



MAKE THE BEST YOU

#Futureshaper

When it comes to health and well-being, our goal is simple: provide you with the tools and resources to meet your physical, mental, financial, and individual well-being needs – to Make the Best You!

The Annual Benefits Enrollment Period is **October 17 – November 4**. Be sure to think about you and your family's health and well-being needs for the coming year as you explore and enroll in the benefits available to you.

What's Changing for 2023

Each year, we evaluate our programs, and most importantly, find ways to support your evolving needs. Here's what's to expect for 2023:

- **No change in medical premium contributions.** For the sixth consecutive year, medical premium contributions will remain flat¹ despite ongoing rising healthcare inflation. US healthcare inflation is projected to be over 6% in 2023².
- **Increased deductibles and out-of-pocket maximums.** For those enrolled in the High Deductible Health Plan³, there will be modest plan design changes shown below to keep premium contributions flat. These will be the first plan changes since introduced in 2013.

2023	Employee Only	Employee Plus Dependents
Annual deductible	\$1,700	\$3,400
Out-of-pocket maximum (for those earning under \$50,000)	\$2,900	\$5,800
Out-of-pocket maximum (for those earning at or over \$50,000)	\$4,400	\$8,800

- **Change in Basic Life Insurance coverage.**⁴ Company-provided Basic Life Insurance will now be 1x annual base pay. If you would like to supplement your basic life insurance coverage, you may purchase Group Universal Life (GUL) coverage during the Annual Enrollment period. *(Note: Evidence of Insurability (EOI) may be required to increase your coverage.)*
- **Increases to maximum contribution limits.** For those eligible to contribute to a Health Savings Account (HSA) or Flexible Spending Account (FSA), the new limits are:

2023	Maximum Contribution Limits
Health Savings Account (HSA)	\$3,850 (Individual) / \$7,750 (Family)
Limited Purpose FSA	\$2,850

Important Reminders: What You Need to Do

Visit Benefits.Honeywell.com to explore your options as you plan for your health and well-being needs.

Whether you're looking to learn about your benefits options, access wellness resources, or connect to vendor sites, Benefits.Honeywell.com is the place to go for comprehensive information.

Don't forget, enroll by November 4. Visit Benefits.Honeywell.com to access the **Benefits Center** and make your elections by November 4. Remember: If you have an FSA, your enrollment will not carry over so you must actively enroll again if you would like to participate in 2023.

Questions? Call HR Help at 1-877-258-3699 (option 4).

¹ If you have had a recent salary increase, you may see a contribution change.

² WTW 2022 Best Practices in Healthcare Survey.

³ Includes those enrolled in the Cigna International Plan.

⁴ Does not apply to FM&T employees or employees subject to certain collective bargaining agreements