



**Badger Meter**

# 2020 Employee Benefits Update

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Every drop counts.



# Agenda



- Open Enrollment Overview
- Health and Welfare Benefit Updates
- 401(k) Updates
- Workday Enrollment Guide
- Questions/Reminders

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# 2020 Open Enrollment Overview



- **Timing:** November 4 – 18
- **Plan Year:** January 1, 2020 – December 31, 2020
- **Passive Enrollment:**
  - 2019 elections carry over to 2020 EXCEPT
    - FSA – Must be actively elected every year if you wish to participate
    - NEW Benefits – more to come on new benefit offerings, but these must be elected if you wish to participate!



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# 2020 Plan Highlights



- New for 2020 – Accident and Critical Illness Insurance Plan from Voya!
- Continuing to offer Medical Plan Choice, but with slight changes to the PPO and HDHP Plan

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## 2020 Medical Preferred Provider Organization (PPO)



	In-Network	Out-of-Network
<b>Deductible</b>	EE \$600 EE+SP \$1,200 EE+Child(ren) \$1,200 Family \$1,200	EE \$1,200 EE+SP \$2,400 EE+Child(ren) \$2,400 Family \$2,400
<b>Coinsurance</b>	<b>80/20%</b> 80% paid by the plan; 20% member responsibility.	<b>60/40%</b> 60% paid by the plan; 40% member responsibility.
<b>Office Visit</b>	\$20 co-pay	Subject to deductible & coinsurance
<b>Urgent Care</b>	\$40 co-pay	Subject to deductible & coinsurance
<b>Emergency Room</b>	\$100 co-pay per visit, then 20% coinsurance after deductible	\$100 co-pay, then subject to deductible & coinsurance
<b>Total Out of Pocket Maximum</b>	EE \$2,750 EE+SP \$5,500 EE+Child(ren) \$5,500 Family \$5,500	EE \$5,500 EE+SP \$11,000 EE+Child(ren) \$11,000 Family \$11,000
<b>Preventive Care</b>	<b>Paid at 100%</b>	<b>Paid at 60% after Deductible</b>
<b>Prescription Drugs</b>	Retail Pharmacy (up to 30-day supply) Level 1 – \$10 co-pay Level 2 – \$30 co-pay Level 3 – \$50 co-pay Specialty – 25% up to \$150 maximum/script	Retail Pharmacy (up to 30-day supply) Level 1 – \$10 co-pay Level 2 – \$30 co-pay Level 3 – \$50 co-pay Specialty – 25% up to \$150 maximum/script

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# 2020 Monthly Premiums - PPO



## 2020 Premiums without Wellness Recognition Incentive:

	2019	2020
Employee	\$185	\$192
Employee + Child(ren)	\$345	\$359
Employee + Spouse	\$465	\$483
Employee + Family	\$590	\$613

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# 2020 Monthly Premiums - PPO



## 2020 Premiums with Wellness Recognition Incentive:

	2019	2020
Employee	\$160	\$167
Employee + Child(ren)	\$320	\$334
*Employee + Spouse	\$415	\$433
*Employee + Family	\$540	\$563

**\*To receive full family wellness credit of \$50 both employee & spouse must have participated in the health risk assessment.**

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## 2020 Medical Qualified High Deductible Health Plan (HDHP) w/Health Savings Account (HSA)



	In-Network		Out-of-Network	
<b>Deductible</b>	EE	\$2,500	EE	\$5,000
	EE+SP	\$5,000	EE+SP	\$10,000
	EE+Child(ren)	\$5,000	EE+Child(ren)	\$10,000
	Family	\$5,000	Family	\$10,000
<b>Coinsurance</b>	<b>80/20%</b> 80% paid by the plan; 20% member responsibility.		<b>60/40%</b> 60% paid by the plan; 40% member responsibility.	
<b>Total Out of Pocket Maximum</b>	EE	\$4,500	EE	\$9,000
	EE+SP	\$9,000	EE+SP	\$18,000
	EE+Child(ren)	\$9,000	EE+Child(ren)	\$18,000
	Family	\$9,000	Family	\$18,000
<b>Preventive Care</b>	<b>Paid at 100%</b>		<b>Paid at 60% after Deductible</b>	
<b>Prescription Drugs</b>	Retail Pharmacy (up to 30-day supply) Level 1 – 20% coinsurance after deductible Level 2 – 20% coinsurance after deductible Level 3 – 20% coinsurance after deductible Specialty – 20% coinsurance after deductible		Retail Pharmacy (up to 30-day supply) Level 1 – 20% coinsurance after deductible Level 2 – 20% coinsurance after deductible Level 3 – 20% coinsurance after deductible Specialty – 20% coinsurance after deductible	

