

## Changes in Health Benefits Program Eligibility

**The 4% NEC for all CSAs, Customer Reps, and SOS Reps is being provided by Southwest in exchange for a change in health benefits participation eligibility for the Regular Plan Program:**

- Regular Plan Program enrollment will only be available to CSAs, Customer Reps, and SOS Reps who elect the plan during this year's Annual Enrollment, taking place October 25-November 7, 2023.
- The Regular Plan Program will be closed to new enrollees after this year's Annual Enrollment.
- Any CSA, Customer Rep, or SOS Rep who is enrolled in the Regular Plan Program at the end of Annual Enrollment on November 7, 2023, will remain in the Regular Plan Program until they elect otherwise.

### What does this mean for me?

#### CSAs, Customer Reps, SOS Reps Currently Enrolled in the Regular Plan Program

- If you are currently enrolled in the Regular Plan Program and you don't make any election changes to your health benefits during this year's Annual Enrollment, you will remain in the Regular Plan Program until you elect otherwise. The Regular Plan Program will continue to be available to you, until you decide to elect a different plan in a future Annual Enrollment.
- The Regular Plan Program will be closed to new enrollees after this year's Annual Enrollment period. Therefore, if you decide to elect a different health plan in next year's Annual Enrollment or thereafter, you will no longer be eligible to enroll in the Regular Plan Program.

#### CSAs, Customer Reps, SOS Reps Not Currently Enrolled in the Regular Plan Program

- If you enroll in the Regular Plan Program during this year's Annual Enrollment, you will remain in the Regular Plan Program until you elect otherwise. The Regular Plan Program will continue to be available to you, until you decide to elect a different plan in a future Annual Enrollment.
- The Regular Plan Program will be closed to new enrollees after this year's Annual Enrollment period. Therefore, if you enroll in the Regular Plan Program during this year's Annual Enrollment but decide to elect a different health plan in next year's Annual Enrollment or thereafter, you will no longer be eligible to enroll in the Regular Plan Program. Alternatively, if you choose not to enroll in the Regular Plan Program during this year's Annual Enrollment, you will no longer be eligible to enroll in the Regular Plan Program moving forward.

### Additional Protections

With these changes to Southwest's retirement and health benefits plans, you will receive the following protections:

- Assurances that CSAs, Customer Reps, and SOS Reps will have access to the Alternative Benefits Plans (Choice Plus Plan, Choice Plan C, and the Health Savings Plan, or their replacements) with new caps on monthly Employee contributions, in-network deductibles, in-network annual out-of-pocket maximums, and in-network coinsurance rates.

#### Annual Enrollment

Usually held in the fall of each year, it gives all Employees an opportunity to make changes to their benefits, to be effective on January 1 of the following year. This year's Annual Enrollment takes place October 25-November 7, 2023.

#### Questions

- Log in to [workperks.swalife.com](https://workperks.swalife.com) then begin a Live Chat with an expert or select "Help" to send an email.
- Call (877) 792-4792 and say "benefits" or press option 2, then say "health and wellness" or press option 1.



