



Annual Enrollment is here!

OCTOBER 25 - NOVEMBER 8

Annual Enrollment is coming soon: **October 25 through November 8**. We will continue to use the Mr. Cooper Group Benefits Marketplace through the Aon Active Health Exchange™ for benefit selections this year. While many things are the same, there are a few changes. Before you begin enrolling, we want to make sure you are informed and can prepare in advance for what's changing for 2024.

Over the course of a year, there are often changes made to carrier networks, prescription drug formularies and potentially how much you pay. Our goal is to provide you with all the information you need in advance so that you are able to make the best benefits decisions for you and your family.

Active Annual Enrollment

This is an active enrollment period—meaning you must enroll if you want benefits coverage through Mr. Cooper Group.

- If you do not enroll, you will **not** have medical, dental, or vision coverage through Mr. Cooper Group in 2024. Keep in mind, if you do not elect medical coverage, you will not have prescription drug coverage, either.
- To contribute to a Health Savings Account (HSA, if eligible) or flexible spending account, you must make an active election, as well.
- You will keep any elections you had in 2023 for **voluntary benefits** such as supplemental life, accidental death and dismemberment (AD&D), critical illness, accident, hospital indemnity and pet insurance, as well as legal services.

Wellness Credit Reminder

To earn your Wellness Credit for 2024, log in to Wellbeing360 online at <https://mrcoopergroup.limeade.com> or via the Limeade ONE app and achieve 1,500 points to reach the Energize Level (Level 2) by **October 12**. That's it! If you are a non-smoker, you will attest to that during Annual Enrollment to earn the Non-Tobacco Credit. **Important:** There will be no extension to the October 12 deadline to earn your 2024 Wellness Credit.

If you were hired after June 1, 2023, you only need to complete the [Wellbeing Assessment](#) in Wellbeing360 to earn your 2024 Wellness Credit.

Below is an overview of important considerations for 2024:

MARKETPLACE UPDATES	
What's New	Why It Matters
Your cost of coverage may have changed.	<p>Your current coverage may not be your best deal next year, because prices can change. We have been fortunate the past couple of years to have seen our rates remain steady; however, for 2024, team members may see an increase. Rate increases are primarily driven by the health of our population and how well we as Coopers and Xomies utilize the Mr. Cooper Group plan. The wonderful thing about the Benefits Marketplace is having many options to choose from, allowing you to move between plans and carriers to find the best deal and control your paycheck costs.</p> <p>During enrollment, carefully review your options and per-pay-period costs to find the right fit for you and your family. Don't forget, the Help Me Choose tool is available to guide you to the plans that best meet your needs and save you money.</p> <p>Here are a few ways we all can help keep our future costs low:</p> <ul style="list-style-type: none">• Know where to go for care! Our Emergency Room visits increased 16%, and we discovered many Coopers could have sought care at a lower-cost facility, like an Urgent Care or their primary care physician.• Our mental health and substance abuse claims increased 10%. Taking advantage of the resources Mr. Cooper provides FOR FREE to get the support you need is a great way to save money and control our costs (Mr. Cooper / Xome).

	<ul style="list-style-type: none"> • Back pain is among our top three cost drivers. Check out Wellbeing360 for resources to improve back health by going to the Health section under My Results. <p>Good news... Coopers and Xomies get an A+ for the following items, so keep up the great work and continue:</p> <ul style="list-style-type: none"> • Scheduling your recommended preventive care visits each year • Being smart about your prescriptions, using generics, and taking advantage of 90-day prescriptions • Using in-network providers and services—be sure to download your carrier app after enrollment for quick access to searches!
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<p>Insurance carrier provider networks could have changed.</p>	<p>Insurance carrier provider networks can change. Seeing out-of-network providers may cost you substantially more than seeing in-network providers. Always double-check the networks of each insurance carrier you’re considering before making a decision. Kudos Moment: 95% of Coopers and Xomies are using in-network providers and services on average—keep up the great work!</p> <p>Tips: When it’s time to enroll, see if providers critical to your care are in the network of the insurance carrier you are considering by entering them into the Help Me Choose tool. For the best results, search for your provider by name—not medical practice—and check for only the office location(s) where you are willing to visit. When searching for a facility, use the complete facility name and confirm whether the specialty of the facility is covered in-network.</p> <p>Important! If you have any uncertainty (for instance, you will cover out-of-area dependents) or you need the network name, you should call the insurance carrier.</p>
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MEDICAL UPDATES

What’s New	Why It Matters
<p>You will be responsible for a copay when you visit urgent care.</p>	<p>If you choose a Silver, Gold, or Gold II coverage level, you will be responsible for a copay when you visit urgent care. The Silver copay will be \$50, and the Gold and Gold II copay will be \$40.</p> <p>You will no longer have to meet a deductible and then pay your portion of coinsurance.</p>
<p>The Platinum urgent care copay will decrease slightly.</p>	<p>If you’re covered under the Platinum coverage level, your urgent care copay will decrease from \$50 to \$25.</p>

