

BENEFITS WORTH YOUR TIME! FIND OUT WHAT'S NEW AND CHANGING IN 2024

Your Open Enrollment is
October 9–21, 2023

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WE ALL HAVE 24 HOURS IN A DAY...

How will YOU spend your time preparing for Open Enrollment?



People spend up to 20 hours planning how they'll spend their time off... but most people spend just 32 minutes a year researching their benefits!

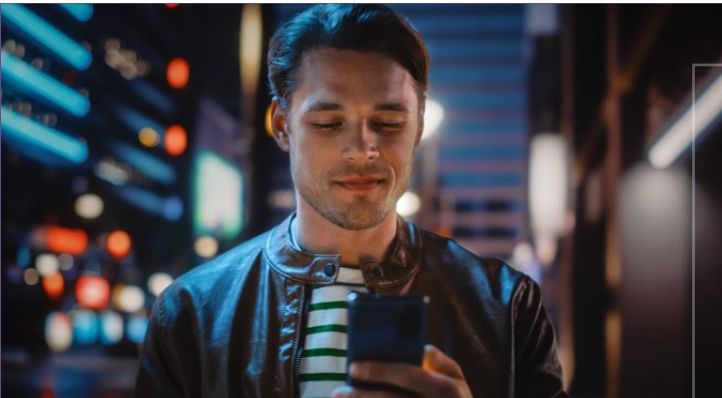
Planning your next vacation is important, but is it more important than planning for an upcoming surgery, or what care your family receives? For a fraction of the time it takes to map out your next adventure, you could review the enhancements to your PENN Entertainment benefits package and consider whether your current elections are still your best option.

This year, use the hours in your day to get your benefit elections right for the 2024 plan year!

At PENN Entertainment, we're committed to your total well-being. That's why we're proud to offer meaningful health and financial benefits that allow you to create a personalized benefits package to meet your unique needs! We offer a wide array of options, putting you in the driver's seat of your well-being. Take the time to plan ahead, and make sure you have the coverage you want for 2024.

Open Enrollment for your 2024 benefits begins October 9 and ends October 21. Review your needs, then select the benefits that provide the best coverage at the right price point that you and your family can afford.

Remember, this is the only time each year that you can elect or make changes to your coverage for medical, dental, vision, life, disability and most voluntary insurances.



Questions?

Visit the **Benefits Hub** – to access, go to Team Member Self Service (TMSS) at www.myPENNEntertainment.com and click on the Benefits Hub button in the Benefits widget. Once on the Benefits Hub, you can utilize the chat feature to speak with the PENN Entertainment Benefits Team by clicking on the **AskBenefits** hyperlink. You can also call the PENN Entertainment Benefits Center at **+1-866-238-9995**.

Your important "to-do" list

Save the social media scrolling for later! Focus on making smart health and well-being decisions for 2024!

✓ **Now's the time to review your elections.**

If you do nothing during Open Enrollment, you will not be able to make any changes to your benefits for 2024, unless you experience a qualifying life event during the year.

✓ **Your Flexible Spending Account (FSA) and/or Health Savings Account elections will not**

carry over into the new plan year, which means you must take action to be able to contribute to these accounts during 2024.

✓ **Review your elections closely. You may not have accurate selections for the Wellness Credit or the Working Spouse Premium** – and may pay more than you need to for your medical coverage as a result of not reviewing your current elections closely.



TAKE TIME TO LEARN WHAT'S CHANGING

Take the time to put your health first! We have some benefit enhancements and changes you should be aware of heading into Open Enrollment.

Topic	What's Changing for 2024
 <p>NEW for 2024! Hello Heart</p>	<p>Effective January 1, you and your enrolled family members age 18+ who are covered by CVS Caremark and have blood pressure readings of 130/80 and/or take blood pressure medication can enroll in our new blood pressure tracking program, administered by Hello Heart, at no cost!</p> <p>Once enrolled, you will receive a free blood pressure monitor that connects to an app on your smartphone. The Hello Heart blood pressure monitor and smartphone app will help you track, understand and manage your heart health from the privacy of your own home.</p> <p>More information on how to enroll will be shared closer to January 1, 2024.</p>
 <p>Accident Insurance</p>	<p>Accident Insurance will now cover sports related injuries and accidental death (team member only). The coverage limitations are also increasing for various covered conditions and situations, including for ambulance use, appliances, emergency room visits, follow-up treatment, urgent care, and lacerations. The best part? There's no price increase, even with these enhancements!</p> <p>Learn more about Accident Insurance on page 5.</p>
 <p>Hospital Stay Insurance</p>	<p>We're improving your Hospital Stay Insurance.</p> <p>Up to eight stays will be covered instead of only one annual admission. And now, newborn benefits will be offered. If you are enrolled in family or child coverage, we will pay \$100 a day while the newborn is in the hospital. If you have team member only coverage, we will pay a single payment of \$100 for the birth of the newborn.</p> <p>We're adding all these features but keeping the cost per pay period the same. Learn more about Hospital Stay Insurance on page 5.</p>
 <p>Critical Illness Insurance</p>	<p>In 2024, Critical Illness Insurance covers these additional conditions:</p> <ul style="list-style-type: none"> ✓ Kidney failure ✓ Alzheimer's Disease ✓ Multiple Sclerosis ✓ COVID-19 hospitalizations ✓ Parkinson's Disease ✓ Childhood conditions <p>We're also increasing the maximum benefit payout, the guaranteed issue amounts and removing the pre-existing condition clause. Plus, you can now elect up to \$30,000 in coverage.</p> <p>All these added benefits, but we're not changing the pricing structure for 2024! Learn more about Critical Illness Insurance on page 5.</p>
 <p>New for 2024! Wellness Benefit</p>	<p>If you are enrolled in the Critical Illness or Hospital Stay Insurance, you can submit proof of an annual wellness exam for each covered family member and receive a \$75 wellness benefit every calendar year for each covered family member!</p>

