



Your choices. Your well-being.

# What's changing for 2024

Benefits Annual Enrollment  
October 16 - 31, 2023

(until 5 p.m. Central time)

Schneider Electric Benefit Program for U.S. Employees

Life Is On

**Schneider**  
Electric



**2024 Annual  
Enrollment**

## Your choices. Your well-being.

You can choose from a variety of Schneider Electric benefits and well-being programs to help you thrive in all areas of your life: at work, at home and everywhere in between. This includes flexibility on how you pay for some of your benefits and which benefits you can select. We also offer many resources to support your work and personal life.

For 2024, we're increasing the amount of Benefit Bucks you'll receive, to provide even more flexibility in your benefit choices. We've also added a virtual option for seeing a primary care doctor. And you'll be able to get help saving on your prescriptions, new legal help for reproductive matters and more.

## Annual Enrollment for 2024 benefits

This is your **once-a-year opportunity** to choose the benefit options that best meet your needs and help support your well-being. Read up on what's new and follow the enrollment checklist to ensure you have the coverage you want in 2024.

Visit **Rewards@Schneider** to find all your Annual Enrollment materials, personalized benefit information and more.



[rewards-nam.se.com](https://rewards-nam.se.com)

# What's new for 2024

## Your fast pass to BCBSIL resources

In 2024, you'll **connect directly to the appropriate Blue Cross & Blue Shield of Illinois (BCBSIL) resource** when you need help. To reach a Benefit Value Advisor (BCBSIL customer service), the 24/7 Nurseline, get a prior authorization, locate a provider or schedule a Teladoc Health virtual visit, call the phone number on your **new medical ID card**.

## Everyone is getting a new medical ID card

If you'll have Schneider Electric medical plan coverage for 2024, watch your mail for a new BCBSIL medical ID card in December, including the direct phone numbers to your BCBSIL resources. You can also access your ID card from the BCBSIL mobile app.

## Teladoc HEALTH virtual care – now includes primary care!

Teladoc Health takes the place of MDLIVE in 2024. In addition to how you used MDLIVE (for **non-urgent/acute conditions** like a cold, sinus infection, a rash), Teladoc Health provides access to **virtual preventive care visits** that are covered at 100% similar to what you receive during an in-person primary care physician (PCP) visit. Teladoc Health can also help you receive ongoing care, as well as **dermatology care** so you can get well and live well — no matter where you are. You can share information from your Teladoc Health visit with your regular doctor.



## Paying for Teladoc Health

Cost per visit varies based on the type of visit and your medical option:

Type of visit	Billed rate	CDHP + HSA plan options	PPO plan option
		You pay	You pay
<b>Primary care physician (PCP) initial and annual visit</b> (generally covered as preventive care)	\$165	Preventive: 100% covered Non-preventive: 20%, subject to deductible	Preventive: 100% covered Non-preventive: \$30 copayment
<b>Primary care follow-up</b>	\$99	20% subject to deductible	\$30 copayment
<b>Non-urgent/acute care</b> (such as flu, sore throat, rash, pink eye, allergies)	\$55	20% subject to deductible	\$30 copayment
<b>Dermatology</b> (such as eczema, psoriasis, acne, rosacea, skin infections)	\$85	20% subject to deductible	\$50 copayment

## Keep your apps current

Starting January 1, 2024, download the Teladoc Health app and remove your MDLIVE app from your phone. MDLIVE will no longer be covered under the Schneider Electric medical plan so you should stop using MDLIVE beginning January 1.



