



2025 Annual Enrollment What's New – U.S. Represented

Enrollment Period November 7 – November 20, 2024



Agenda

2025 Highlights

Enrollment Process & Reminders

2025 Benefits



2025 Highlights

Contributions

- No increases to medical, dental & vision payroll contributions
- No increases to medical deductible and out-of-pocket maximums

ID & Fraud Protection

- A new voluntary benefit offering for 2025 through MetLife.
- Covers the broad spectrum of identity theft, financial fraud and digital security for you and your loved ones.
- This voluntary benefit is 100% paid by the employee.





Enrollment Process & Reminders



Enrollment Screen

You will need to make elections for all benefit options showing 'Needs Review'

 Needs Review (1)

 HEALTH CARE FLEXIBLE SPENDING ACCOUNT

 REVIEW



Waived *Effective Date: Jan 1, 2022*

Waive HCFSA

\$0.00 



Reminders

Annual Enrollment Dates: **November 7 – 20, 2024**



Two ways to enroll:

- <https://my.adp.com>
 - If prompted for an enrollment code, please enter **AVA-AVA**
- Call the Avaya Health & Decision Benefits Center at 1-800-526-8056 (TDD 1-800-952-0450)

Have a benefit question? We have answers!

- Benefits Genius Bar open November 7, 13 & 19 from 2 – 3 PM EST
- [Click this link to join via web](#)
- By phone: +1-323-792-6237 Phone Conference ID: 639 261 005#



Or

Call the Avaya Health & Decision Benefits Center at 1-800-526-8056 (TDD 1-800-952-0450) M–F, 8 AM - 8 PM ET



Reminders

- 1 Elections that do not rollover to 2025; FSAs (Healthcare and Dependent Care)
- 2 Review the dependents that you are covering on your benefit plans.
- 3 Review your beneficiary information.
- 4 Select "CONFIRM ELECTIONS" and "I AGREE AND CONFIRM ELECTIONS" on the pop up screen. If you do not confirm your enrollment, your changes will **not** be saved and sent to the carriers for the 2025 plan year.
- 5 Please make sure to keep a copy of your benefits confirmation statement for your records.
- 6 If you do not enroll during the annual enrollment period, you will not be able to change your 2025 enrollment unless you experience a mid-year qualifying life event.



Adding/Updating A Beneficiary

REVIEW YOUR DEPENDENTS

[+ ADD NEW DEPENDENT](#) [+ ADD NEW BENEFICIARY](#)

Self VIEW

YOU

Covered For:

- MEDICAL PLAN
- DENTAL PLAN

Beneficiary Allocations:

Allocations cannot be assigned to the primary insured

Dependent EDIT REMOVE

Spouse

Covered For:

- DENTAL PLAN

Beneficiary Allocations:

No allocations assigned yet

Beneficiary EDIT REMOVE

Spouse

Covered For:

Coverage cannot be assigned to a beneficiary

Beneficiary Allocations:

- SUPPLEMENTARY EMPLOYEE LIFE INSURANCE
Primary Beneficiary 100%
- BASIC AD&D INSURANCE
Primary Beneficiary 100%



Medical Programs (Aetna Plans Only)

Expert Medical Opinion

- Once you receive a diagnosis, you can contact 2nd MD to review the recommended course of treatment.
- Go to <http://www.2nd.MD/Aetna> to sign up.

Aetna Behavioral Health Case Management

- Aetna clinicians available 24/7 to handle clinically urgent and complex needs to ensure access to appropriate behavioral health services and care (includes Autism advocacy).
- Aetna will provide support in navigating services and assist in identifying resources for your care.

Virtual Primary Care with Teladoc

- Talk to a board-certified primary care doctor by phone or video and get dedicated, personalized support, fully covered by all Aetna plans.
- Visit Teladoc.com to sign up.

Teladoc - Caregiver

- You can use Teladoc not only for yourself and immediate family members that are covered under Aetna, but also for extended family members for whom you are a caregiver; such as a parent or grandparent.



