



Support through every season

**2025 Benefits Open Enrollment:
October 28 – November 11, 2024**

Take a holistic look at your Marvell benefits to make the best decision for 2025.



Dear team,

As we approach the end of another successful year, I am excited to announce that our annual Open Enrollment period is just around the corner! This is your opportunity to review and make changes to your benefits for the upcoming year. Marvell continues to make a significant investment in our benefits programs, incorporating the feedback we receive from you. We are committed to providing you with the best possible options to *Support a Healthy You!*

This year, we have some exciting additions and enhancements to our benefits package that we believe will make a positive impact on you and your family:

- **Enhanced Anthem Customer Service:** A dedicated Family Advocate and a new app will provide you with even better customer service so it's easier to manage your health benefits.
 - Through **Total Health Connections**, you and your family will have direct contact with a Family Advocate to help navigate your benefits, find the best providers, resolve claims, and more.
 - With the new **Sydney app**, you can easily manage your healthcare, order prescriptions, compare drug prices, and exchange messages with your Family Advocate.
- **Increased HSA Employer Funding:** For those enrolled in Anthem's HDHP, we have increased Marvell's contribution to your Health Savings Account (HSA).
- **Expanded Mental Health Support:** Employees and their family members will now receive 12 mental health coaching and therapy sessions through Lyra Health.

During our Open Enrollment period, we encourage you to carefully review the 2025 changes, as well as all the benefit options available to you, and think through the benefits you'll need in the upcoming year before making your enrollment elections. This thoughtful consideration will help you make the best choices for you and your family.

Your well-being is important and by taking full advantage of your benefits at Marvell, you can ensure that you bring your best self to work and to your family every day. Here's to a healthy and successful 2025!

Ali Taner
VP, Total Rewards

Watch Your Mail!

The benefits magazine is coming soon! Watch your mail in early 2025 for the latest overview of your Marvell benefits.



What's changing for 2025

Anthem Total Health Connections

All Anthem members will have access to Total Health Connections, a white-glove customer service team specifically trained on Marvell's plans. Your personal Total Health Connections Family Advocate can help you manage your health information, discuss your claims, provide health plan information and give you wellness tips. The Family Advocates will be able to answer most of your prescription drug questions as well. For more complicated questions, a CarelonRx representative will be added to the call to ensure you get the answers you need as soon as possible.

Anthem Total Health Connections is designed to give you a seamless and hassle-free experience, so you can focus on your health and well-being.

Tufts Plan Ending December 31, 2024

As previously communicated to Massachusetts employees enrolled in the Tufts HMO Plan, the plan will no longer be offered as a health care option in 2025. If you're currently enrolled in the Tufts medical plan, **you'll need to choose a new medical option** during 2025 Open Enrollment. If you're impacted by this change, we'll provide you with more details and guidance on how to select the best medical plan for your needs and budget.

Health Savings Account (HSA)

If you're enrolled in the Anthem HDHP medical plan, Marvell's annual contribution to your HSA will increase to \$700 for employee-only coverage and \$1,500 for family coverage.

The maximum pre-tax contribution for 2025 is increasing from \$4,150 to \$4,300 for employee-only coverage and from \$8,300 to \$8,550 for family coverage.

To learn more about the tax advantages of an HSA as well as how to use an HSA as a strategic component of your retirement plan, visit marvellbenefits.com/oe2025.

Sydney Health App

If you're enrolled in an Anthem Blue Cross medical plan in 2025, you'll have access to the Sydney Health app, which you can download on your smartphone or access online. The app allows you to easily manage your health care and connect with your Total Health Connections Family Advocate. You can use the app to:

- Find doctors, hospitals and pharmacies in your network
- Review costs for services—and get help finding the lowest cost option
- View your benefits, claims and ID card
- Manage your prescriptions
- Chat with a nurse 24/7 for health advice
- Schedule appointments and virtual visits
- Get personalized wellness tips and programs
- Track your health goals
- Find the name and telephone number for your Total Health Connections Family Advocate as well as send direct messages

The Sydney Health app is your one-stop shop for all your medical needs.



Dental Buy-Up Plan Ending December 31, 2024

The Delta Dental Buy-Up Plan will no longer be offered as a dental care option. After careful review, we determined the cost of the plan compared to the participation levels did not warrant keeping the plan in 2025. The comprehensive benefits available through the Delta Dental PPO Plan will continue to be available in 2025.

If you're currently enrolled in the Delta Dental Buy-Up Plan and you do not make a change for 2025, you and your covered dependents will automatically be enrolled into the Delta Dental PPO Plan.

Even More Lyra Sessions!

You and your eligible dependents will have access to 12 mental health coaching and therapy sessions with Lyra Health per year (an increase from eight sessions per year). This means you can access more support for your emotional well-being at no cost to you. Lyra offers confidential, personalized and evidence-based care from a network of top providers. Whether you're dealing with stress, anxiety, depression, relationship issues or any other mental health challenge, Lyra can help find the best solution for you. Learn more about Lyra and how to sign up at marvell.lyrahealth.com.