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WHAT'S CHANGING

(CONTINUED)

Topic	What's Changing for 2024
 <p>Identity Theft Protection Carrier Update</p>	<p>Identity Theft Protection is moving from Allstate to Norton LifeLock. By changing vendors, we're now offering more coverage and features than ever before at a lower cost per pay period!</p> <p>New features through Norton include child credit report lock, secure cloud backup for your devices, dark web restoration, and no out-of-pocket expenses or hourly cost limits for attorney fees if remediation services are needed.</p>
 <p>New for 2024! Roth 401(k)*</p>	<p>Beginning in 2024, we'll be adding a Roth deferral option to the PENN 401(k) Plan. Unlike a traditional 401(k), when contributing to a Roth 401(k) your contributions are made with after-tax dollars. That means you pay taxes on that money now, allowing your investments to grow and be withdrawn without being taxed at the time of withdrawal. More information on the new Roth 401(k) offering will be provided later this year.</p>
 <p>Urgent Care Coverage</p>	<p>We're removing the need to meet your deductible before coinsurance applies when seeking urgent care services on the Silver, Gold, and Platinum medical plans.</p>
 <p>Emergency Room Coverage</p>	<p>Emergency room coverage for the Gold and Platinum plans will require a co-pay of \$150, plus the applicable coinsurance for all emergency room visits.</p>
 <p>Flexible Spending Accounts (FSAs)**</p>	<p>The FSA contribution limit is increasing from \$2,850 to \$3,050 and the rollover limit is rising from \$570 to \$610. You will still need to enroll in the same FSA for the 2024 plan year in order to roll over your 2023 FSA funds.</p>
 <p>Health Savings Account (HSA)</p>	<p>The IRS limit for HSA contributions is increasing from \$3,850 to \$4,150 for single coverage, and from \$7,750 to \$8,300 if you cover family members. The catch-up contribution limit for those age 55 or older remains the same at \$1,000.</p>
 <p>Team Member Contributions Change***</p>	<p>2024 team member contributions are increasing for most benefits – excluding the Voya programs and Identity Theft Protection – in alignment with growing health care costs. This is your chance to review your contributions on the enrollment site to decide on what makes financial sense for you and your family.</p>

*Applies to team members eligible to participate in the PENN 401(k) Plan only.

** If you are considered a Highly Compensated Employee (HCE) you may be limited to the maximum amount you can put in a Dependent Care FSA. In 2023, the limit was \$600. Keep that in mind when you make your elections for 2024.

*** Different terms may apply to team members subject to a Collective Bargaining Agreement.



GET PEACE OF MIND WITH YOUR VOLUNTARY BENEFITS



Average time spent binge-watching TV shows: 188 minutes per session.

Hit pause on that new TV series and learn more about our valuable optional health benefits! Don't worry – Netflix will still be there when you're done.

PENN's voluntary health benefits are available to help protect you and your family.

Our voluntary health benefits provide you and your family extra coverage when you need it most. Consider whether you'd like to add these benefits for 2024 by taking action during Open Enrollment! **Read more below — and keep in mind, we're enhancing these benefits in 2024** (see [page 3](#) for details). You can also visit the [Benefits Hub](#) and go to **Menu > Health > Optional Health Benefits**, or call the Voya Customer Service Team at **1-877-236-7564** for more information.

Accident Insurance



Accident Insurance provides coverage for specific injuries and events resulting from a covered accident that occurs on or after your coverage effective date. The benefit amount depends on the type of injury and care you received. Accident Insurance can help pay for:

- ✓ Medical expenses, such as deductibles and copays
- ✓ Home healthcare costs
- ✓ Lost income due to lost time at work
- ✓ Everyday expenses like utilities and groceries

Hospital Stay Insurance



Hospital Stay Insurance (also known as Hospital Confinement Indemnity Insurance) pays a daily benefit if you have a covered stay in a hospital, critical care unit or rehabilitation facility. The benefit amount is determined by the type of facility and the number of days you stay. Hospital Stay Insurance can help pay for:

- ✓ Medical expenses, such as deductibles and copays
- ✓ Travel, food and lodging expenses for family members
- ✓ Childcare
- ✓ Everyday expenses like utilities and groceries

Critical Illness Insurance



Critical Illness Insurance pays a lump-sum benefit if you or a covered family member are diagnosed with a covered illness or condition on or after your coverage effective date.

