



Please read this guide in its entirety for important information regarding Open Enrollment!

2022-2023 BENEFITS ENROLLMENT OVERVIEW



**ENROLL AT:
BENEFITS.OLLIES.US
PASSWORD = BARGAIN**



Visit the benefits website above exclusively for Ollie's Associates for an overview of the benefits available to you, and to enroll. Active Open Enrollment begins May 23 and ends on June 6, 2022.

WELCOME TO OPEN ENROLLMENT

All benefit eligible Associates **must** enroll in or waive benefits coverage for the 2022–2023 plan year by either visiting the Online Enrollment Portal, at benefits.ollies.us (password = bargain), or by calling a Benefits Counselor during Open Enrollment. **Your current benefits, FSA, and Dependent Care FSA will not roll-over to the 2022–2023 plan year.**

Participate in an enrollment session to:

- Learn about all your benefit options this year, including a NEW medical plan with Health Savings Account (HSA) and special Supplemental Life Insurance enrollment with Guaranteed Issue coverage without proof of good health!*
- Elect, change, or waive benefits for the upcoming plan year
- Review and update your personal and dependent data
- Enhance your coverage with Voluntary Benefit plans, including a NEW Legal Plan and Permanent Life Insurance that now includes a Long-Term Care rider.

Please visit the Ollie's benefits website to view the NEW medical, dental and vision per-pay costs effective 7/1/2022.

How to Enroll ➡ benefits.ollies.us

To enroll in benefits, have your personal, dependent and beneficiary information ready. You will need the full names, dates of birth, and Social Security numbers of your dependent(s).



Online - Associates **may enroll** through our 24/7 Online Portal. To enroll online, visit:

benefits.ollies.us

Password = bargain

Select "How to Enroll" and follow instructions.



If you need assistance during the enrollment process, Benefit Counselors are available in the Enrollment Center at **1-855-874-0301** Monday through Friday, 9 a.m. – 6 p.m. (ET) to answer your questions and provide language assistance.

Visit **benefits.ollies.us** for more details
on the benefits available to you and to enroll.
Enter the password "**bargain**" and click **Submit** to log in.

* Part Time Associates are only eligible for certain benefits. Please speak with a Benefits Counselor for details.

NOTE: This statement is intended to summarize the benefits you receive from Ollie's Bargain Outlet, Inc. The actual determination of your benefits is based solely on the plan documents provided by the carrier of each plan. This summary is not legally binding, is not a contract, and does not alter any original plan documents. For additional information, please contact **benefits@ollies.us**.



This benefits enrollment brochure provides a high-level overview of the benefits available for the 2022–2023 plan year.* You can find more detailed information online at **benefits.ollies.us**.

Health Care Benefits

Ollie's Bargain Outlet offers medical, prescription drug, dental, and vision coverage for you and your dependents.

Medical and Prescription Drug

Ollie's will offer three medical plans through Highmark Blue Shield.

- **NEW \$2,500/\$7,500 High Deductible Health Plan (HDHP) option** with a Health Savings Account (HSA) — ***with funding from Ollie's to help get you started!*** Ollie's will contribute \$250 for self-only coverage and \$500 for family coverage to your HSA with enrollment in the new \$2,500/\$7,500 HDHP.
 - When enrolled in the HDHP ***all expenses for all services including prescriptions*** are applied to the \$2,500 individual ***or*** \$7,500 family deductible.
 - Copays are not available for any services until the entire single ***or*** family deductible is satisfied.
 - As family members incur medical expenses, the amount paid towards these expenses is credited towards the family deductible. When expenses add up to the family deductible of \$7,500; the health plan will then start paying its share of the cost of health care expenses for each member of the family.
- **NEW \$3,000 PPO option** For those currently enrolled in the \$2,000 PPO option, if you elect the new \$3,000 PPO option – there is no increase to your per-pay costs.
- **\$2,000 PPO option** The \$2,000 PPO option will also be offered. Please refer to the benefits website for the new per-pay costs for this plan.

Preventive care is covered at 100% under all plans, and all plans include prescription drug coverage. ***Please visit the benefits website to view the medical plan options and per-pay costs for all three plans.***

Dental

You can elect to enroll in dental benefits through United Concordia, and you have the option to participate in either the Low plan or the High plan. Both plans offer similar coverage for preventive, basic, and major care; however, each plan has its own annual maximum per person limit, and only the High plan provides coverage for orthodontic services for children up to age 19. ***GREAT NEWS: No increase to the dental plan per-pay costs!***

Vision

You can elect to enroll in the Highmark Blue Shield Optical Plan for eye exam, frame, lens, and contact lens benefits. ***GREAT NEWS: Decrease to the vision plan per-pay costs!***



Spending Accounts

Depending on the medical plan you choose, you are eligible to open either a Health Savings Account or a Flexible Spending Account:

Health Savings Account (HSA)

Save for future medical costs and reduce your tax bill with this special savings account available to **\$2,500 HDHP plan participants**. Out-of-pocket medical expenses can add up quickly. Over time, health care likely will be your largest household expense. An HSA allows you to build up protection for future health care expenses. Along with contributions from Ollie's, you can contribute money to your HSA and use it any time for qualified health care expenses. Whatever you don't use rolls over for future years and earns interest. Current IRS contributions limits for self-only coverage is \$3,650 and \$7,300 for family coverage and **Ollie's will contribute \$250 for self-only coverage and \$500 for family coverage to get your new HSA started.**

