



Ingram Benefits Newsletter

ISSUE 3
FALL 2023



BENEFITING YOU — at every stage —



Active
Enrollment
Dates:

October 16 – November 13
October 16 – November 27
(for Marine Associates)

View more details about 2024
Open Enrollment by visiting
IngramBenefits.com

Legal Notices and plan documents can be found at IngramBenefits.com. You may print notices directly from the site or request a copy from the Ingram Benefits Department.

About This Newsletter

Mark your calendars — it is almost time for Open Enrollment! This is an important time to assess which benefits you need to encourage a healthy lifestyle. Ingram provides support through comprehensive plans and programs that are here to help you make the best choices.

Open Enrollment

Open Enrollment is coming! This is your once-a-year opportunity to review your benefit options, enroll, and add/drop eligible dependents from coverage.



Active Enrollment — You Must Take Action!

This year's open enrollment will be an active enrollment. **This means you must actively elect coverage, regardless of your current coverage elections, or you will not have coverage in 2024.**

Take this as an opportunity to review your current coverage, reflect on what might have changed over this past year, and think about changes you may need to make in the year ahead.

HSA, FSA, and Dependent Care FSA elections must be made each year.

If you do not enroll, you will only have these company-paid benefits: Basic Life and AD&D, Employee Assistance Program (EAP), and Short-Term and Long-Term Disability, if eligible.



Dependent Eligibility Audit

Get Your Docs in a Row!

Ingram will be conducting a dependent audit in 2024 to ensure dependents enrolled in the healthcare plans are eligible for coverage. You will receive more details about this audit in the coming months. **You must participate in this process to maintain coverage for your dependents.**

Required documentation to support the eligibility of your dependents can be found at IngramBenefits.com > Health > Eligibility.



Awardco

We're hearing great feedback from associates about the new recognition program launched this summer. Ingram appreciates the loyalty and dedication of our associates and the Awardco program is used to celebrate your service award* milestones with points - which can be used for gift items, a MemoryBook, and an acrylic numeral.

To get started go to Ingram.awardco.com.

*if eligible



Validity Wellness Program



Take advantage of Ingram's Validity Wellness Program and all the ways to earn Validity Points. With a personalized approach to wellness, tools to make healthy life choices, and a variety of reward opportunities, the Validity Wellness Program is here to help you save money while staying healthy.

This Year's Requirements

Your medical premiums in 2024 will be based on the Validity status level reached by **December 1, 2023**.

Your Validity status is based on the number of points that you earn when completing various activities. Refer to the chart below to determine the points needed for each status depending on who is enrolled in your Medical Plan.

YOU ONLY

BRONZE	SILVER	GOLD	PLATINUM
0 pts	2,500 pts	6,000 pts	10,000 pts

YOU + SPOUSE OR DOMESTIC PARTNER

BRONZE	SILVER	GOLD	PLATINUM
0 pts	3,500 pts	9,000 pts	15,000 pts

The rates that you see in Benefitsolver during Open Enrollment will be based on the status reached by **September 30, 2023**.

Then in mid-December, you can confirm your 2024 rates by logging into Benefitsolver.

Journey to Well-Being

Check out Archie's Path to Gold Status!

Tobacco Affidavit	725 points
Dental Screening	200 points
3 Mental Health Reviews	225 points
Meditate Once Per Day	10 points
Flu Shot	200 points
10 Standard Workouts	100 points
CPR Course	125 points
Health Screening	400 points
Validity Check Results*:	
Body Mass Index	1,125 points
Blood Pressure	725 points
Cholesterol	725 points
Glucose	725 points
2nd Dental Screening	200 points
Goals Check-In	30 points
Sleep Well	300 points
Nutrition Course	300 points

*Your results must be in-range to earn the points illustrated.

Start Earning Points in Three Simple Steps!

1. Visit PowerOfValidity.com and under the login box, select "Register Now"
2. Provide your name, date of birth, and email address
3. Provide your employee ID number

NOTE: Your spouse or domestic partner also needs to provide your employee ID number.



Archie reached Gold Status at 6,115 points!

Benefits Information at Your Fingertips

INGRAM BENEFITS WEBSITE

Visit IngramBenefits.com from your computer, phone, or tablet.
Come back often for benefit news and updates.

INGRAM BENEFITS TEXTING

Text INGRAM to **800.876.7266** or scan the QR code. (Keyword is not case sensitive)
Message and data rates may apply. Reply STOP to opt-out at any time. Text responses are not monitored.

INGRAM BENEFITS DEPARTMENT

800.876.7266 | medical@ingram.com



Opt-in to receive Ingram Benefits texts.



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Ingram Industries
4400 Harding Pike
Nashville, TN 37205

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