

EMERGENCY CONTACTS

Name: _____
Phone: _____

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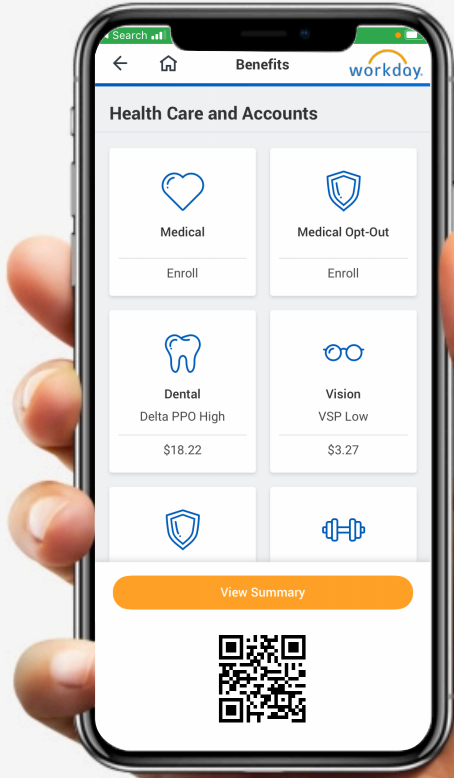
Name: _____
Phone: _____

YOUR OPEN ENROLLMENT CHECKLIST

- ☐ Use ALEX®, your interactive Benefits Counselor to help you make your benefit plan choices!
- ☐ Set a reminder on your calendar to enroll early – beginning November 3rd. This ensures that you will have the coverage you need in 2022.
- ☐ Gather any dependent or beneficiary information or documentation needed (i.e. Social Security Numbers, dates of birth, birth certificates).
- ☐ Use this opportunity to review and update your beneficiaries for Life Insurance, 401(k), and HSAs and confirm that all information in the system is correct.
- ☐ If you add any new dependents, you will be asked to complete Dependent Verification. Submit your documentation with your name and Niagara ID on each page to niagarabenefits@onesourcevirtual.com.
- ☐ Attend a live Open Enrollment Meeting or look for a recorded version starting the week of October 25th.
- ☐ Starting November 3rd, login to Workday to make your benefit elections. You can add, drop or change any benefit plan or add/drop eligible family members. Don't forget to review and update your life insurance beneficiaries!
- ☐ Need help with enrolling? Contact OneSource Virtual Service Center at (844) 462-2236 (M-F, 8:00 am. – 8:00 p.m. ET) or email niagarabenefits@onesourcevirtual.com.

➤ **Are you maximizing your 401(k)?**
It's time to review your 401(k) contribution percentage, investment elections, and beneficiary information. Invest more in your future! Start or increase contributions to maximize tax savings and don't miss out on Niagara's employer match. Learn more at www.niagarabenefits.com and enroll at www.401k.com.

NEW WORKDAY LOOK AND FEEL!



REFRESH YOUR BENEFITS



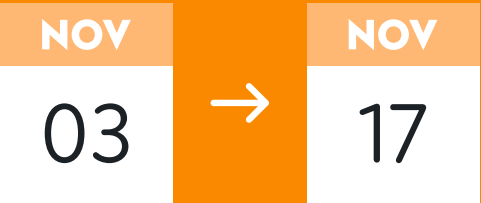
IMPORTANT BENEFITS INFORMATION
THIS IS AN ACTIVE ENROLLMENT!

OPEN ENROLLMENT IS COMING
NOV 3 THROUGH 17



1440 Bridgegate Dr.
Diamond Bar, CA 91765

WELCOME TO 2022 OPEN ENROLLMENT.



Your medical, HSA, and FSA elections
won't rollover!

If you plan to enroll in Medical for 2022, you must make elections in Workday during Open Enrollment and enroll your family members.

You must also re-elect FSAs and HSAs. All other plans will rollover.

All elections are effective January 1, 2022.



Talk to ALEX today!

ALEX is your personalized benefits counselor. He'll guide you through a series of prompts to pick the best benefits for your and your family's goals.

www.myalex.com/niagarabottling/2022



Visit www.niagarabenefits.com

With a revamped look and feel, niagarabenefits.com is easier than ever to find anything and everything related to your benefits.

Find important benefits plan information, documents, contact information, submit a Qualifying Life Event and enroll in your benefits!

What's New This Year?



We're proud to announce improvements to the Progyny benefit. No matter your path to parenthood, Niagara offers a solution.