Flexible Spending Accounts (FSAs)

An FSA allows you to set aside money to pay for out-of-pocket health care or dependent care expenses. The money is deducted directly from your paycheck on a pre-tax basis, allowing you to reduce your taxable income and save money for eligible expenses at the same time. Ollie's offers two types of FSAs — a Health Care FSA and a Dependent Care FSA. The annual maximum contribution amount for the Health Care FSA is increased to \$2,850 this year and Dependent Care remains at \$5,000 (\$2,500 if married and filing separate tax returns). **A Health Care FSA is not available to \$2,500 HDHP plan participants.**

Additional Benefits

Additional benefits available to eligible Ollie's Associates include:

Life Insurance and Accidental Death & Dismemberment (AD&D)

Life Insurance/AD&D offers financial protection to your loved ones if something were to happen to you. It pays a benefit that can allow your family to continue their way of life.

Ollie's provides eligible Associates with Basic Term Life and AD&D Insurance at no cost to you. You also have the option to increase this coverage through Supplemental Life Insurance coverage. **New for Supplemental Life and AD&D — you may be eligible for up to \$200K without needing to answer any health questions!**

401(k)

The 401(k) program will help you save money and prepare for retirement. You contribute through convenient pre-tax payroll deductions. Ollie's will make matching contributions in an amount equal to 25%, up to 6% of your eligible compensation. Enroll at: **www.netbenefits.com**.

Employee Assistance Program (EAP)

The EAP can offer assistance in times of need for personal and work-related concerns. You and your dependents can access the EAP at no cost 24 hours a day, seven days a week via a toll-free phone number or online. The assistance is completely confidential. Visit: **www.mutualofomaha.com/eap**.

* Part-time Associates are only eligible for certain benefits. Please speak with a Benefits Counselor for details.



Voluntary Benefits

Protecting your financial future is just as important as taking care of your health. Ollie's provides you with access to a wide range of Voluntary Benefits to help protect your future and the future of your family.*

NEW! Legal Plan

A legal benefits plan can ease the biggest stresses – finding and paying for legal expertise when you need it most. LegalEASE offers a legal benefits plan that provides support and protection for unexpected personal legal issues. What you get with a LegalEASE benefits plan:

- An attorney with expertise specific to your personal legal matter
- Access to a national network of attorneys with exceptional experience that are matched to meet your needs
- In and out-of-network coverage
- Concierge help navigating common individual or family legal issues

Be prepared and fully confident with a LegalEASE benefits plan.

Accident Insurance

Accidents happen. You can't always prevent them, but you can take steps to reduce the financial impact. Accident Insurance pays a benefit directly to you if you suffer a covered injury. This benefit can help cover out-of-pocket expenses related to these injuries — such as hospitalization, physical therapy and transportation. The benefit amount depends on the type and severity of the injury.

Critical Illness Insurance

Critical Illness Insurance helps provide income protection in the event of a covered serious illness. The policy pays a lump sum benefit directly to you if you are diagnosed with a covered condition. You can use this benefit any way you choose — deductibles and copays or coinsurance, expenses your family incurs to be by your side or simply to replace lost earnings from being out of work. You choose the benefit amount when you enroll.

Hospital Indemnity

Hospital Indemnity Insurance provides financial protection if you or a covered family member needs medical care in the hospital. The benefit can be used to pay for medical plan deductibles and coinsurance until the out-of-pocket maximum kicks in. You may also have enough left over to pay for family member lodging and food while they stay near the hospital.

Disability Insurance

An injury or illness that keeps you out of work can be devastating to your way of life. Disability Insurance pays a portion of your salary if an illness or injury keeps you out of work. This source of income may help you maintain your household and living expenses until you get back to work.

Supplemental Life and Accidental Death and Dismemberment (AD&D)

Ollie's will continue to offer Supplemental Life and AD&D coverage to all full-time Associates. This is a great opportunity for Associates to purchase additional term life coverage at group rates and also have the option to purchase coverage for your spouse and dependents. This coverage is completely portable, so should you leave Ollie's end for any reason, this coverage may be billed to you direct at home.

Whole Life Insurance

Whole Life Insurance is "permanent" insurance. The new policy offers a Long-Term Care rider that provides benefits for chronic conditions. It doesn't expire, lasting as long as you pay the premium. It also builds cash value you can use while you are still alive. This coverage is available for you, your spouse, your children and grandchildren.

Identity Theft Protection¹

Identity Theft Protection offers an affordable, comprehensive defense to limit your chances of experiencing fraud and to restore your identity if it does become compromised. It includes credit monitoring, social media monitoring, an online password manager, secure VPN, and more.

Voluntary Pet Insurance

Ollie's offers Pet Insurance to help offset the cost of caring for your pet. The plan covers a variety of medical treatments from preventive care to accidents and illnesses. It also covers X-rays, office visits, medications, surgeries and hospital stays. Enroll at: www.petinsurance.com/ollies.

*Part Time Associates are only eligible for certain benefits. Please speak with a Benefits Counselor for details.

¹ Effective 7/1/2022 this benefit will be provided by NortonLifeLock

Visit benefits.ollies.us for more details on the benefits available to you and to enroll. Enter the password "**bargain**" and click **Submit** to log in.