible. After meeting the deductible, you pay coinsurance until you reach your out-of-pocket maximum. This plan offers a tax advantaged savings plan with a generous match from JM Family.
OUT-OF-NETWORK COVERAGE	Deductible and out-of-pocket maximums are significantly higher than in-network providers. You will be responsible for paying expenses not covered by the plan.	Not available.	Deductible and out-of-pocket maximums are significantly higher than in-network providers. You will be responsible for paying expenses not covered by the plan.
PER-PAY-PERIOD ASSOCIATE CONTRIBUTIONS	The plan has the highest cost per pay period.	The plan is free for single associates and offers coverage at low cost for those covering dependents.	The per-pay-period cost for this plan is between the other two medical plans.
COMPANY MATCH	No company match.	No company match.	The company will match your pre-tax contributions to the HSA account up to \$500 (single) or \$1,000 (family).
DEDUCTIBLE	This plan has the lowest deductible.	This plan has the highest deductible.	This plan has a slightly higher out-of-network deductible than 2023.
COINSURANCE	Most expenses are addressed with copays. In cases where copays do not apply, the plan pays 90% of in-network costs after meeting the deductible.	This plan pays 70% of in-network costs after meeting the deductible.	This plan pays 80% of in-network costs after meeting the deductible.
COPAYS	Participants will pay an established amount for all in-network primary care and specialist visits, as well as generic drug prescriptions, until they reach their out-of-pocket maximum.	Not available; coinsurance is applied after meeting the deductible.	Not available; coinsurance is applied after meeting the deductible.
HEALTH & WELLNESS CENTERS	Associates will have no charge when visiting the Health & Wellness Centers. You will be directly billed for any imaging, non-preventive lab work and offsite physical therapy that may be prescribed during your visits.	Associates will have no charge when visiting the Health & Wellness Centers. You will be directly billed for any imaging, non-preventive lab work and offsite physical therapy that may be prescribed during your visits.	Associates will not pay for annual physicals but will pay \$30 when visiting Health & Wellness Centers for other reasons. You will be directly billed for any imaging, non-preventive lab work and offsite physical therapy that may be prescribed during your visits.
PHARMACY	You will pay an established copay for your prescriptions filled at an in-network pharmacy. The cost of your prescriptions will not be applied to the deductible, but will count towards the out-of-pocket maximum. Savings can be gained by using the mail order program.	You will pay 30% of the cost of your prescriptions filled at an in-network pharmacy. The cost of your prescriptions will not be applied to the deductible but will count towards the out-of-pocket maximum. Savings can be gained by using the mail order program.	You will pay 20% of the cost of your prescriptions filled at an in-network pharmacy, after meeting your deductible. The cost of your prescriptions will be applied to the deductible and the out-of-pocket maximum. Savings can be gained by using the mail order program.



