

NOV 2025 Annual Enrollment

It's time to enroll in your benefits!

This year's Annual Enrollment brings exciting benefits enhancements (see What's new for 2025?). Plus, there are no plan design changes, no carrier changes, and only a 2% increase in premium costs. This means you can look forward to the same great coverage and providers you've come to trust, making your enrollment process easy and straightforward.

We're stronger together

As healthcare trends continue to rise (estimated to be 8-10% for 2025), it's more important than ever for us to work together to support your health, maintain robust benefits coverage, and keep costs manageable. Here are a few ways we can make a positive impact together:

Be informed: Use Quantum Health to compare costs and make smart healthcare decisions.

Prioritize preventive care: Regular check-ups, screenings, and vaccinations can prevent costly treatments by catching issues early.

Choose in-network providers: Stick to in-network providers to take advantage of lower, negotiated rates.

Use telemedicine: Opt for MDLIVE and virtual visits to save time and reduce costs for non-emergency situations.

Engage in healthy habits: A healthy lifestyle and participation in our well-being points programs can lower costs and reduce the risk of chronic conditions.

Choose generic medications: Generic drugs offer significant savings. Use prescription savings programs like Scripta for cost-effective options.

Opt for urgent care over the ER: For non-emergencies, urgent care is faster and less expensive than the ER.

Understand your plan: Know your coverage to avoid unexpected costs and use decision support tools to make informed choices.

Utilize HSAs and FSAs: Medical plan participants can save on healthcare expenses by using pre-tax dollars through the HSA and FSAs.

Reach out to your benefits experts

Benefits help

Quantum Health
quantum.nov.com
1-866-920-1950
Monday – Friday
7:30am – 9pm CST

- Claims, billing, and benefits questions
- Replace ID cards
- Find in-network providers

Enrollment help

NOV Benefits Service Center
usbenefits.nov.com
1-877-668-2363
Monday – Friday
7:30am – 6pm CST

- Find benefits details
- Enroll in or change plans
- Chat with a live benefits specialist

October 2024



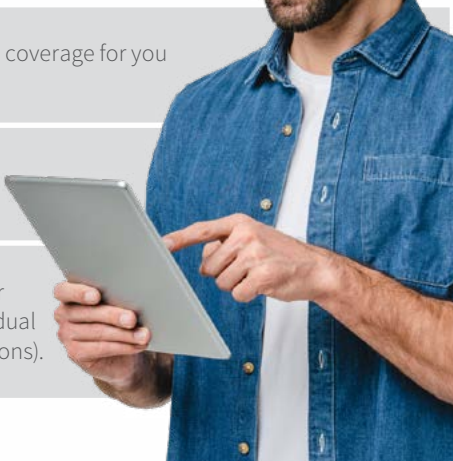
Annual Enrollment
November 1 - 15, 2024

 usbenefits.nov.com
 **1-877-668-2363**



What's new for 2025?

Voluntary life opportunity	During Annual Enrollment, you may increase your voluntary term life coverage for you and your spouse with a simplified questionnaire.
Virtual dental care	With Cigna's new virtual dental care, you can talk to a dentist 24/7 via video call at no extra cost.
Updated health savings account (HSA) contributions	HSA contribution limits are increasing to help you save more for your healthcare needs. You may now contribute up to \$4,300 as an individual and up to \$8,550 as a family (this includes you and NOV's contributions).



DHMO vs. DPPO: Which dental plan is right for you?

Choosing the right dental plan can be a breeze! Here's a quick look at how our DHMO and DPPO plans compare, to help you find the perfect fit for your needs.

Feature	DHMO	DPPO
Cost	Lower	Higher
Annual coverage	Unlimited	Up to \$2,000 per year
Annual deductible	None	\$50 individual / \$100 family
Cost for services	Copays vary based on type of service (including orthodontia)	20% coinsurance (basic & restorative) 50% coinsurance (major & orthodontia)
Network	Select a Cigna dentist to coordinate care	Free to choose any licensed dentist (costs may be lower in-network)
Ideal for those who:	<ul style="list-style-type: none"> ▪ Want lower costs ▪ Need extensive dental work ▪ Are comfortable with network restrictions 	<ul style="list-style-type: none"> ▪ Are willing to pay more for greater provider choice ▪ Don't need extensive dental work



NEW virtual dental care: The dentist will see you now

If you experience an urgent dental issue, like a toothache or infection, and you're not able to be seen by your usual dentist, Teledentix is here to help! Just log in to your myCigna.com account for hassle-free virtual visits at no extra cost—all from the comfort of home.

The Great Wall of China walking challenge

Embarks October 28, 2024

Join us on an exciting 25-day adventure along the world's largest man-made structure—the Great Wall of China! Over 13,000 miles of breathtaking history await you as we kick off at the iconic First Pass Under Heaven and journey to Old Dragon's Head, where the Wall meets the sea.

As your team treks through stunning landscapes—rugged terrain, steep mountains, the Gobi Desert, and even a wild panda area—you'll unlock milestones along the way. Each milestone gets you a ticket for our November 22 giveaways, where you could win awesome prizes like an all-access pass to America's National Parks, a survival gear pack, or a Titan Deep Freeze cooler for your next big adventure.

Ready to conquer the Great Wall? Registration opens October 14. Sign up now and start your epic journey!



2025 medical plan comparison

Choosing a medical plan is a key decision during Annual Enrollment. Consider your health needs and budget to find the best fit. NOV offers three high-quality Blue Cross Blue Shield medical plans for employees across the U.S., ensuring you have flexible and comprehensive options.