Teladoc Health app



### Want easy, fast access to a primary care doctor?

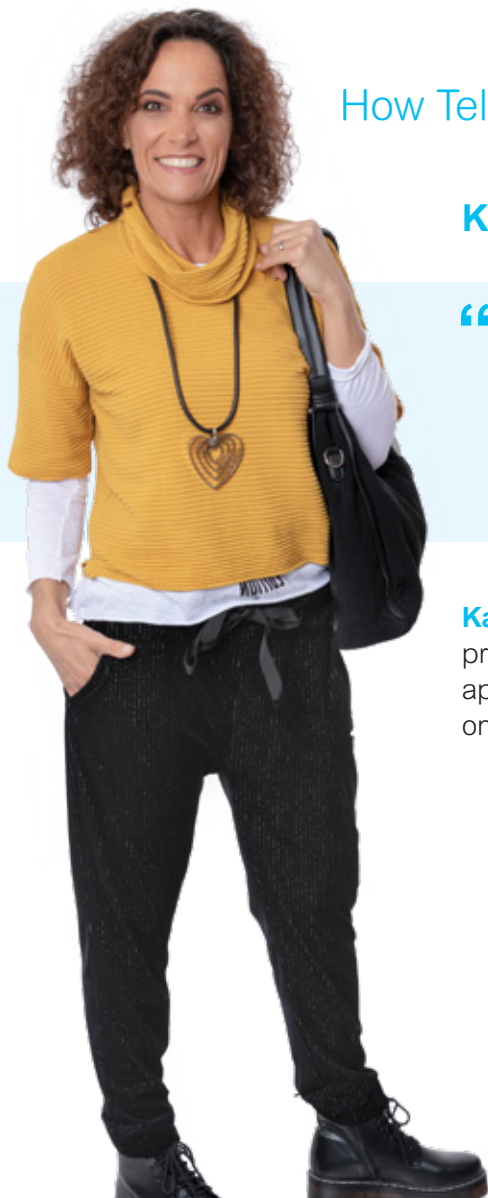
- Don't have a doctor near where you live?
- Is it hard to get an appointment that isn't months away?
- Prefer the convenience of virtual, 24/7 appointments you can have from home, work or while traveling?

### Already have a primary care doctor but need help right away?

- Is seeing your primary doctor not practical — due to distance, schedules or time of day?
- Do your symptoms make travel impractical?
- Prefer to have your appointment where you are and avoid the doctor's office?



TELADOC HEALTH IS THE ANSWER



### How Teladoc Health helps Karla.

#### Karla's care team just got a new player.

“ I recently moved and have been struggling to find a nearby in-network doctor that is conveniently located. Teladoc Health means I can get care now without traveling so far. ”

**Karla takes advantage of Teladoc Health** with virtual primary care, available 24/7. She can easily get appointments that fit her schedule, taking appointments on the go wherever she is.



In our ongoing efforts to support your well-being, in 2024 we are offering AccessHope — a **cancer support** benefit that's part of your BCBSIL medical coverage. AccessHope services can bring peace of mind to those diagnosed with cancer and give them and their oncologist access to National Cancer Institute (NCI)-level support regarding the treatment plan and possible clinical trials without having to leave their community.

AccessHope provides access to experienced nurses with oncology expertise to help individuals understand their type of cancer and available treatments, prepare for appointments, and get answers to questions. Starting January 1, 2024, you can call the number on your BCBSIL medical ID card to learn more.

## Medical plan deductibles are increasing.

For 2024, the IRS minimum annual deductible amounts are increasing for the CDHPs. As a result, the medical plan deductibles will increase as shown in the chart below.

Deductible	Core CDHP + HSA		Buy-up CDHP + HSA		Core PPO	
	You pay in-network	You pay out-of-network	You pay in-network	You pay out-of-network	You pay in-network	You pay out-of-network
Single	<b>\$3,200</b> (\$200 increase)	<b>\$6,400</b> (\$400 increase)	<b>\$1,600</b> (\$100 increase)	<b>\$3,200</b> (\$200 increase)	<b>\$700</b> (\$50 increase)	<b>\$1,400</b> (\$100 increase)
Family	<b>\$6,400</b> (\$400 increase)	<b>\$12,800</b> (\$800 increase)	<b>\$3,200</b> (\$200 increase)	<b>\$6,400</b> (\$400 increase)	<b>\$1,400</b> (\$100 increase)	<b>\$2,800</b> (\$200 increase)

The same deductible increases also apply to the GeoBlue CDHP and PPO plans.

## New name, same great medical support

Previously known as ConsumerMedical, My Medical Ally — powered by Alight — provides the same support to help you:

- Find the best doctors and hospitals for your specific needs.
- Verify any doctor's credentials, skills and experience in treating your condition.
- Get a second opinion from top specialists in person or virtually.
- Confirm your diagnosis to ensure you are on the right treatment path.

**Is surgery right for you?** Talk to a Medical Ally to understand all treatment options available before making a decision on surgery. If your doctor recommends elective lower back surgery, weight loss surgery, hip or knee replacement, or hysterectomy, **you may qualify for a \$400 prepaid card** just for learning about your treatment options. Call for terms and conditions.

