



2025 Open Enrollment

November 12-26, 2024



Focused on Maintaining Valuable Benefits for 2025

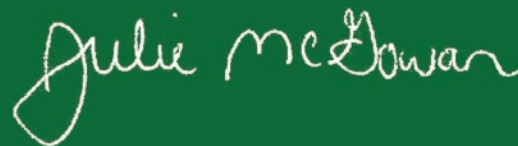
At Amentum, our vision is to create a secure and vibrant future. We are committed to the safety and well-being of our employees. Our comprehensive benefits package supports the needs of you, your family, and our company.

For 2024, we made many changes to fully harmonize our benefits program in terms of both benefit carriers and the plans we offered. The goal was to put a unified program in place that would drive better health outcomes for all Amentum employees and help us to manage escalating healthcare costs associated with inflation and other factors.

Now, as we continue to move forward as an integrated company, I'm pleased to share that we are not making any major changes for 2025. We are focused on maintaining valuable benefits—supported by meaningful programs, tools, and resources—that build and sustain a healthy workforce and create a culture of well-being and safety.

The one difference for 2025 is an increase to employee rates for healthcare coverage. On average, medical rates will increase by about 7.5%, depending on which medical plan you select and whom you choose to cover. These increases are well under the

projected national healthcare cost trend; reputable surveys and industry experts are reporting increases of up to 11%.



Julie McGowan

Chief People Officer (Interim)
Senior Vice President, Talent Management & Culture

There are no major changes to benefits for 2025. However, there will be increases to employee rates for most of our medical plans.

Note: This communication applies to legacy Amentum employees only. iCMS employees will remain with their current benefits/vendors for 2025. Benefits harmonization for iCMS will occur in 2026.

Your Benefits, Your Way

Even though there are no substantial changes for 2025, it's still a good idea to review your options, coverage needs, and costs and then actively enroll in benefits. Think of your benefit decisions as you would other important decisions (like buying a car or a house). You have the flexibility to choose what's right for you. Do your research, know what's available, and choose the options that best fit your needs and budget.

If you decide you don't need to make any changes to your benefits, your current elections will automatically roll over into 2025. The only exception is your Flexible Spending Accounts (FSAs). You will need to actively elect your FSA contributions for 2025.

Tools to help you



amentum2025benefits.com

Beginning October 28, get general information about your benefits at any time, from anywhere, on any device.



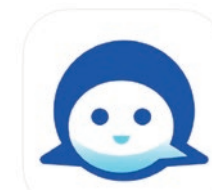
MyChoice mobile app

Get help choosing the best medical plan for your personal situation. Search "MyChoice" in the App Store or Google Play Store. If you're using the app for the first time, you'll need to visit **OneAmentumBenefits.com** and select **Get Access Code** to get a code to activate the app (if you don't use the code within 20 minutes, you'll need to generate a new one).



OneAmentumBenefits.com

Access the MyChoice Recommendation EngineSM and MyChoice mobile app.



Sydney Health app

Register on **anthem.com**. Then, download the app to find in-network providers and see plan details, digital ID cards, and more. You can even chat with an Anthem Health Guide.

New Name, Same Great Well-Being Program

Virgin Pulse (our well-being program and incentive carrier) is changing its name to **Personify Health**, effective January 1, 2025.

The well-being program will continue to support your physical, emotional, financial, and social well-being—all at no cost to you. And, it will still reward you for pursuing a healthy lifestyle. The only difference: the platform you use to access the program will be called Personify Health and it will have a new look and feel.

How the well-being program works

Employees and spouses who are enrolled in an Anthem medical plan can each earn well-being incentives through quarterly points that you receive for getting preventive care and participating in healthy activities and competitions. Points convert to real dollars when you complete each reward level.

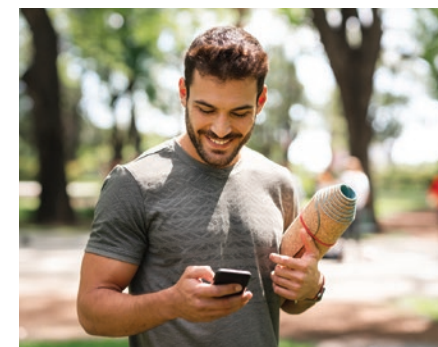
How much you earn depends on the medical plan you choose, your coverage tier, and your participation in healthy activities.