Features*	Consumer Plan + HSA	1250 PPO	1500 PPO
Premiums	Lowest	Highest	Mid-range
Annual deductible Employee only/individual All other tiers/family	\$2,000 \$4,000	\$1,250 \$2,500	\$1,500 \$3,000
MDLIVE virtual visit copay	\$15 after the deductible	\$10	\$15
Office visit copay Primary Specialist	20% after the deductible	\$35 \$70	\$40 \$80
HSA eligibility	Yes	No	No
Annual NOV HSA contribution** Employee only All other tiers	\$500 \$1,000	N/A	N/A
FSA eligibility	Limited health FSA Dependent care FSA	Health FSA Dependent care FSA	Health FSA Dependent care FSA
Out-of-pocket maximum Employee only/individual All other tiers/family	\$4,500 \$9,000	\$4,500 \$9,000	\$5,000 \$10,000
Ideal for those who:	<ul style="list-style-type: none"> Are low healthcare users Are budget-conscious Want an HSA with NOV contribution 	<ul style="list-style-type: none"> Are high healthcare users Are comfortable with a higher premium in exchange for lower out-of-pocket costs Want a Health FSA 	<ul style="list-style-type: none"> Are moderate healthcare users Are comfortable with mid-range out-of-pocket costs in exchange for mid-range premiums Want a Health FSA

*Benefits listed are based on an in-network schedule. See usbenefits.nov.com for out-of-network coverage.

**First time HSA enrollees receive an additional lump sum NOV contribution of \$500 for employee only or \$1,000 for all other tiers.

2025 bi-weekly plan costs

Cost for coverage*	Employee only	Employee + spouse	Employee + child(ren)	Employee + family
Medical				
Consumer + HSA	\$38.00	\$91.00	\$78.00	\$142.00
1250 PPO	\$91.00	\$255.00	\$198.00	\$368.00
1500 PPO	\$57.00	\$147.00	\$128.00	\$243.00
Dental				
DHMO	\$3.50	\$7.50	\$7.00	\$11.00
DPPO	\$7.50	\$16.50	\$15.50	\$24.00
Vision				
VSP Vision	\$3.25	\$6.50	\$6.00	\$9.25

*Employees who are paid weekly should divide rates by 2.

Don't miss out on a voluntary life opportunity!

This year, the process to increase your voluntary life and spouse life coverage has been simplified.

- Boost your current coverage by \$50,000 up to \$1,000,000 or your spouse's life coverage by \$20,000 up to \$100,000 with no health questions.
- Apply for higher coverage amounts by answering just five health questions.

Keep an eye out for more information from MetLife arriving in the mail soon.

Savvy savings with Scripta

Imagine getting the same medications you trust at a fraction of the cost. As an NOV medical plan enrollee, you and your dependents have access to Scripta, a FREE prescription savings program.

How does Scripta work?

Each year, you'll receive a report showing your recent prescriptions and available lower-priced options. You and your doctor can review the options and decide what's best for your health and your budget.

Take action and start saving! **Download the Scripta app** and register under the NOV plan. It's quick, easy, and could save you a lot of money!

NOV
Benefits Service Center
P.O. Box 4888
Houston, TX 77210-4888

Annual Enrollment snapshot

Elect your plans:
usbenefits.nov.com

Enroll in coverage:
November 1 - 15, 2024

New plan year begins:
January 1, 2025

What you can do during Annual Enrollment

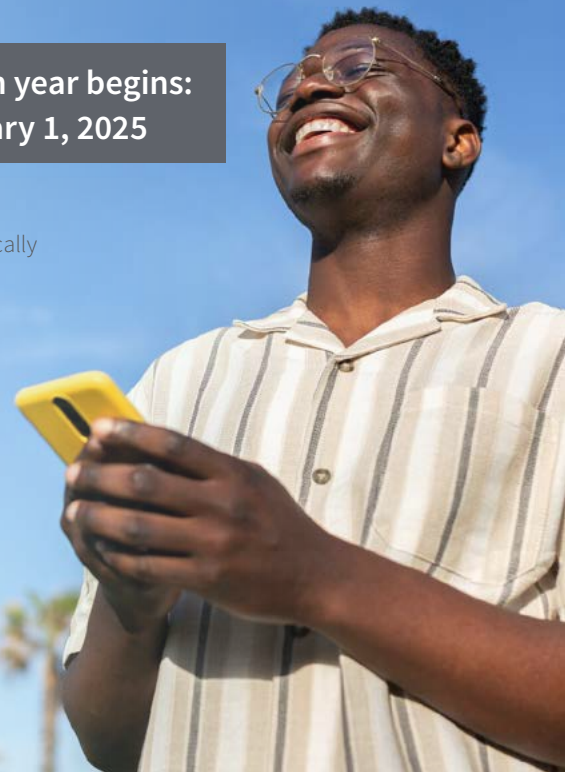
This year's Annual Enrollment is passive, which means many of your current elections will automatically roll over to 2025. However, you must actively enroll if you want to:

- **Make changes to your benefits**
- **Update your HSA contributions**
- **Re-enroll in an FSA**
- **Increase your voluntary life Insurance amount**
- **Add or drop dependents from coverage**

Once annual enrollment ends on November 15, 2024, you won't be able to make changes to your benefit plans until the next annual enrollment period (unless you have a qualifying event, such as marriage or the birth of a child). Your 401(k) and HSA are the only benefits you can make changes to at any time during the year without a qualifying event.

Need help?

Contact the NOV Benefits Service Center at **1-877-668-2363**. Representatives are ready to take your call Monday through Friday, from 7:30am to 6pm CST.



Habla Español?

Para leer este boletín en español en.

Join the "U.S. Benefits Program" group on Viva Engage (Yammer) for benefits updates and information.