

It's Time for 2024-2025 Open Enrollment!

July 22 - July 31, 2024



Passive Enrollment

This year's Open Enrollment will be **PASSIVE**. Passive enrollment means your current coverage will remain in place and roll-over into the new plan year, unless you want to make changes to your elections and/or covered dependents.

If you do not want to make changes to your benefit elections, you do not need to do anything during this Open Enrollment period.

PLEASE NOTE: While the Greenshades link will be open through the entirety of the Open Enrollment period, EFP counselors will be available by phone from July 22nd through July 31st with the exception of Sunday July 28th.



Benefit Highlights

Medical/Prescription, Dental and Vision

- **Good News!** There will be no plan changes to the medical/prescription plan options, dental, and vision plan. Venezia will continue to offer all the same plans for the 2024/2025 plan year. Medical, Dental, and Vision contributions will all remain the same.

Telemedicine

- **Reminder!** All employees and their dependents, regardless of enrollment in a Venezia sponsored medical plan, have access and can utilize **free** telemedicine services through Teladoc. New employees must enroll through Teladoc to qualify for the telemedicine benefit. Additional information regarding the Teladoc program can be found in the 2024/2025 Benefits Guide.

Life & Disability

- Venezia provides employees Life and Disability benefits through Unum. For the 2024/2025 plan year you will have to complete an Evidence of Insurability (EOI) form if you are newly enrolling in coverage or if you are increasing your current coverage above the Guaranteed Issue. This coverage includes:
 - * Voluntary Life and AD&D
 - * Voluntary Dependent Life and AD&D
 - * Voluntary STD
 - * Voluntary LTD
 - * Whole Life

Please Note: If you have questions, please contact EFP to speak to an enroller by calling **888.284.2393** or visit www.efpnow.com/Venezia to schedule an individual benefit consultation.

Voluntary Accident, Critical Illness, and Hospital Insurance

- There will be no changes to the voluntary accident, critical illness, and hospital insurance offerings.

How to Take Action

Employees can enroll or change their benefits during open enrollment in two easy ways:

Greenshades

For employees who wish to enroll or make changes via the online self-service portal, please review the below steps on how to register and complete your enrollment. **The portal will remain open through July 31st for Open Enrollment.**

1. Go to <https://www.veneziainc.com/payroll>. We recommend saving this page as a favorite or bookmark.
2. At the bottom of the page, select which company (Transport or Hauling) applies to you.
3. Log in with an existing account for current employees — if you do not have an account or cannot access your account, please call HR at **610.495.5200**.

EFP Benefits Counselor Service

EFP provides assistance to employees who have benefit related questions and would like assistance with their enrollments. Employees are encouraged to use the EFP scheduling tool under the benefits tab on the Venezia website to schedule a dedicated time slot for a counselor to assist with your open enrollment.

You can additionally reach a counselor by calling **888.284.2393** Monday-Friday, 8:00 am to 7:00 pm EST and Saturday 9:00 am to 6:00 pm July 22nd through July 31st.

Next Steps:

- Review your Benefits Guide for a benefits overview for the 2024/2025 Plan Year, effective September 1, 2024.
- For questions about benefit plans and assistance with open enrollment, employees are strongly encouraged to contact EFP or the Venezia HR department.
- Employees needing to make changes to their current voluntary Whole Life plan election with Unum will need to contact Employee Family Protection (EFP) directly by phone at **888.284.2393**. The EFP Benefit Service Center Hours of operation during this Open Enrollment will be Mon – Fri: 8 AM – 7 PM EST.