You can reach My Medical Ally at [mymedicalally.alight.com](https://mymedicalally.alight.com) company code: Schneider, or by calling **888-361-3944**.



## Your personalized benefits counselor ALEX can help you even more!

Use ALEX to help you:

- **Review and evaluate your 2024 benefit options.** You now can interact with ALEX either by:
  - Having a “conversation” via the audio version, or
  - Using the ALEX Go text-only (non-audio) version.
- **Compare your Schneider Electric medical options to your family member’s medical plan** using ALEX Go.
- **Understand your Medicare options** like Medicare eligibility, enrollment dates, coverage options, costs by using ALEX Medicare.



Access ALEX at [start.myalex.com/se](https://start.myalex.com/se).

## Get help lowering your prescription costs with RxSS™

Starting October 2023, you have access to a new prescription drug savings benefit called Rx Savings Solutions (RxSS) that **may help you lower your pharmacy costs**. RxSS partners with Express Scripts so they can review your medications to find lower-cost options, compare prices and help you make a switch.

Curious to know about ways you may be able to save? Examples include taking a similar medication that treats the same condition, or perhaps taking the exact same medication but in a different form (like a capsule instead of a tablet or vice versa). Who knew these savings opportunities existed? RxSS, that's who!

This free, confidential service includes an online tool and RxSS mobile app for you and your dependents who are covered by Express Scripts through the Schneider Electric medical plan. RxSS will send you notifications when a savings opportunity is identified.

**BONUS! Earn Virgin Pulse points with RxSS:** 250 points for activating your RxSS account, 250 when you opt in for SMS text messaging when you activate your account, and 250 for downloading the RxSS app.



Download  
the RxSS  
app and  
start saving!

Learn more and **activate your account** at [myrxss.com](https://myrxss.com), through the app, or by calling **800-268-4476**. Search “RxSS” on [Rewards@Schneider](#) or call **800-268-4476** for more details.



# Get more BenefitBuck\$.

Schneider Electric will provide you with **\$600 in Benefit Bucks** (\$100 more than 2023!) to apply to some of your benefit costs. Spend them on benefits like: the PTO Purchase Program | a contribution to your Health Savings Account (HSA) or flexible spending account (FSA) | legal services plan | vision plan | supplemental insurances (life and disability) | and more.

**Need more flexibility?** Add your Benefit Bucks to your Life Planning Account (along with your earned Pulse Cash) to reimburse yourself for other expenses you may have such as pet insurance, student loan repayments, sustainable products (like an energy-efficient fridge) and more. Search “Benefit Bucks” and “Life Planning Account” on **Rewards@Schneider** to learn how these programs work.



Use your Benefit Bucks to fund your Life Planning Account to pay for Buddy's pet insurance.

## Legal help for reproductive matters

For those who enroll in MetLife Legal Plan coverage, starting January 2024 you will be able to get 20 hours of **assistance for reproductive legal issues** involved in expanding your family (surrogacy, egg/sperm donation, etc.) in addition to the great legal coverage the plan already includes. An attorney can help to review, prepare and file documents and provide representation at hearings. Learn more at **Rewards@Schneider**.

## Flexible spending account (FSA) changes

### Contribution limits are changing.

**If you enroll or re-enroll in the Health Care FSA or Limited Use Health Care FSA**, the contribution limit **is increasing to \$3,050** (up from \$2,850). Benefit Bucks you apply toward a Health Care FSA or Limited Used Health Care FSA will count toward your contribution limit.

**If you are a Highly Compensated Employee**, as defined by the IRS, your Dependent Care FSA contribution limit **will decrease to \$3,750** (from \$4,000) due to IRS compliance requirements. You will be notified if this applies to you.

### Must enroll in FSAs

You must enroll in FSAs each year to participate.

### New deadline to spend your FSA

Beginning with the 2024 FSAs, you will have until **December 31, 2024** to incur eligible expenses for all FSA claims (in past years, the deadline was March 15th of the following year). However, you still have until **March 31, 2025 to submit** those 2024 claims for reimbursement. This means you can **submit 2024 claims** for reimbursement until March 31, 2025, but you will not be able to **incur 2024 expenses** after December 31, 2024.

These deadlines apply to your Health Care FSA, Limited Use Health Care FSA and Dependent Care FSA. See below for how the deadlines differ between your FSA in 2023 and 2024.

