

To the UCOR workforce:

UCOR is pleased to announce several new benefit plan enhancements beginning in January 2024 that will result in improved plan coverage, additional company contributions, and reduced premiums and out-of-pocket costs for eligible employees. The new plan enhancements cover medical, dental, and vision, as well as a new Parental Bonding Leave Plan benefit, and changes to the Paid Time Off benefit for salaried employees between one and five years of company service.

Also, beginning in January 2024, and applicable only to salaried new hire employees (hired on or after January 1, 2024) under the UCOR Retirement Savings (401k) Plan, auto enrollments and annual auto increase features will be implemented aimed with helping new employees save for their future. Other benefit offerings for 2024 such as life insurance or the employer paid short- and long-term disability benefits have no new plan design changes and no increases in premiums as applicable.

UCOR management was successful in obtaining DOE approval for these benefit changes, aimed at employee retention, recruitment, and well-being. The annual enrollment period for the 2024 benefits will begin Monday, October 23 and run through Friday, November 3, 2023. Additional information on the benefit enhancements will be provided in the annual enrollment benefit guides that will be mailed to your home in early October or through separate upcoming communications in the UCOR Newslines as available.

What's New for 2024

Medical – You will have the same three medical plan options (i.e., Medical PPO, HSA CDHP, and CDHP), with minor changes and enhancements.

Premiums for all of UCOR's medical plans are decreasing (range of 1%-3% depending upon plan) for 2024. **See the upcoming benefits enrollment guide for more details.**

UCOR is increasing contributions to the Health Savings Account (HSA) for participants enrolled in the HSA CDHP Plan. The company will contribute \$1,000 for employee coverage and \$2,000 for employee plus one and family coverage, which is double the amount contributed last plan year.

Coverage for emergency room services in the PPO Plan will be enhanced to a flat \$200 copay with no applicable deductibles or coinsurance (a typical emergency room visit may cost between \$500-\$1000).

The CDHP has been updated to align with new IRS criteria for in-network deductibles and in-network out-of-pocket maximums for 2024.

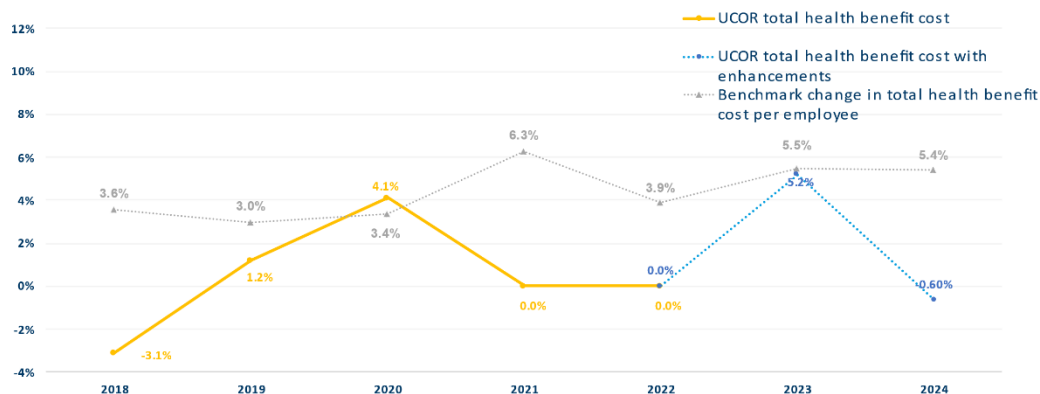
Dental and Vision – UCOR is introducing coverage enhancements for our dental and vision plan participants. Dental and vision benefits in 2024 will experience premium increases (Dental \$0.80 up to \$2.48 per week; Vision \$0.32 up to \$0.96 per week and depending upon tier elected), but with the added enhancements, your actual net costs through copays and deductibles may be lower. New plan design enhancements have been added as follows:

- Dental – Coverage for implants and extended coverage of composite/white repairs to crowns and bridges on molars (limited to plan annual benefit maximums and coinsurance requirements).
- Vision – Increase in the two-year allowance for frames to \$200; increase in the annual allowance for contact lenses to \$200; and added coverage for anti-reflective coatings and ultraviolet protection.

The market trend of health care costs has continued to show a steady increase over the past several years, but UCOR has been able to minimize premium cost increases through sound negotiations with the benefit carriers and based on favorable employee claim experiences. The chart below reflects health care cost trends under the UCOR benefits plans (medical, dental, and vision) over the past seven years and including plan enhancements, on average, have been consistently below the market cost trend benchmark.

UCOR benefits program

Trend in medical + dental + vision



Benchmark source: Mercer's National Survey of Employer-Sponsored Health Plans

Paid Time Off – Next year (January 2024), we are increasing paid time off (PTO) to **160 hours** for current **eligible salaried employees** who have obtained between **one and five years of company service**. PTO accruals will be automatically processed by Payroll, requiring no actions by employees. PTO accrual amounts for employees with service tenures of less than one year or more than five will remain unchanged. As applicable, PTO accruals will be automatically adjusted at the beginning of your calendar year milestone date.

Retirement Savings Plan – Beginning in January 2024, eligible **salaried new hire employees will be automatically enrolled** in UCOR’s 401(k) plan with an annual automatic increase feature of up to 8% of their annual salary providing the ability to achieve the full company match. Complete details will be provided for new eligible salaried employees during the onboarding process. New Hire Salaried Employees will have the option to “opt out” of this new feature or elect other savings contribution choices that will supersede the new auto enroll/increase feature during the onboarding timeframe.

The new auto-enrollment and auto-increase feature planned for 2024 will not affect current employed and eligible salaried or bargaining unit employees. Current UCOR employees are eligible to enroll in a similar elective auto-escalation service provided by Fidelity. To inquire more about the elective auto-escalation program, contact Fidelity at 800-835-5095.

Parental Bonding Leave (PBL) – When your family grows, you deserve to spend time at home with your new child. UCOR is pleased to announce the implementation of a new parental bonding leave plan **that will allow both parents (UCOR salaried employees)** to each have up to **six weeks** of consecutive paid leave at **60% of regular salary**. Eligible UCOR salaried employees are provided parental bonding leave for either a qualifying birth, or placement (for adoption) of a child under the age of 18. There is no cost for this benefit but is limited to one event per calendar year. **Beginning in January 2024**, you will be able to contact Unum and apply for the PBL benefit. Additional updates regarding this new salaried continuation PBL benefit for eligible employees will be announced as they become available.

We trust that you will find these benefit changes useful. More information will be provided in the upcoming annual 2024 enrollment guides or in the UCOR Newslines. During the 2024 enrollment period, you will be automatically re-enrolled in the same medical, dental, vision, and life insurance benefits that you had for 2023. Please review and if needed, update your benefit elections or make changes that are best for you and/or your family starting in CY 2024. (As applicable, elections for the Flex Spending Account or the Health Savings Account contributions must be selected each year during annual enrollment.)

Questions may be directed to Benefits at benefits@orcc.doe.gov. Available starting October 23 and for additional information about the changes for 2024 and all your UCOR-sponsored benefits, visit www.ucor.com/benefitsRMP.html.

UCOR Benefits Administration