MEDICAL PLANS OVERVIEW

CIGNA Plan Features and Coverage	PPO		EPO		HSA	
	In-Network	Out-Of-Network	In-Network	Out-Of-Network	In-Network	Out-Of-Network
USING IN-NETWORK PROVIDERS RESULTS IN SIGNIFICANT SAVINGS. If you chose to use out-of-network providers for the PPO and HSA plans, you are responsible for paying all expenses not covered by the plan, including amounts exceeding the stated out-of-pocket maximums. Out-of-network care is not covered in the EPO plan.						
Deductible	\$1,000/single \$2,500/family	\$2,000/single \$5,000/family	\$3,000/single \$6,000/family	Not Available	\$1,750/single \$3,500/family	\$4,000/single \$8,000/family
Total Out-Of-Pocket Maximums (Includes Plan Deductible)	\$2,500/single \$6,250/family	\$5,000/single \$12,500/family	\$7,500/single \$15,000/family	Not Available	\$5,000/single \$9,000/family*	\$10,000/single \$18,000/family*
Coinsurance (Plan/Member)	90%/10%	50%/50%	70%/30%	Not Available	80%/20%	50%/50%
JM Family Company Contribution	Does not apply		Does not apply		Dollar-for-dollar match up to: \$500/single \$1,000/family	
Health & Wellness Center Visits	No cost		No cost		No cost for annual wellness exams; \$30 per visit for other services	
Routine Preventive Care for Adults	Covered 100%	Not Available	Covered 100%	Not Available	Covered 100%	Not Available
Routine Preventive Care for Children	Covered 100%	50% after plan deductible	Covered 100%	Not Available	Covered 100%	50% after plan deductible
TELEMEDICINE Provided by MD Live	Copay: \$25/ Office Visit, \$50/ Specialist	Not Available	30% after plan deductible	Not Available	20% after plan deductible	Not Available
Office Visits (Primary Care and Specialists)	Copay: \$25/ Office Visit, \$50/ Specialist	50% after plan deductible	30% after plan deductible	Not Available	20% after plan deductible	50% after plan deductible
Hospital Visits (In-Patient)	10% after plan deductible	50% after plan deductible	30% after plan deductible	Not Available	20% after plan deductible	50% after plan deductible
Emergency Room Services	\$300 Copay		30% after plan deductible		20% after plan deductible	
Urgent Care	\$75 Copay		30% after plan deductible	Not Available	20% after plan deductible	
Medical Travel Benefit	Covered 100%, no deductible (up to \$10,000 lifetime maximum)		Covered 100%, no deductible (up to \$10,000 lifetime maximum)		100% after plan deductible (up to \$10,000 lifetime maximum)	
Pharmacy Retail Program (30-Day Supply)	Generic: \$7; Preferred brand: 20% (\$75 max); Non-preferred brand: 20% (\$150 max)	50% of cost	30% of cost	Not Available	20% after plan deductible**	50% after plan deductible**
Pharmacy Mail-Order Program (90-Day Supply)	Generic: \$14; Preferred brand: 20% (\$150 max); Non-preferred brand: 20% (\$300 max)	Not Available	30% of cost	Not Available	20% after plan deductible**	Not Available
Specialty Drugs	AVAILABLE ONLY THROUGH ACCREDO Value: 8% (\$100 max); Preferred brand: 15% (\$200 max); Non-preferred brand: 25% (\$300 max)	50% of cost	AVAILABLE ONLY THROUGH ACCREDO 30% coinsurance after plan deductible	Not Available	AVAILABLE ONLY THROUGH ACCREDO 20% coinsurance after plan deductible	Not Available

This is only a summary of benefits. Please review the Summary Plan Descriptions in HR Now for complete plan information and exclusions.

**Certain preventive prescription drugs are not subject to the deductible.

RESOURCES FOR YOU



We're here to help!

Leverage the following resources to help you make the best decision for you and your family.

■ HR Now

For knowledge articles, FAQs, enrollment instructions, how to look up your target pay, etc., go to hrnow.jmfamily.com.

■ ALEX

Use our decision making tool, ALEX, to help you choose the right benefits plans and Profit Sharing Choice option for you and your family. Go to start.myalex.com/jmfamily to get started.

■ Associate Care

For questions while reviewing the plans, you may live-chat with a member of the Associate Care team Monday through Friday from 8 a.m. to 5 p.m. ET, or you can contact them directly at 954-429-CARE (2273).

■ jmfamily.com/benefits

■ Fidelity

Review your Profit Sharing Choice options at jmfamily.com/profitsharingchoice.

■ Workday

Go to workday.jmfamily.com to enroll.