You'll be offered 3 Smart Cycles™ and a \$10,000 surrogacy benefit. If you're enrolled in the Aetna HMO plan, you'll be eligible for this benefit!



Enhanced Preventive Services
This year, we are adding 3D mammograms and ultrasounds to our preventive services for the Aetna PPO w/HSA plan.



Medical plan contributions for all plans will be slightly increasing this year. The increase will be \$1 for single/child(ren) tiers and \$2 for spouse/family tiers, per pay period.



Enrolled in the VSP High plan? You'll now benefit from an enhancement made to your frame and contact coverages. Your calendar year allowance for frames is now \$250 and \$200 for contacts.



The cost of your Delta PPO's and VSP vision plans will be decreasing! If you choose one of these plans, you'll see a decrease to your per-pay period contributions.

Niagara HSA Match



You will earn \$0.50 on every \$1 you set aside to a maximum Niagara Match of \$250 Individual and \$500 Family.

Piper Jordan Claims Advocacy



Get help with things like claims advocacy, finding a provider, and more. Get in touch:

(855) 906-3754
8am-5pm PT
or email niagara@piperjordan.com

Hydrate YOUR HEALTH Wellness Program

The Hydrate Your Health Wellness Program is designed to help you maintain a high level of wellbeing through nutrition, activity, stress management, and illness prevention and management. Our program includes a comprehensive Biometric Screening with Nicotine testing, a Personal Health Questionnaire, and wellness challenges throughout the year with opportunities to earn up to \$200 in rewards. New for 2022, we have added a 4th step, completion of the COVID-19 vaccine.

You are eligible for this voluntary program if you are a team member enrolled in a Niagara medical plan on 1/1/2022.

Complete **ALL** of the following activities to avoid paying the Wellness Surcharge.

The Surcharge is \$40/pay period.

- 1. Complete your Personal Health Questionnaire (PHQ)!**
The PHQ is an online confidential questionnaire through Virgin Pulse, available between 12/15/2021 - 2/28/2022.
- 2. Participate in a Biometric Screening!**
You'll decide where you want to complete your Biometric Screening - whether it's an at-home test kit, Quest Lab, or a Niagara on-site event (if available). More information coming in December.
- 3. Test Negative for Nicotine!**
During the Biometric Screening, participate in a free Nicotine Test and test negative for nicotine use.
- 4. Complete COVID Vaccination!**
For program purposes, we will recognize all vaccination completions in 2021 and through 2/28/2022. Share your vaccine record with Niagara HR.

OR

Complete the Alternative Program!

If you choose not participate in one or more wellness activities, you may complete the alternative program, Personal Health Coaching. When you complete 6 coaching sessions prior to 9/30/2022, you will earn a refund of the Wellness Surcharges.

Rewards for participating in a wellness program are available to all eligible Team Members/spouses. If you think you might be unable to meet a standard for a reward under this wellness program, you might qualify for an opportunity to earn the same reward by a different means. Contact the Benefits Department. We will work with you (and, if you wish, with your doctor) to develop another way to qualify for the reward.

Your 2022 Per Pay Period Contributions

	Team Member (TM)	TM + Spouse	TM + Child(ren)	TM + Family
Aetna PPO w/ HSA	\$23.00	\$116.00	\$62.00	\$171.00
Aetna HMO Low	\$74.00	\$202.00	\$136.00	\$281.00
Delta DHMO	\$3.26	\$6.19	\$6.51	\$9.27
Delta PPO Low	\$7.03	\$14.47	\$17.26	\$24.67
Delta PPO High	\$15.04	\$30.31	\$34.65	\$51.19
VSP Low	\$2.76	\$5.50	\$5.89	\$9.40
VSP High	\$5.13	\$10.26	\$11.02	\$17.52

A Summary of Benefits and Coverage (SBC) has been designed to assist you with better understanding the coverage being offered to you, and to allow you to compare coverage options. The SBC is available on www.niagarabenefits.com. A paper copy is also available, free of charge, by calling 855-906-3754.



Employee Assistance Program
(800) 424-1842
magellanascent.com

Claims Advocacy

Advocates are ready to assist when you need a helping hand. Available by phone or email when you need it.
(855) 906-3754
8AM - 5PM PT
or email niagara@piperjordan.com



Licensed doctors 24 hours a day, 365 days a year!
www.teladoc.com/aetna
(800) 835-2362



TELADOC®