ANNUAL WELL-BEING INCENTIVE OPPORTUNITY				
	Gold HSA	Silver HSA	Bronze HSA	\$500 PPO
Employee participation (<i>employee-only coverage</i>)	Up to \$600	Up to \$800	Up to \$250	
Employee and covered spouse participation (<i>All other coverage levels</i>)	Up to \$1,200	Up to \$1,600	Up to \$500	
How incentive is paid	Contribution to your HSA			Gift card

Get started

Beginning January 1, 2025:

1. Visit <https://join.personifyhealth.com/Amentum>.
2. Enter key details as they appear on your paystub.
3. Start participating in activities!



Signed Up with Virgin Pulse?

You will be prompted to update the Virgin Pulse app (if automatic updates are not enabled on your device). Once updated, the Virgin Pulse app will be renamed to Personify Health. You will be able to log in using the same login credentials you use today.

personify
HEALTH

More Well-Being Support

Anthem medical plan participants have access to the following no-cost health and well-being resources:

- **Anthem Health Guide:** Connect with a team of concierge-level customer service experts who advocate for your health and explain how to use your benefits.
- **Total Health Connections:** Get your own personal health champion, called a family advocate, to help you and your family through unexpected emergencies and everyday health needs.
- **Sydney HealthSM mobile app:** Access your health plan information on the go—all in one place.
- **Behavioral Health Resources:** Get help via one-on-one coaching, self-help digital tools, a virtual care option, and more.
- **Building Healthy Families Program:** Access personalized support and resources if you're trying to conceive, expecting a child, or raising young children.
- **24/7 Nurseline:** Talk with a registered nurse any time, 365 days a year.

Using these resources can help you manage your costs and improve your overall well-being so you can thrive at work and at home.

Preventive Care Saves Lives

Getting preventive care is one of the most important things you can do for your health because it helps identify small health issues before they turn into larger—and more costly—health concerns. These services are covered at 100% through your Amentum benefits when you use an in-network provider. Check the table to the right to be sure you're up to date on getting the preventive care that is recommended for your age group.

Keep in mind, when you receive preventive care, you can earn points that convert to real dollars through Amentum's well-being program, powered by Personify Health. See page 5 to learn more.



Recommended preventive care by age

20s-
30s

- Annual physical exam
- Bi-annual dental checkup
- Annual vision exam
- Annual gynecological exam
- Mammogram

40s

- Annual physical exam
- Bi-annual dental checkup
- Annual vision exam
- Annual gynecological exam
- Mammogram
- Colorectal cancer screening

50+

- Annual physical exam
- Bi-annual dental checkup
- Annual vision exam
- Annual gynecological exam
- Mammogram
- Colorectal cancer screening
- Prostate cancer exam

Dealing with a Chronic Condition?

Anthem medical plan participants who meet Livongo eligibility requirements can get high-tech tools and personalized support from Livongo by Teladoc to better manage diabetes, weight management, and high blood pressure.

Livongo Weight Management Program

- Receive a connected smart scale that syncs with a mobile app.
- You will work with a health coach to create a custom plan that fits with your lifestyle and get advice on nutrition, meal plans, weight loss, and ways to stay motivated and accountable.
- Guided mini-challenges are available to help you lose weight, gain energy, and sleep better.

Livongo for Diabetes

- Receive a state-of-the-art connected meter that automatically uploads your blood glucose readings to your secure online account.
- Test strips are supplied for free, right to your door; unlimited reorders.
- Once your numbers are uploaded, you get real-time, personalized tips, and access to a coach who can help you with nutrition and lifestyle changes.

Livongo for Hypertension

- Receive a connected blood pressure monitor that syncs with a mobile app.
- The mobile app allows you to monitor your blood pressure remotely and view tips on healthy living.
- You can also connect with a coach through the app to discuss your current health status and better ways to manage your condition.