	2023 FSA deadlines	NEW 2024 FSA deadlines
Incur expenses through...	March 15, 2024	December 31, 2024
Submit expenses no later than...	March 31, 2024	March 31, 2025

## What's new with the Health Savings Account (HSA)

### 2024 HSA contributions

Who is covered	Schneider Electric contribution	+	Your maximum contribution <sup>1,2</sup>	=	2024 IRS limit
Employee only	\$700	+	\$3,450	=	\$4,150
Family	\$1,400	+	\$6,900	=	\$8,300

1. If you turn age 55 by December 31, 2024, you can contribute an additional \$1,000.

2. Benefit Bucks applied toward your HSA will apply toward your maximum contribution limit.

### Advantages of saving with an HSA

- **Use now or save — even for retirement:** When you incur eligible expenses, you decide...
  - If you want to use HSA dollars to pay the expense (funds are available when they're posted to your account), or
  - Pay out of your own pocket and save your HSA dollars for future expenses. An HSA is a great way to *save for expenses in retirement*.
- **Get triple-tax savings:**
  1. Contributions are tax-free: both Schneider Electric's and yours.
  2. Money grows tax-free with interest/earnings.
  3. Withdrawals are tax-free for eligible expenses.
- **Money is always yours:** Because any unused money in your HSA rolls over from year to year, you can save the money in your HSA to use in the future, even if you leave the Company or retire.
- **Decide if you want to contribute:** You can start, change or stop your contributions anytime during the year at [se-benefitslink.com](https://se-benefitslink.com).
- **Invest your money:** If you have at least \$1,000 in your account, you can invest in a variety of mutual fund options. To access your account and for more information, visit [payflex.com](https://payflex.com).

### Looking ahead

We all share in the cost of health care, and an HSA is a great way to pay for your expenses. In 2025, to receive any Schneider Electric HSA contribution, you'll need to contribute to your HSA too: \$100 for employee only coverage and \$200 for family coverage.

**If you're not already contributing, why wait?** You can use your HSA to grow your retirement savings for later and lower your taxes now!



#### GOOD TO KNOW ABOUT YOUR HSA

- Schneider Electric deposits the **full HSA Company contribution to your account by the end of January**.
- Any Benefit Bucks you choose to contribute will be deposited on a **per-pay-period** basis.





## Expanded enrollment window for newborns/adoption



When you welcome a new baby or newly adopted child, we know you have a lot on your mind and benefits isn't always at the top of the list. You **now have 90 days to submit a birth or adoption life event** (previously 31 days) in the Schneider Electric medical plan. You must provide documentation to verify eligibility. Search "parents" on [Rewards@Schneider](#) to learn about all the family well-being benefits available to parents.

## Ready for your Recharge Break?

The Recharge Break Program gives you flexibility to support your unique work and life. With Recharge Break, you can take from 6 to 12 weeks of paid time away from work to use when and how it works best for you.

In 2024, you may be able to take a Recharge Break if you have enough time banked *and* you've been contributing or holding a recharge break balance since 2021. If you decide to take your Recharge Break in 2024, **make your request at least 90 days ahead of your break** whenever possible (but not less than 45 days). Starting October 1, 2023 you can make your request through a ticket at [support@Schneider](#). Make sure you discuss your request with your manager before submitting your request.

### Cost for a ← Recharge Day

Each elected Recharge Day is equivalent to eight hours and is withheld from your wages on a pre-tax basis. If your rate of pay increases (or decreases) during the year, your payroll deductions will be adjusted accordingly.

## Not ready for your Recharge Break in 2024?

- **If you're eligible for a 2024 Recharge Break but want to take it at a later date:**  
You can continue to purchase weeks to grow your balance or hold your balance to take your Recharge Break in a later year.
- **If you'd like to start or continue participating in the Recharge Break Program:**  
You can elect to pay for 1 or 2 Recharge Break Weeks during Annual Enrollment. When you have enough time banked and have held your bank for 3 years, you can take time away from work when it works best for you. When you take your Recharge Break, Schneider Electric covers the cost of some of those Recharge Days depending on how long you've worked for the Company.

Search "Recharge Break" on [Rewards@Schneider](#) for more information.



## 2024 employee costs

We care about your well-being and offer benefits to help you live your best life. While we understand that rising costs are straining everyone's budgets, Schneider Electric shares in the cost increase and is paying a larger portion of that increase. We are working hard to keep your benefits as affordable as possible. Keep in mind, we also provide ways to help you pay for benefits, like Benefit Bucks and HSA contribution.