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# 2020 Monthly Premiums – HDHP w/ Qualified HSA



## 2020 Premiums without Wellness Recognition Incentive:

	2020	Savings over our traditional PPO Monthly / <b>Annual*</b>
Employee	\$155	\$37 / <b>\$944</b>
Employee + Child(ren)	\$286	\$73 / <b>\$1,876</b>
Employee + Spouse	\$394	\$89 / <b>\$2,068</b>
Employee + Family	\$493	\$120 / <b>\$2,440</b>

\*Additional Employer Contribution of \$500 (Individual) and \$1,000 (EE + spouse, + child(ren), + family) per year to HSA included in savings totals.

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# 2020 Monthly Premiums – HDHP w/ Qualified HSA



## 2020 Premiums with Wellness Recognition Incentive:

	2020	Savings over our traditional PPO Monthly / <b>Annual*</b>
Employee	\$130	\$37 / <b>\$944</b>
Employee + Child(ren)	\$261	\$73 / <b>\$1,876</b>
#Employee + Spouse	\$344	\$89 / <b>\$2,068</b>
#Employee + Family	\$443	\$120 / <b>\$2,440</b>

\*Additional Employer Contribution of \$500 (Individual) and \$1,000 (EE + spouse, + child(ren), + family) per year to HSA included in savings totals.

#To receive full family wellness credit of \$50 both employee & spouse must have participated in the health risk assessment.

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# What is a Qualified HDHP Plan?



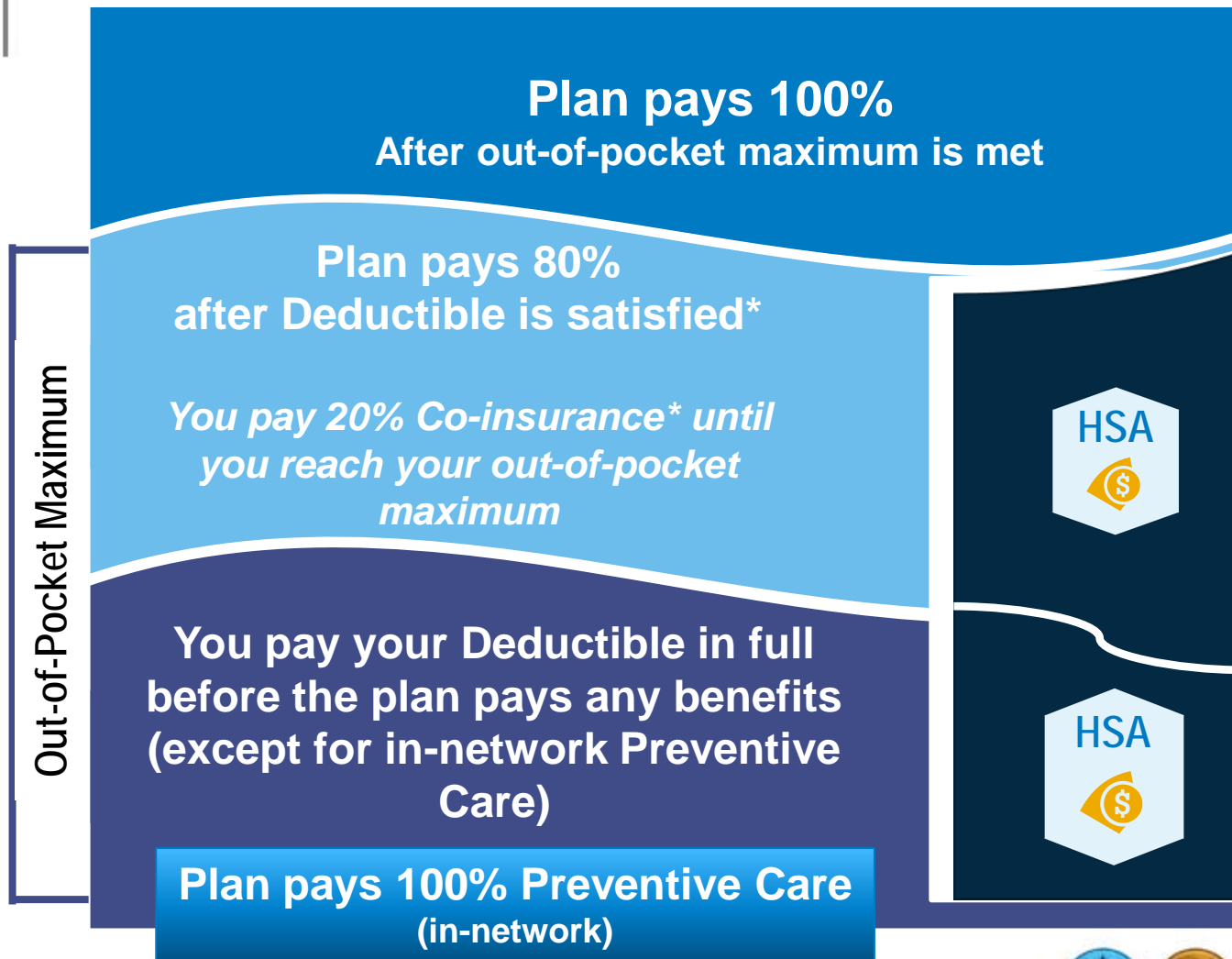
- A health plan that satisfies certain IRS requirements in order to “qualify” for preferred tax treatment. For 2020 the rules are:
  - Minimum Deductible: \$1,400(single) / \$2,800(family)
  - Maximum Out-of-Pocket: \$6,900(single) / \$13,800(family)
  - Preventive care covered at 100%, but all other claims subject to deductible first and then generally coinsurance.
- Can be paired with a Health Savings Account (HSA), which acts like a checking account for qualified medical-related expenses.
- **IMPORTANT:**
  - By rule, except for Preventive Care which is covered at 100%, Qualified HDHPs when paired with an HSA cannot cover (pay) any benefits until the applicable single or family deductible is first satisfied.
  - This means that you will be required to pay for all non-preventive medical or prescription drug costs until your deductible is satisfied.