<p>Team members covered under Gold or Gold II will have a copay when visiting the emergency room.</p>	<p>If you're covered under the Gold or Gold II coverage level, you will have a \$150 emergency room copay before the deductible and coinsurance apply.</p>
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SURCHARGE UPDATES

<p>What's New</p>	<p>Why It Matters</p>
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<p>A spouse/domestic partner surcharge will be added to the cost of medical coverage.</p>	<p>Mr. Cooper Group is focused on providing the most affordable plans for our team members and their spouses/domestic partners. As medical costs continue to rise, we look for opportunities to continue to provide affordable options while also offering choice. During the past few years, our spousal claims have outpaced that of our team members, driving premium increases from our carriers.</p> <p>Therefore, effective January 1, 2024, team members who have working spouses/domestic partners with access to other coverage and opt to cover their spouse/domestic partner on the Mr. Cooper medical plan will have a spousal surcharge. The surcharge will be based on your salary tier as outlined below:</p> <ul style="list-style-type: none"> • < \$65K = \$50/month or \$25/pay period • \$65K to \$100K = \$75/month or \$37.50/pay period • \$100K to \$150K = \$100/month or \$50/pay period • \$150K to \$200K = \$125/month or \$62.50/pay period • \$200K+ = \$150/month or \$75/pay period <p>If you enroll in the Employee + Spouse or Employee + Family coverage tier, you will be prompted to complete an attestation confirming your spouse does not have access to coverage elsewhere.</p>
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VOLUNTARY COVERAGE UPDATES

<p>What's New</p>	<p>Why It Matters</p>
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<p>Critical Illness rate changes (Voya)</p>	<p>Starting in 2024, the Critical Illness rates will be based on attained age instead of issue age. This means the rate you receive will be determined by your age when you elect or increase your coverage. If you are currently enrolled in Critical Illness in 2023, you may see a slight increase in your rate for 2024 based on the new attained age rule. If you are impacted by the slight increase, you will receive a separate communication with more details.</p>
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PRESCRIPTION DRUG UPDATES

What's New	Why It Matters
How your medication is classified (and covered) could have changed.	Because your medical insurance carrier's pharmacy benefit manager can change how it covers prescription drugs at any time (such as changing coverage tiers), it's strongly recommended that you call the insurance carrier(s) you are considering before you enroll to see how your medication would be covered in the new plan year. Carriers will have the most up-to-date information. Use the list of prescription drug questions on the Make It Yours website to help you focus on key points when you call the carrier(s).
Other medical and prescription drug benefits may have changed.	Medical insurance carriers may offer new or enhanced benefits for 2024. Additional coverage details will be available when you enroll, so be sure to review your options carefully.

SPENDING ACCOUNT UPDATES

What's New	Why It Matters
IRS limits on HSA and FSA contributions	<p>Health Savings Account (HSA)</p> <p>If eligible, for 2024, you can save up to \$4,150 if you cover just yourself or \$8,300 if you cover yourself and your family. If you're age 55 or older (or will turn age 55 during the plan year), you can also make additional "catch-up" contributions to your HSA up to \$1,000. Don't forget! If you want to grow your HSA more quickly, you can invest your HSA balance once it reaches \$1,000, kind of like a 401(k) nest egg for health care.</p> <p>Flexible Spending Account (FSA)</p> <p>The 2023 annual IRS contribution limits are \$3,050 (health care FSA). The 2024 IRS contribution limits have not yet been released. Mr. Cooper Group will honor any increase to the 2024 IRS contribution limit after release.</p> <p>Dependent Care Flexible Spending Account (DCFSA)</p> <p>The 2024 annual IRS contribution limits remain the same as 2023 at \$5,000 for joint tax filers (\$2,500 for single or separate tax filers).</p>

Visit these sections below in the **Make It Yours** website for additional direction to help you make the best choices for 2024 based on your needs:

- [Choosing the Right “Metallic” Coverage Level for You](#)
- [How to Get the Right Medical Option](#)
- [Taking Full Advantage of Your Health Savings Account \(HSA\)](#)

You can also find additional resources through the Annual Enrollment Resource page on the Benefits Marketplace at mrcoopergroupbenefits.com by clicking Team Members.

This overview of 2024 changes serves as a Summary of Material Modifications (SMM), providing information on various Mr. Cooper Group benefit plan changes that take effect January 1, 2024. It is intended to provide an overview of changes and information about some of the benefits you may be eligible for through Mr. Cooper Group. If there is a discrepancy between the information displayed and the official plan documents, the official plan documents will govern.

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