OTHER BENEFITS AT-A- GLANCE

JM FAMILY-SPONSORED PLANS	PLAN OFFERINGS/CHOICES
Health Savings Account <i>You Must Enroll Each Year</i>	If you are enrolling in the HSA plan: Pre-tax contributions up to IRS limits (single coverage - \$4,300; family coverage - \$8,550). If you are 55 or older you may contribute up to an additional \$1,000 in 2025. Must be enrolled in the HSA medical plan. The HSA account is a separate enrollment.
Health Care Flexible Spending Account (HCFSA) <i>You Must Enroll Each Year</i>	If you are enrolling in the PPO or EPO plans: <ul style="list-style-type: none">• Pre-tax contributions for expected medical, pharmacy, dental and vision expenses.• Maximum contribution: \$3,200.
Limited Purpose Flexible Spending Account <i>You Must Enroll Each Year</i>	For associates enrolling in the HSA plan: <ul style="list-style-type: none">• Pre-tax contributions for expected dental and vision expenses.• Maximum contribution: \$3,200.
Dependent Care Flexible Spending Account (DCFSA) <i>You Must Enroll Each Year</i>	Pre-tax contributions for expected day care and/or elder care expenses. <ul style="list-style-type: none">• Maximum contribution: \$5,000 (maximum for highly compensated associates may be less).
Associate Life Insurance	<ul style="list-style-type: none">• JM Family automatically enrolls you in life insurance at no cost to you for coverage equal to 2.5 times your target pay (subject to a \$500,000 maximum benefit). You may opt out of this automatic coverage for a lesser coverage amount of \$50,000.
Associate Supplemental Life Insurance	You may elect 1, 2, 3, 4 or 5 times your annual target pay, subject to a maximum benefit of \$1,500,000.
Associate Accidental Death & Dismemberment (AD&D) Insurance	2.5 times target pay up to \$500,000.
Spouse Life Insurance	<ul style="list-style-type: none">• Option 1: \$10,000 • Option 2: \$20,000 • Option 3: \$25,000• Option 4: \$50,000 • Option 5: \$75,000 • Option 6: \$100,000
Spouse AD&D Insurance	<ul style="list-style-type: none">• Option 1: \$10,000 • Option 2: \$20,000 • Option 3: \$25,000• Option 4: \$50,000 • Option 5: \$75,000 • Option 6: \$100,000
Child(ren) Dependent Life Insurance	\$10,000
Short-term Disability (STD)	75% of target pay.
Long-term Disability (LTD)	In the event you become disabled: <ul style="list-style-type: none">• Option 1 (Basic): Monthly benefit equal to 60% of target pay, divided by 12.• Option 2 (Basic with Supplemental): Monthly benefit equal to 66.7% of target pay, divided by 12. Maximum benefit is \$10,000 monthly under both options.
OTHER BENEFITS	
Lifestyle Spending Account (LSA)	Provides reimbursement of eligible expenses that contribute to your physical and emotional wellbeing. For 2025, the company will contribute \$400 to your LSA; \$100 per quarter. In addition, you have the opportunity to earn up to an additional \$200 by participating in challenges meant to encourage healthy habits and promote a wellness mindset.
Child and Elder Back-Up Care	Provides eligible associates with a fallback plan when regular ongoing care for their child or adult family member suddenly or unexpectedly becomes unavailable. The benefit can also be used for yourself in the event you need care at home (for example, recovering from a surgical procedure).
Group Legal Plan	Provides various legal services such as wills and trusts, real estate transactions, adoptions, etc.
Supplemental Medical Benefit Plans	Available through Cigna: <ul style="list-style-type: none">• Accident Insurance • Critical Illness Insurance • Hospital Care Insurance