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# How Does a Qualified High Deductible Health Plan (HDHP) with a Health Savings Account (HSA) Work?



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\*of eligible in-network services





# Benefits of a Qualified HDHP with HSA



- Lower monthly premiums -
  - Premium savings can be saved to cover future costs
- Promotes better consumer behavior -
  - Because you pay first dollar coverage up to a deductible, these plans encourage participants to use tools and resources available such as telemedicine and cost comparison tools to help manage costs more effectively
- When Paired with a Health Savings Account, additional benefits apply...and Badger Meter makes it easy for employees to enroll in HSAs by partnering with Optum Bank!

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# Benefits of pairing HDHP with HSA



- **Triple Tax Benefit**

1. Contributions into HSA are pretax dollars
2. Invested HSA funds grow tax free
  - Can invest once balance is \$2,000+ and must manually be done by employee – not automatically invested
3. Withdrawals for eligible expenses are exempt from tax

- **HSAs can be funded by the individual, the employer, a family member, or anyone else on the individual's behalf**

- Can be funded through payroll, but does not have to be
- Can only be used if there are funds in the account (similar to a savings account)

- **Save for future medical expenses**

- The employee chooses whether to use HSA funds for medical expenses or leave it in the account and pay out-of-pocket

- **Unused funds rollover year-to-year (no maximum)**

- **Account is portable - individual takes it with them when they leave the company**

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# HSA – Eligible Expenses



- Medical expenses during the deductible and co-insurance phases of medical plan
- Qualified Dental and Vision expenses
- Items previously eligible under FSA are eligible under HSA
- If distributed after death, disability, or age 65 there is no additional tax penalty

## Note:

- **Keep your receipts!** You may need to demonstrate to the IRS that your expenses were qualified. Failure to provide could result in a penalty upon Audit.
- You cannot participate in the medical expense portion of the FSA (Flexible Spending Account Plan) if you enroll in the Qualified HDHP-HSA.
- Any non-medical, non-dental or non-vision expenses are taxed as income and a 20% penalty tax will be applied.