2025 Premiums

Employee medical contributions for the Anthem Blue Cross HDHP and the Exclusive Plans will not change. Review changes to the Anthem Preferred PPO and Kaiser HMO in the Plans-at-a-Glance chart.

The dental premiums will increase slightly for 2025. There will be no change to what you pay for vision coverage.

You can find all 2025 premiums on the back of the Plans-at-a-Glance chart, included in this mailing.



Did you know?

The Delta Dental PPO Plan has an annual limit for implant coverage of \$2,000.



Did you know?

Lyra recently launched Lyra Care for Teens, a specialized virtual care model tailored to adolescents. This program features age-appropriate content, assessments, and virtual sessions led by therapists specializing in teen mental and behavioral health. After registering for their first appointment, your teen will create their own Lyra account to access online resources and messaging with their therapist. Parental consent is required and parents must attend the initial session.



More Changes to Come in 2025

Keep an eye out for more great changes coming in 2025.



Next Steps

2025 Open Enrollment starts October 28 and ends November 11, 2024.

To take advantage of Marvell's new and existing benefits:

- 1 Visit the Open Enrollment page at marvellbenefits.com/oe2025 for more details about plan changes, 2025 premiums, informational webinars and more. The Marvell Benefits website is your go-to source for all things benefits-related.
- 2 Review your current benefits elections. If you take no action, your 2024 benefits will roll over into 2025 unless you're currently enrolled in any of the following:
 - **Tufts HMO Medical Plan.** You must elect a new plan for 2025. If you do not make an election, you'll default to no medical coverage.
 - **Delta Dental Buy-Up Plan.** If you do not make an election, you'll default into the Delta Dental PPO Plan.
 - **Health Care Flexible Spending Account (FSA), Limited Health Care FSA or Day Care FSA.** Your elections **will not roll over** into next year.

IMPORTANT: FSA dollars DO NOT roll over from year to year. Claims incurred before December 31, 2024, must be submitted by March 31, 2025, to be eligible for reimbursement. Plan accordingly when you make your new FSA elections!

- 3 Log in to Okta and select the **Benefits Enrollment Portal** to enroll by Monday, November 11 at 11:59 PM PT.

Get Help Making Your Benefits Decisions

Not sure which medical plan is right for you? When you're ready to begin your enrollment, access the benefits enrollment portal and look for the **Begin MyChoice** button. Just answer a few questions and the MyChoice plan selection tool will help you estimate your costs, compare medical plan options and choose the right medical plan for you and your family.

McGriff is Marvell's benefits administrator. Give McGriff a call if you have questions about enrolling in coverage.

Phone: (888) 754-6501, 6 AM-5 PM PT

Email: myHR@marvell.com



We're required to provide you with access to certain notices about your benefits. Find all required notices at marvellbenefits.com/us under **Resources > Plan Documents and Forms**.



If you previously waived medical coverage and don't enroll during 2025 Open Enrollment, your coverage will continue to be waived.



Your Benefits Open Enrollment Checklist

Medical Plans

- Anthem Exclusive EPO
- Anthem Preferred PPO
- Anthem HDHP with Health Savings Account (HSA)
- Kaiser HMO (CA)

Dental Plan

- Delta Dental PPO

Vision Plans

- VSP Base
- VSP Buy-Up

Flexible Spending Accounts (FSA)

- Day Care FSA
- Health Care FSA
- Limited Health Care FSA (allowed with HDHP enrollment)

Disability Insurance

- Short-Term Disability (auto-enrolled)
- Long-Term Disability (auto-enrolled)
- Long-Term Disability Buy-Up

Life Insurance

- Basic Life 2.5x Salary (auto-enrolled)
- Opt-out of Basic Life (\$50,000 of coverage)
- Optional Life for Employee
- Optional Life for Spouse
- Optional Life for Child(ren)

Accidental Death and Dismemberment Insurance (AD&D)

- Basic AD&D 2.5x Salary (auto-enrolled)
- Optional AD&D for Employee
- Optional AD&D for Spouse
- Optional AD&D for Child(ren)

Supplemental Programs

- LegalEASE Group Legal Plan
- LegalEASE Plan + Parent Coverage
- Critical Illness Plan



Revisit your current Life and AD&D elections and consider whether you may want to increase coverage for yourself, your spouse or domestic partner, or your child(ren). Open Enrollment is also a good time to review your beneficiary elections. As a reminder, your beneficiaries will receive a life insurance payment if you pass away, so it's very important to review these elections annually and discuss them with your family members. Reminder: You can list a trust or an individual as a beneficiary.



This overview summarizes the Marvell Benefits Program. Full details of the benefit plans are contained in the official plan documents, which will govern in the case of any discrepancies.