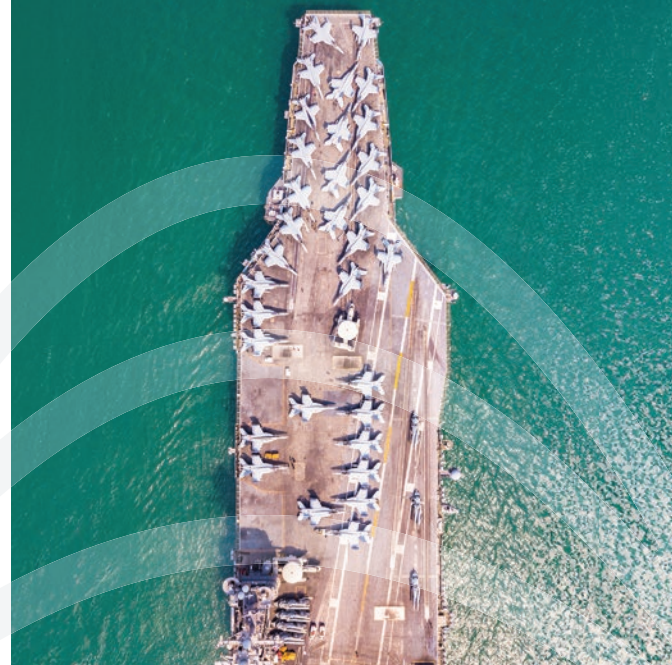
Learn More

Visit be.livongo.com/amentum or call 800-945-4355 for more information or to join a Livongo program.

Note: Livongo is now part of Teladoc Health and is in a brand transition phase. You may receive Livongo-branded and Teladoc Health-branded products during this transition. Other than brand name, there is no difference between products.

Additional Condition Management Support

Anthem medical plan participants also have access to a personal care team through Included Health to answer your health questions and provide a second opinion from a leading expert on your condition—all at no cost to you. For more information, visit includedhealth.com/amentum or call 855-431-5512.








Planning a Family? Pregnant? Already Have Children? Going through Menopause?

Anthem medical plan participants can get support from Ovia Health for your reproductive health needs, from preconception and pregnancy to parenthood and menopause. There are three tracks available, for wherever you are in your family journey:

- Ovia Fertility
- Ovia Pregnancy
- Ovia Parenting (supports children up to age 17)

How it works

 Support	 Research	 Engage	 Guidance	 Message
Receive alerts and personal coaching when Ovia Health detects a potential medical issue.	Access the benefits library for self-guided resources.	Take advantage of personalized health and wellness programs developed by physicians.	Use the career and return-to-work programs for a smooth transition back to the workplace.	Chat with registered nurse health coaches to get instant answers to your questions.

Get support from Ovia

Download the app from the App Store or Google Play Store (you can choose Ovia, Ovia Pregnancy or Ovia Parenting). Select “I have Ovia Health as a benefit” and enter “Amentum.”



New Menopause Support Available for 2025

With Ovia, you can access educational resources and content to help you navigate menopause. You can track your symptoms along with other health factors and get personalized data to determine potential triggers along with less commonly known menopause symptoms. Plus, access one-on-one support and treatment, as needed.

Your Mental Health Is Important. Get Free, Confidential Help 24/7/365

Care for your mental health with Lyra Health (Lyra), our Employee Assistance Program (EAP) carrier. No matter what you're going through—coping with stress, managing anxiety or depression, navigating relationship issues, or whatever else life brings—personalized support is available to you and your family members.

Free, confidential sessions

Up to eight therapy and mental health coaching sessions per person per year.

Fast access to high-quality providers

- Mental health professionals with open appointments are custom matched to you in just a few minutes.
- Care Navigator Team available 24/7 to assist with care questions and help find providers.

Self-care resources

Unlimited access to a library of videos, meditations, soundscapes, and breathing exercises.