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# HSA - Funding



- **2020 Annual Maximum Contributions**

- Employee Only: **\$3,550**
- Employee + Spouse, Employee + Child(ren), Family: **\$7,100**
- Age 55+: can contribute up to \$1,000 catch-up contributions over maximum each year
- Badger Meter **does NOT** manage employee contributions – employee is responsible for managing their contributions to ensure maximum is not exceeded

- **What's Included in the Annual Maximum Contribution?**

- Annually, Badger Meter will make a contribution to your HSA.
  - 50% Funded on January 1st and 50% Funded on July 1st
  - Employee Only: \$500
  - Employee + Spouse, Employee + Child(ren), Family: \$1,000
- Employee Contributions

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# Am I Eligible for the Qualified HDHP – HSA?



You must answer “True” to each of the following in order to be eligible for a Health Savings Account.

- I am covered under a Qualified High Deductible Health Plan.
- I am not covered by another non-HDHP health plan including a spouse’s health care FSA plan.
- I am not eligible for Medicare (age 65) or if I am eligible, I am not enrolled in Part A, B or D.
- I am not a dependent on another person’s tax return.

If you answered “false” to any of these statements, you are **not eligible** for an HSA.

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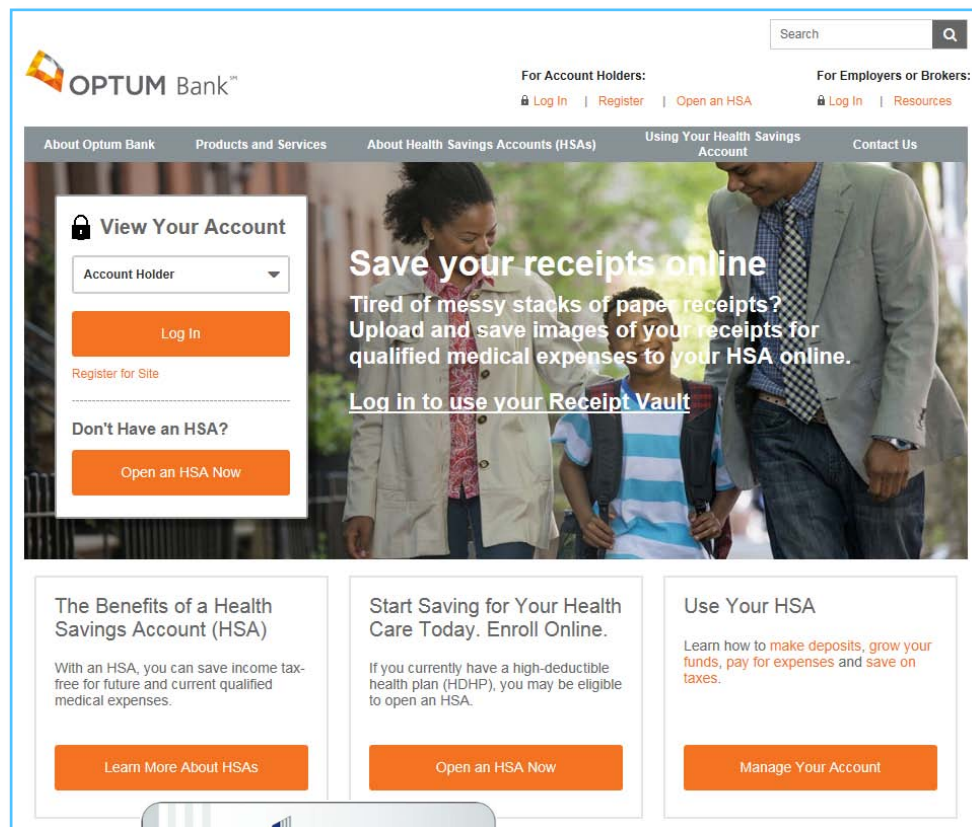


# Enrolling in an HSA with Optum Bank



What to expect after you enroll through Workday in Badger Meter's HSA-Qualified HDHP and HSA Account (through Optum Bank):

- Optum Bank<sup>SM</sup> Welcome Kit will be mailed 7 to 10 business days after you are successfully enrolled in an HSA
- Debit card will arrive in a separate mailing
- HSA materials are mailed separately from health plan materials
- After logging in to your account for the first time, you will be prompted to provide your email address. You'll receive an Optum Bank bi-monthly newsletter with tips for helping you to make the most of your health care dollars