- **Medical and dental:** Medical and dental plan costs will increase, reflecting a rise in health care costs nationwide and among our own population.
- **Short-term disability (STD) Buy-up:** There is a slight decrease in the STD Buy-up cost.
- **All other benefit options:** There are no other rate changes for 2024.

### 2024 monthly medical\* and dental costs

OPTION	Employee only	Employee + child(ren)/ domestic partner child(ren)	Employee + spouse/ domestic partner	Employee + family
Medical				
Core CDHP + HSA	\$18.26	\$75.07	\$87.44	\$128.18
Buy-up CDHP + HSA	\$63.89	\$161.73	\$183.23	\$271.85
Core PPO	\$145.93	\$317.55	\$355.48	\$530.36
Dental				
Core	\$8.36	\$20.66	\$22.83	\$34.25
Buy-up	\$14.96	\$32.35	\$36.58	\$54.05

\* Additional fees may apply and will be a separate deduction on your paycheck. See Your 2024 Benefits Guide on [Rewards@Schneider](mailto:Rewards@Schneider) for details.

**NOTE:** Employee costs are also increasing for GeoBlue, Triple S and UHA; see your enrollment materials for these costs.



# Your enrollment checklist

## BEFORE YOU ENROLL

- ✓ **Test your access** and update your contact information on BenefitsLink at [se-benefitslink.com](https://se-benefitslink.com) before October 16, 2023. **NOTE:** Internet Explorer 11 does not support se-benefitslink.com. Use a free, supported browser: Google Chrome, Firefox, Microsoft Edge or Safari.
- ✓ **Think about the Life Planning Account** and decide if you want to put Benefit Bucks into your account. **BONUS!** You have an extra \$100 in Benefit Bucks in 2024.
- ✓ **Could your health plan be saving you more money?** Review your 2024 benefit options with ALEX, your personalized benefits counselor, who helps you evaluate benefits that provide the best value and offers easy-to-understand explanations to your questions. ALEX can also help you with your 401(k) decisions and provides Medicare information. Or use the new ALEX Go — a text-based version of ALEX that will give you a plan recommendation in 5 minutes! You can even use ALEX Go to compare your family member's medical plan with your medical options. Access ALEX at [start.myalex.com/se](https://start.myalex.com/se). *Ya está disponible en español.*
- ✓ **Schedule an appointment with a My Secure Advantage (MSA) money coach** to review the pros and cons and ins and outs of your benefit options to give you confidence in your ultimate decisions. Search "MSA" on [Rewards@Schneider](mailto:Rewards@Schneider) to learn more.
- ✓ **Get informed.** Learn more about your 2024 benefit options and costs in Your 2024 Benefits Guide on [Rewards@Schneider](mailto:Rewards@Schneider).



## ENROLL

- ✓ **Access BenefitsLink** (the enrollment site) at [se-benefitslink.com](https://se-benefitslink.com) if you are a new hire **or** to apply Benefit Bucks to a benefit or fund your Life Planning Account | change your current coverage | add or remove a dependent | elect a new benefit for 2024 | enroll (or re-enroll) in an FSA, HSA, PTO Purchase Program and/or Recharge Break Program | change your responses to fee questions.
- ✓ **Review your dependents.** If you add a new dependent to medical, dental and/or vision who was not previously covered, or add a dependent who was previously removed from coverage because documentation was missing, you must upload dependent documentation to BenefitsLink by November 9, 2023.
- ✓ **Review and update your life insurance beneficiary** designations if needed.
- ✓ **Complete your evidence of insurability (EOI)** on receipt from Unum for life insurance or MetLife for LTD Buy-up if you added or increased these benefits.
- ✓ **Review your benefit enrollment notifications from Alight** at [se-benefitslink.com](https://se-benefitslink.com). Add your mobile phone number for verification purposes and password resets. You can also select which email you prefer to receive your benefit enrollment notifications from Alight. *Need to update your email address?* Visit TalentLink to edit your email address.
- ✓ **Confirm your elections.** Save (or print) your final benefit summary. A confirmation statement will also be sent to your BenefitsLink mailbox. The last changes you make online to your elections as of the close of the enrollment period will be considered your 2024 elections — regardless if you click "Complete Enrollment."