POINTS TO REMEMBER	YOUR ACTION
Total contributions cannot exceed IRS limits, INCLUDING the company match (up to \$500 single coverage and \$1000 for all other coverage levels). Employer dollar-for-dollar match will be contributed on a per-paycheck basis.	For first time HSA enrollees, your account will be automatically opened by HSA Bank, and you will receive a debit card in the mail. You can make changes to your HSA contributions at any time in Workday (instructions are available in HR Now). The change will go into effect on the first of the month following submission. Changing your contributions may impact the employer match.
You have until April 30, 2026, to submit claims for expenses incurred from January 1, 2025 to March 15, 2026.	When enrolling, you will enter an annual contribution that will be equally divided by the number of pay periods in the year. The resulting amount will be deducted from your paycheck each pay period.
You have until April 30, 2026, to submit claims for expenses incurred from January 1, 2025 to March 15, 2026.	When enrolling, you will enter an annual contribution that will be equally divided by the number of pay periods in the year and the resulting amount will be deducted from your paycheck each pay period.
You have until April 30, 2026, to submit claims for expenses incurred from January 1, 2025 to March 15, 2026. •Your annual contribution amount will be credited to your account on a per-pay-period basis.	When enrolling, you will enter an annual contribution that will be equally divided by the number of pay periods in the year. The resulting amount will be deducted from your paycheck each pay period.
The IRS requires you to pay income tax on the value of policies exceeding \$50,000 in coverage. The value of this excess coverage is called imputed income and will be reported on your paycheck statement as Group Term Life for tax purposes.	Review and update your beneficiaries in Workday during Open Enrollment.
If you are currently enrolled in Supplemental Life Insurance and would like to change your coverage, you may do so. However, you may only increase your coverage by one level without providing evidence of insurability (EOI). If you are not currently enrolled in Supplemental Life Insurance and wish to enroll, you may purchase coverage in the amount of one times your target pay without meeting the EOI requirement.	
The total cost of your coverage is fully paid by JM Family.	Review and update your beneficiaries in Workday during Open Enrollment.
You may elect up to \$50,000 in life insurance for your spouse without evidence of insurability (EOI). If you would like to increase your current election, you may only choose Option 1 or move up one level from your 2024 coverage without having to provide EOI.	If evidence of insurability (EOI) is required, you must complete the Lincoln National Life Insurance evidence of insurability online application by December 31, 2024. You will be notified if EOI applies to you.
No evidence of insurability (EOI) required.	
All children under the age of 26 will receive the same level of coverage for one premium. You cannot purchase this coverage for your child if they are a benefits eligible JM Family associate.	
This coverage is provided by JM Family at no cost to you if you're a benefits eligible associate working a minimum of 24 hours weekly and have completed at least three months of service.	
Basic coverage is automatically provided by JM Family at no cost to you if you're a benefits eligible associate working a minimum of 24 hours weekly and have completed at least three months of service. On an annual basis, the basic LTD benefit equals 60% of your target pay if you become unable to work due to illness or injury. You have the option to purchase an additional 6.7% to supplement your basic coverage. Associates whose target pay exceeds \$180,000 won't benefit from purchasing supplemental coverage (refer to the Benefits Handbook for explanation details).	
Enrollment in this plan is automatic for all benefit eligible associates. You must spend your 2025 account balance by December 5, 2025, or your separation of service, if earlier. The LSA is administered by Espresa.	You can apply for reimbursement of valid expenses on Espresa's website: app.espresa.com . Reimbursements, which are taxable, are made through your paychecks within one to two pay periods of your request.
Plan coverage comes at no cost to associates, however, there is a small copay each time you use the back-up care benefit. Back-up care is provided at a care center or in the home by a vetted and approved service provider in Bright Horizon's Back-Up Care network.	Enrollment in this plan is automatic for all benefit eligible associates. Visit my.brighthorizons.com to set up your care profile and explore their Back-Up Care providers network.
The premium for this benefit is paid through after-tax deductions from your paycheck.	You may sign up for the Group Legal plan in Workday, along with the pretax benefits, only during Open Enrollment.
Your premiums for Cigna supplemental benefits are paid through after-tax paycheck deductions from your paycheck.	You may sign up for Accident, Critical Illness or Hospital Care insurance in Workday, only during Open Enrollment.



JM Family
Enterprises



Important Disclosure

JM Family is required to share your personal information and that of any covered family members with the companies that administer our benefits. Anyone who receives your information for purposes of providing benefits to our associates is required to abide by confidentiality requirements. Your personal health information (PHI) will not be sold, exchanged, transferred, or otherwise disclosed except to the extent permitted by law, or to carry out specific activities related to the Plan. Please review the Notice of Privacy Practices in HR Now to learn more.