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# 2020 Dental Plan



**2020 Dental Plans: No Change in Premiums From 2019 -  
Plan Enhancements to Both Plans**

<b>Delta Dental</b>	<b><u>Plus Plan –</u> 2020</b>	<b><u>Basic Plan -</u> 2020</b>
Employee	\$11.51	\$9.42
Employee + Child(ren)	\$25.70	\$17.44
Employee + Spouse	\$22.83	\$19.03
Employee + Family	\$41.99	\$32.75

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# 2020 Dental Plan (Plan Enhancements)



## Basic Plan Enhancements:

- Expanded Sealant Coverage:
  - Sealants are now covered for primary or permanent molars for patients through 18 years of age
- Coverage for Dental Implants
  - Implants are no longer excluded from coverage
- Evidence-Based Integrated Care Plan
  - Provides additional cleanings or fluoride treatments for pregnant women and persons with diabetes, periodontal disease, high-risk cardiac conditions, suppressed immune systems, kidney failure and certain cancers
  - Those who are eligible can self-enroll at [www.deltadentalwi.com](http://www.deltadentalwi.com) or by calling 800-236-3712
- CheckUp Plus
  - Diagnostic and preventive services will no longer apply to the individual maximum out of pocket

## Plus Plan Enhancements

- Emergency treatment to relieve pain will now be covered under Diagnostic and preventive services and will be covered at 100%

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# 2020 Vision Plan



**2020 Vision Plan: No Change in Premiums or Plan Design from 2019**

<b>EyeMed (Delta Dental)</b>	<b>2020</b>
Employee	\$7.71
Employee + Child(ren)	\$13.49
Employee + Spouse	\$15.42
Employee + Family	\$23.65

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# Flexible Spending Account (FSA)



Employee  
**Benefits**  
Corporation

## Medical Flexible Spending Account (PPO)

- Use to pay for eligible medical, dental, Rx, and vision expenses not covered by insurance.
- Pre-tax, Annual Maximum \$2,700 (from 2019...)
- Any updates to the maximum for 2020 **have not** been set by the IRS.

## Dependent Care Flexible Spending Account (PPO or HDHP)

- Use to pay for eligible day care expenses for children (up to age 13) or disabled adult dependents.
- Pre-tax, Annual Maximum \$5,000

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# New Benefit Offerings for 2020!

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Every drop counts.



# New Benefits for 2020!



- **For 2020 Badger Meter will be rolling out two new voluntary benefits – Critical Illness Insurance and Accident Insurance through Voya Financial.**
- **Employees can elect Critical Illness Insurance and/or Accident Insurance regardless of healthcare plan.**

