

# DECEMBER 2022 eHealth Alert



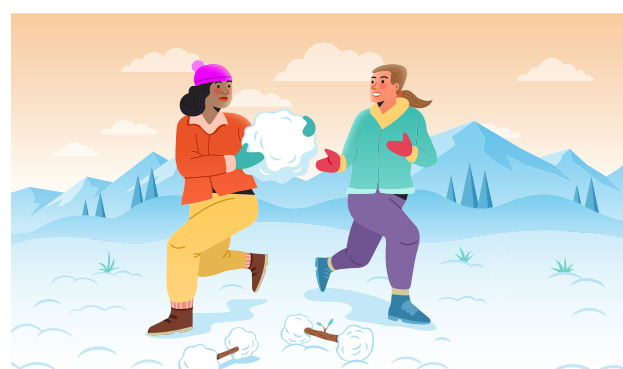
## FOR YOUR HEALTH



### Free Coverage for Vaccines

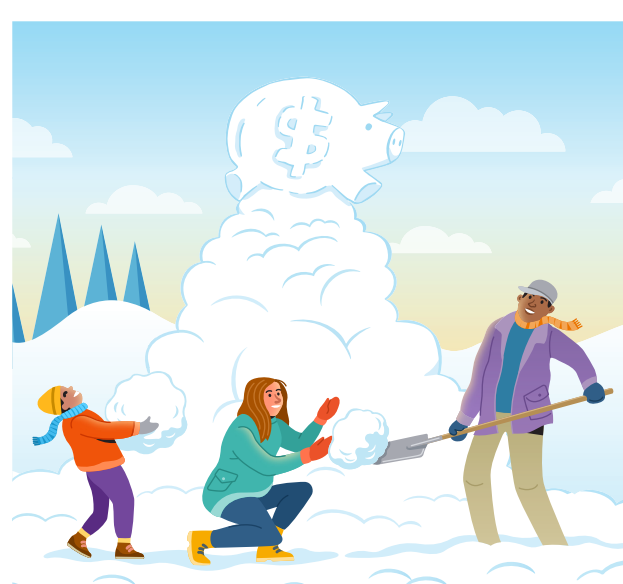
It's that time of the year and flu season is at our doorstep. And, as if we don't have enough to deal with, the threat of COVID-19 still lingers among us. Many people will recover from these after a brief period of time but, for others, complications from these viruses can be very serious. People at a higher risk of developing flu complications are adults over age 65, nursing home residents, and people with weakened immune systems and/or chronic illnesses.

Even if you are not in a high-risk category, you may want to consider a vaccine. Get a flu and/or COVID-19 vaccine at no cost to you at a **Caremark participating retail pharmacy** – not all locations offer the shots, so call ahead first.



### Free Workout with Gympass

Each month you can register for workouts, well-being sessions, special events and webinars available to you for free. Check out the **monthly schedule** to learn more about these events.



### Sword Health | Earn up to \$75

To help give you the kick start you need to manage your joint and muscle pain, Sword Health is offering participants who are over the age of 18 and enrolled in one of the **national medical plans** the opportunity to earn up to \$75. All you need to do is **enroll** in Sword and complete one session by December 22, 2022 to earn a \$25 gift card. If you complete 10 sessions by January 15, 2023, you'll receive an additional \$50 gift card. **Enroll now** to participate and earn your reward!

## FOR YOUR WEALTH

### New IRS Limits for the 401(k) Plan

The IRS has announced new limits for 2023. You can make pre-tax and/or Roth contributions to the 401(k) Plan during the year up to these limits (there are no limits on after-tax contributions). Contributions made by Pearson do not count toward the annual contribution and compensation limits which for 2023 are:

- **Contribution Limit – \$22,500**
- **Compensation Limit – \$330,000**

**Catch-up Contribution Limit** – If you attain age 50 during the 2023 calendar year, you may contribute an additional \$7,500. While catch-up contributions are not eligible for the employer match, it is a good idea to take advantage of this additional savings opportunity.

Visit **Empower online** or call Empower at 1-844-465-4455 to increase your contributions and ensure you are maximizing your savings.

### Time is Running Out Flexible Spending Accounts

Reminder! Funds in the Health Care and Dependent Day Care Flexible Spending Accounts do not carry over into the New Year. You forfeit any funds in your account(s) that you do not use during 2022. Unsure of what can be reimbursed under the Health Care or Dependent Day Care Flexible Spending Accounts? Visit this **website** for more information.

Keep your receipts! The IRS requires you to keep documentation associated with reimbursements from your Flexible Spending Accounts.



## FOR YOUR LIFE

### Life Event Videos

If you are expanding your family or have recently experienced a change to your family structure, watch one of the videos below and read through the list of benefit **resources** you should review.

- **Employees with Growing Families**
- **Changing Family Structures**

If you need to report a life event, visit **Mercer Marketplace**. The Internal Revenue Service restricts any mid-year changes (i.e., changes that occur outside of annual enrollment) to your plan or coverage unless you have a qualified change in status – also referred to as a life event. You can see the list of qualified changes allowed by the IRS by **visiting this section** of the US Benefits website.