## AFTER YOU ENROLL

- ✓ If you don't believe your 2024 benefits accurately reflect what you chose during Annual Enrollment, submit a claim to PeopleLink (online through [support@Schneider](mailto:support@Schneider) or by calling **877-248-2998**) by January 31, 2024.

# 2024 coverage if you don't take any action

If you take no action by October 31, 2023, your current 2023 elections will automatically carry forward to 2024 with the exception of your Benefit Bucks, HSA, FSA, PTO Purchase and Recharge Break elections.

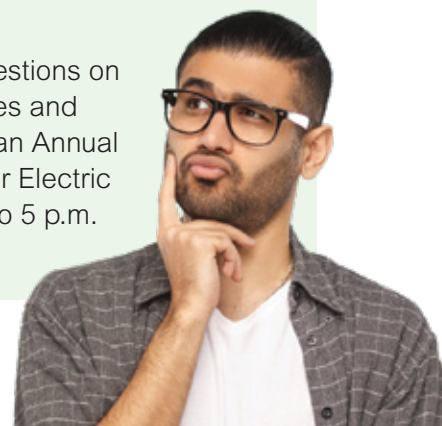
Benefit	Your 2024 coverage if you make no changes
Medical	<ul style="list-style-type: none"> <li>• 2023 medical plan option and coverage level</li> <li>• 2023 tobacco-user status</li> <li>• 2023 working spouse/domestic partner status</li> </ul>
Dental and Vision	2023 option and coverage level
Basic Life and AD&D	2 times your base pay; Company paid
Supplemental Life and Spouse Life	2023 coverage level at 2023 tobacco-user status
Supplemental AD&D, Child Life, Short-term Disability, Long-term Disability and Legal Services Plan	2023 coverage level
Health Care FSA and Dependent (Day) Care FSA, Health Savings Account (if enrolled in CDHP and eligible for HSA), PTO Purchase, Recharge Break	No participation — you must actively elect each year
Benefit Bucks (if you're enrolled in plans that are eligible for Benefit Bucks)	Your Benefit Bucks will automatically be applied to plans in this order: <ul style="list-style-type: none"> <li>• Vision</li> <li>• Short-term disability Buy-up</li> <li>• Long-term disability Buy-up</li> </ul>
Benefit Bucks (if you're <b>not</b> enrolled in plans that are eligible for Benefit Bucks)	Not allocated; remaining funds will be forfeited

\* If you are a new hire and do not take action, you will be enrolled in the default coverage options. See Your 2024 Benefits Guide for what happens if you don't enroll.

**NOTE:** You cannot change your elections during 2024 unless you have a qualifying life event and make a new election within 31 days (90 days to submit a birth or adoption life event). If you have a qualifying life event, you can reallocate your unused Benefit Bucks, which will be prorated based on the number of pay periods left in the year.

## QUESTIONS? CONTACT PEOPLELINK.

Contact PeopleLink for assistance in English and Spanish with questions on enrollment, general HR, pay, medical insurance, timekeeping issues and more! Chat with PeopleLink live on [support@Schneider](mailto:support@Schneider) or open an Annual Enrollment inquiry ticket. If you are not connected to the Schneider Electric network, call PeopleLink at **877-248-2998**, Monday-Friday, 7 a.m. to 5 p.m. Central time). Assistance is available in English and Spanish.





# What if...

## What if I want to add dependents to my medical, dental or vision coverage for 2024?

Enroll your dependent(s) at [se-benefitslink.com](https://se-benefitslink.com) and submit the required documents to verify they are eligible by 5 p.m. Central time on **November 9, 2023**. You can do this in one of three ways:

- *Upload to BenefitsLink (preferred)* — Log in to [se-benefitslink.com](https://se-benefitslink.com) > click Verify My Dependents tile. Upload your documents.
- *Submit a ticket to PeopleLink* with your documents attached — [support@Schneider](mailto:support@Schneider) > HR Tickets > Annual Enrollment Inquiry with inquiry reason: Annual Enrollment Dependent Eligibility Documentation.

Please allow up to 2 weeks for your dependent documents to be reviewed. If you don't submit acceptable documents by the above deadline, your dependent(s) won't be covered. See Your 2024 Benefits Guide or visit [se-benefitslink.com](https://se-benefitslink.com) for the documents you need to submit.

## What if I'm not eligible for a Health Savings Account?

You can enroll in either the Buy-up CDHP (with no HSA) or the Core PPO option. Consider contributing to the Health Care FSA so you can pay for eligible out-of-pocket health care expenses with pre-tax dollars.