Work-life support

- Financial services
- Legal services
- Identity theft services
- Child, elder, and pet care consultations, resources, and referrals



Get started with Lyra

Call Lyra at **844-761-1961** or visit
amentum.lyrahealth.com.

Save on Healthcare and Dependent Care Costs

Health Savings Accounts (HSAs) and Flexible Spending Accounts (FSAs) allow you to set aside pre-tax money from your paycheck for qualified expenses.

There are four types of accounts. The one(s) you can use will depend on which medical plan you enroll in.

IF YOU ENROLL IN THE HSA BRONZE, HSA SILVER, OR HSA GOLD PLAN	IF YOU ENROLL IN THE PPO OR WAIVE MEDICAL COVERAGE
<p>You can enroll in the following accounts:</p> <p>Health Savings Account (HSA) – for eligible medical, dental, and vision expenses</p> <p>Limited Purpose Flexible Spending Account (FSA) – for eligible dental and vision expenses only</p> <p>Dependent Care FSA – for eligible daycare and elder care expenses</p>	<p>You can enroll in the following accounts:</p> <p>Health Care Flexible Spending Account (FSA) – for eligible medical, dental, and vision expenses</p> <p>Dependent Care FSA – for eligible daycare and elder care expenses</p>
<p>Note for Legacy PAE employees: In 2025, administration of your FSAs will move from Businessolver to HSA Bank, the current administrator for Amentum employees. More information will be provided to you later this year. You will also not have access to a Limited Purpose FSA.</p>	

2025 IRS FSA limits

- **HSA:** HSA maximums are increasing from \$4,150 to \$4,300 for employee-only coverage and \$8,300 to \$8,550 for family coverage; you can contribute an additional \$1,000 in catch-up contributions if you are age 55 or older.
- **Health Care FSA:** Up to \$3,300
- **Limited Purpose FSA:** Up to \$3,300
- **Dependent Care FSA:** Up to \$5,000* (\$2,500 if you are married and filing taxes separately)

** If you are a highly-compensated employee (HCE), defined by the IRS as those earning \$155,000 or more in 2024, your contribution to the Dependent Care FSA will be limited to \$1,600 in 2025.*



If You Want to Participate in an FSA for 2025, You Must Enroll!

If you don't actively enroll in an FSA, you won't have it in 2025. **Note:** HSA elections will roll over, and you may change your HSA contributions at any time during the year.

How to Enroll

You have three ways to enroll:

1



MyChoice mobile app

See page 4 for details on how to download and activate the app.

2



Online

Visit **OneAmentumBenefits.com**.

3



Phone

Call the Benefits Service Center at **844-705-4099**.



Adding a New Dependent?

When enrolling dependents in medical, dental, and vision coverage for the first time, you must provide dependent verification. Acceptable proof (marriage certificate, birth certificate, and/or recent 1040 tax form) can be uploaded directly to **OneAmentumBenefits.com**.

Note: The app and online enrollment options are strongly encouraged.

What happens if you don't enroll?

If you don't enroll, your current elections will automatically roll over into 2025 with the exception of your FSAs. You will need to actively elect your FSA contributions for 2025. **Note:** HSA elections will roll over, and you may change your HSA elections at any time.

*This communication is a brief summary of the benefits offered to Amentum employees. The plans and programs described are available to eligible employees and their eligible dependents, as applicable. In addition, certain plans have eligibility requirements and pre-existing condition limitations. The complete terms and conditions are contained in each respective group insurance policy or Plan Document and may be found in the Reference Center on **OneAmentumBenefits.com**. In the event of any inconsistencies between this communication and the Summary Plan Descriptions and the Plan Documents, the Plan Documents for each applicable benefit plan will govern.*

Important: The provisions of a Collective Bargaining Agreement (CBA) or other employment contract may mandate benefits for some employees that differ from the benefits described in this communication.

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Benefits Service Center
1025 Ashworth Road
West Des Moines, IA 50265

2025 Open Enrollment

November 12-26, 2024

Now's your chance to choose your benefits for 2025.

See inside for details on:

- Resources to help you choose what's best for you
- An important update about the well-being program
- Support to help manage costs and improve your well-being
- How to enroll