Dental DMO



- Please note that if you are currently enrolled in the Aetna DMO plan and would like to continue coverage for 2025, you **must** call Aetna at 1-877-508-6927 in **January** to re-enroll



Flexible Spending Account Changes

2025 Flexible Spending Account	
2025 Contribution Maximum	\$3,200
Filing Deadline	April 15 th of the following calendar year
Rollover \$ into the following year	\$640



MetLife Legal Plans

Money Matters	<ul style="list-style-type: none"> • Debt Collection Defense • Identity Theft Defense • Identity Management Services⁵ 	<ul style="list-style-type: none"> • Negotiations with Creditors • Personal Bankruptcy • Promissory Notes 	<ul style="list-style-type: none"> • Tax Audit Representation • Tax Collection Defense
Home & Real Estate	<ul style="list-style-type: none"> • Boundary & Title Disputes • Deeds • Eviction Defense • Foreclosure 	<ul style="list-style-type: none"> • Home Equity Loans • Mortgages • Property Tax Assessments • Refinancing of Home 	<ul style="list-style-type: none"> • Sale or Purchase of Home • Security Deposit Assistance • Tenant Negotiations • Zoning Applications
Estate Planning	<ul style="list-style-type: none"> • Codicils • Complex Wills • Healthcare Proxies • Living Wills 	<ul style="list-style-type: none"> • Powers of Attorney (Healthcare, Financial, Childcare, Immigration) 	<ul style="list-style-type: none"> • Revocable & Irrevocable Trusts • Simple Wills
Family & Personal	<ul style="list-style-type: none"> • Adoption • Affidavits • Conservatorship • Demand Letters • Divorce, Dissolution and Annulment • Garnishment Defense • Guardianship 	<ul style="list-style-type: none"> • Immigration Assistance • Juvenile Court Defense, Including Criminal Matters • Name Change • Parental Responsibility Matters • Personal Property Protection 	<ul style="list-style-type: none"> • Prenuptial Agreement • Protection from Domestic Violence • Review of ANY Personal Legal Document • School Hearings
Civil Lawsuits	<ul style="list-style-type: none"> • Administrative Hearings • Civil Litigation Defense 	<ul style="list-style-type: none"> • Disputes Over Consumer Goods & Services • Incompetency Defense 	<ul style="list-style-type: none"> • Pet Liabilities • Small Claims Assistance
Elder-Care Issues	<ul style="list-style-type: none"> • Consultation & Document Review for your parents: • Deeds • Leases 	<ul style="list-style-type: none"> • Medicaid • Medicare • Notes • Nursing Home Agreements 	<ul style="list-style-type: none"> • Powers of Attorney • Prescription Plans • Wills
Vehicle & Driving	<ul style="list-style-type: none"> • Defense of Traffic Tickets⁶ • Driving Privileges Restoration 	<ul style="list-style-type: none"> • License Suspension Due to DUI 	<ul style="list-style-type: none"> • Repossession

Services highlighted in blue are available to parents and parents-in-law through Plus Parents.

To learn more about your coverages, create an account at legalplans.com or call **800.821.6400** Monday – Friday 8:00 am to 8:00 pm (ET)



Voluntary Benefits

Avaya offers voluntary benefits through MetLife.
See www.metlife.com/avaya for details on these benefits.



Critical
Illness



Accident
Insurance



Hospital
Indemnity



ID & Fraud
Protection



Avaya Well-Being

All Avaya employees have access to a complete well-being platform through Aetna.

Go to [Aetna.com](https://www.aetna.com) to track your activity, get wellness advice, find healthy recipes, and much more.

- If you are an Aetna member that has not previously registered with the site, use your Aetna member ID or your SSN to create a user name and password.
- For non-members, create a user name and password using your SSN.
- Once registered, click “Avaya Well-Being Program”
- Employees* are also eligible to participate in the well-being rewards program by participating in activities through the Aetna website.

If your spouse or domestic partner is enrolled in the Avaya Medical Plan, they can create an account and use the platform too.



*The rewards program is for employees only. Spouse/domestic partners can use the Aetna platform but do not earn rewards.

2025 Avaya Well-Being Rewards

Take charge of your health and earn incentives for healthy activities.

- ***Don't Forget:*** Rewards that have been earned in 2024 must be redeemed by December 31, 2024. **Rewards do not carry over to 2025.**
- View the 2025 Avaya Well-Being Incentive Flyer:
 - <https://my.adp.com> – Forms & Plan *Documents-Avaya Well-Being Incentive Flyer*
- For further assistance contact Aetna at 877-508-6927.

Incentives will be subject to taxation, per applicable law.



Magellan

Magellan provides:

- ❑ 5 free, confidential counseling sessions on various topics
- ❑ Coaching
- ❑ Self-guided online programs around topics like depression and anxiety
- ❑ Guidance and referrals for childcare and adult care
- ❑ Apps such as BetterHelp, myStrength and Clickotine

To contact Magellan for their Employee Assistance and/or Family Resources Program:

1-877-804-9753 or **Member.MagellanHealthcare.com**

Be on the look out for an email on the next Magellan webinar:

December 2024: Overcoming Stress and Burnout





THANK YOU