To be eligible for an HSA, you must be enrolled in a CDHP medical plan option; and must be a U.S. citizen, Green Card holder or H1-B visa holder with a U.S. residential address.

You cannot be:

- Covered by any medical plan that is not a consumer-directed health plan, including your spouse's or domestic partner's plan;
- Covered under a general FSA through your spouse's or domestic partner's plan (however, you may participate in a Limited-use Health Care FSA specifically for dental and vision expenses or medical expenses incurred after you meet your CDHP's deductible);
- Claimed as a dependent on someone else's taxes;
- Enrolled in Medicare (including retroactive Medicare coverage);
- Covered by TriCare, TriCare for Life, or Medicaid; or
- The recipient of VA benefits within the last three months unless you have a disability rating from the VA.

## Important information ←

### As you enroll and get ready for your 2024 benefits, keep in mind:

- If you are changing your medical plan option from the PPO to a CDHP and you currently have a Health Care FSA, your Health Care FSA balance must be \$0 by December 31, 2023. Otherwise your and Schneider Electric's HSA contributions will not begin until April 2024 and the contributions will be prorated.
- If you are continuing participation in an HSA or the Health Care FSA, keep your PayFlex debit card if it isn't expired. PayFlex will only send out new cards if the old one has expired or you are new to the plan.

### What if I cover a domestic partner or their child, and their tax status has changed?

Complete and submit the “Certification of Tax Dependency” form to PeopleLink **by 5 p.m. Central time, November 9, 2023.**

### What if I want to increase my Supplemental Life or Spouse Life coverage, or enroll after waiving coverage in the past?

You (and/or your spouse) will be required to show evidence of insurability — or proof of good health — if you enroll in or increase your Supplemental Life Insurance for yourself and/or your spouse.

Unum, the insurance carrier, will email a link to your Schneider Electric email address so you can complete your EOI form online. If you do not have a Schneider Electric email address, Unum will mail the EOI form to your home address. Call Unum if you don't receive the form by January 1. Your new or increased coverage level and payroll deductions will begin after Unum approves your increased coverage.

### What if I have a change in family status between now and the end of 2023?

If you experience an eligible change in status — such as marriage or birth of a child — between now and the end of the year, you will have to ensure that both your 2023 and 2024 elections are updated at [se-benefitslink.com](https://se-benefitslink.com) within 31 days of the event.

**NOTE:** If your change in status occurs during the Annual Enrollment period and you wish to update your 2023 benefit elections, you must first complete your status change event for 2023 and then complete your 2024 Annual Enrollment elections.

## 2024 Holiday Schedule

Search “holidays” on [Rewards@Schneider](mailto:Rewards@Schneider) to see the schedule for 2024.



**NOTE:** This brochure has been prepared to help you understand what benefits you may be entitled to through Schneider Electric and provides only a summary of certain aspects of such plans. It serves as a summary of material modifications (SMM) and describes the changes made to the Schneider Electric Benefit Program for U.S. Employees (plan number 501) effective January 2024. Please keep this SMM with your current Summary Plan Description (SPD). The employer identification number for Schneider Electric is 36-4141566.

The official plan documents will control in the case of any differences between them and the information provided here. Schneider Electric reserves the right to terminate, suspend, withdraw, amend, or modify all or any part of these plans at any time for any reason without notice. Any such change or termination of the plans will be based solely on the decision of the plan sponsor and/or the plan administrator and may apply to any or all groups of employees, including active or disabled employees and current or future retirees and their dependent(s) as determined under the plans. No supervisor, manager or any other representative of Schneider Electric has any authority to enter into any written or oral agreement contrary to the foregoing or contrary to the terms of the applicable SPD or plan document.

# Rewards@Schneider

Use this **one-stop online resource** for all of your Annual Enrollment materials and a view of your personalized benefits from Schneider Electric.



[rewards-nam.se.com](https://rewards-nam.se.com)



## GO PAPERLESS

Want to receive **paperless communications** from our vendor partners? Search “paperless” on **Rewards@Schneider** to learn how.

This supports our commitment to sustainability.

### Schneider Electric

1111 Pasquinelli Drive  
Westmont, IL 60559

[se.com/us](https://se.com/us)



Recycled paper &  
100% recyclable

October 2023

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