You'll receive a benefit payment upon the diagnosis of a qualified illness or condition. The top five covered illnesses/conditions are cancer, hearing/speech, stroke, renal failure and heart attack.

Your coverage options are:

- ✓ For active team members working 30+ hours per week: \$10,000, \$20,000 or \$30,000
- ✓ For your spouse: 50% of your benefit amount
- ✓ For your children (from the time of their birth to age 26): 50% of your benefit amount

Note: You can only elect coverage for your spouse and/or child(ren) if you elect coverage for yourself.



USE YOUR “ME” TIME

Take a look at PENN’s financial wellness tools.

Do you know all the benefits PENN provides to support your financial wellness?

Our **Health Savings Account (HSA)**, **Flexible Spending Account (FSA)**, and/or **Limited Use Flexible Spending Account (LUFSA)** can help you set aside pre-tax money to spend on health care. If you have family members who require daycare or elder care, you can elect a similar account, the **Dependent Care FSA**, to use pre-tax dollars to cover their care expenses. Plus, you can pay a **lower medical premium** simply being tobacco-free, participating in a tobacco cessation program to become tobacco-free that is 100% paid for by PENN, or completing a reasonable alternative as directed by your personal physician.

Need another way to save?

Open Enrollment season is also the perfect time to consider reviewing your **401(k)** eligibility, **beneficiary designations**, and increasing your 401(k) contribution percentage. If you’re eligible, our traditional option helps you set aside pre-tax money to save for retirement. In 2024, we are adding a **Roth deferral option**, allowing YOU to choose if you want to defer pre-tax (traditional) or after-tax (Roth). Currently eligible and not contributing? Put your toe in the retirement waters by selecting 1% as a starting point. You can even set it and forget it by choosing the **automatic increase** annually on any date you choose.

Note: Different 401(k) terms may apply to team members subject to a Collective Bargaining Agreement.

Want help budgeting, investing, and managing debt?

Empower provides a **personalized retirement strategy** that fits the future you’re looking forward to. As an added benefit to our PENN 401(k) Plan, you can take advantage of a **no-cost one-on-one review** with an experienced Empower retirement specialist and the opportunity to identify your savings goals. Plus, our **life insurance plans** provide lump-sum payments to your beneficiaries. Consider the amount of optional life insurance coverage your family would need to pay off debts and cover future expenses such as education or mortgage payments, in the event the unthinkable happens. We also have other resources for answering questions and providing guidance related to your goals (e.g., retirement, investing, emergency savings, student loan relief, personal loans, tuition reimbursement, and debt management). Have you checked out the **Financial Resources**, **Financial Assistance Programs** and **Financial Wellness** pages on the **Benefits Hub**?





YOUR MOMENT IS HERE: YOUR ENROLLMENT CHECKLIST

Make the most of your time this Open Enrollment.



Don't let the clock run out. Get the right benefits for you!

Remember: If you do not submit your benefit elections by October 21, 2023, you will not be able to enroll in benefits again until the next Open Enrollment period in the fall of 2024, unless you experience a qualifying life event, such as marriage or the birth/adoption of a child.

- ✓ **Learn about what's changing** for next year by reading this guide.
- ✓ **Think about your coverage needs**, including how much health care you anticipate needing in the new plan year.
- ✓ **Review your costs** and make sure you are in the plans that make the most financial sense for you and your family.
- ✓ **Use the AskBenefits chat feature** in the **Benefits Hub** to chat with the PENN Entertainment Benefits Team if you have questions. If you prefer to talk on the phone, call the PENN Entertainment Benefits Center at **1-866-238-9995** Monday through Friday from 9:00 a.m. to 6:00 p.m. ET.
- ✓ **Make sure information on your covered family members is correct and all your family members are still eligible.** If you add family members during Open Enrollment, you'll need to provide proof they are eligible for coverage.
- ✓ **Update your Health Care FSA, Dependent Care FSA, Limited Use FSA and/or HSA elections** — you must actively enroll if you want to participate in any of these accounts for the new plan year, even if you are currently enrolled this year.
- ✓ **Review and update your beneficiary information, if needed.** Go to the **Benefits Hub** > **Menu** > **Financial Resources**. You can find the **Designating Beneficiaries** section under the **Life and AD&D** section or the **How to designate beneficiaries** section under the **401(k)** section.
- ✓ **Understand how to enroll.** Visit **Open Enrollment** > **How to Enroll** on the **Benefits Hub** for more information.
- ✓ **Let's get #PENNStrong together!** If you haven't done so already, visit **Virgin Pulse** and join today! Once enrolled, use voucher code **um3z-BPMT-gm** to earn your 500 Open Enrollment points by going to **Home** > **Rewards** > **Redeem Voucher** and entering the code.



[Enroll in Benefits >](#)



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