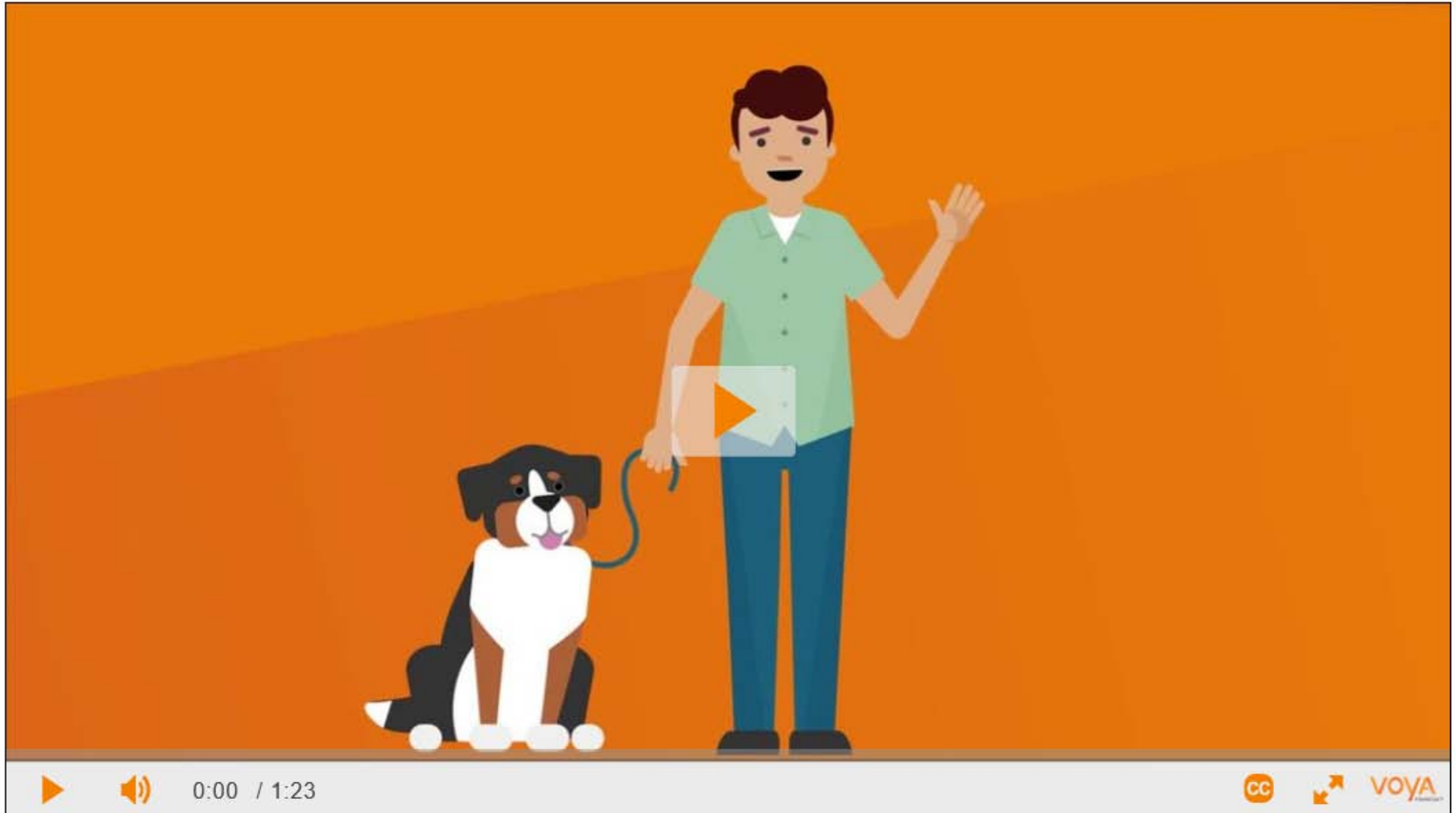
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# New Benefits for 2020!

## Critical Illness Insurance





# New Benefits for 2020!

## Critical Illness Insurance



### What is Critical Illness Insurance?

- Voluntary coverage that pays a lump sum benefit if you are diagnosed with a covered illness or condition

### What conditions or illnesses are covered?

- Generally speaking, heart attacks, cancer, strokes, and major organ transplants, among some others

### Who is Covered and How can It Help?

- **You:** must be actively at work and benefit eligible
- **Your Spouse:** as long as the employee is enrolled in coverage
- **Your Children:** coverage is available to age 26 and will be extended for children with disabilities

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# New Benefits for 2020!

## Critical Illness Insurance



### What are the benefit levels offered?

- Employees can choose a benefit level of \$10,000 or \$20,000, with spouses and children having options of \$5,000 or \$10,000 if employees are enrolled
- Benefits are payable at 100% of the benefit amount unless otherwise indicated

### How much does it cost?

- Costs vary depending on age and benefit, so please see cost information on the Intranet

### Includes a Wellness Benefit Rider

- Provides cash reimbursement for covered health screenings, which can help offset some of the costs of the benefit!

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# New Benefits for 2020!

## Critical Illness Insurance



### Meet Beverly

An active 32-year-old, Beverly works hard to balance her career with taking care of three children. Having always considered herself a healthy person, Beverly was startled to receive a thyroid cancer diagnosis three months ago. While she is expected to make a full recovery, Beverly's treatment and recuperation would have been a lot more stressful if it hadn't been for the benefit paid by her Critical Illness Insurance.

### Expenses incurred over two months:

\$6,000 Out-of-pocket medical expenses

\$2,000 Mortgage payments

\$1,500 Food and Utilities

\$150 Car Insurance

\$600 Living Expenses

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\$10,250 Total out-of-pocket expenses

-\$10,000 Critical Illness Insurance benefit

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\$250 Actual out-of-pocket

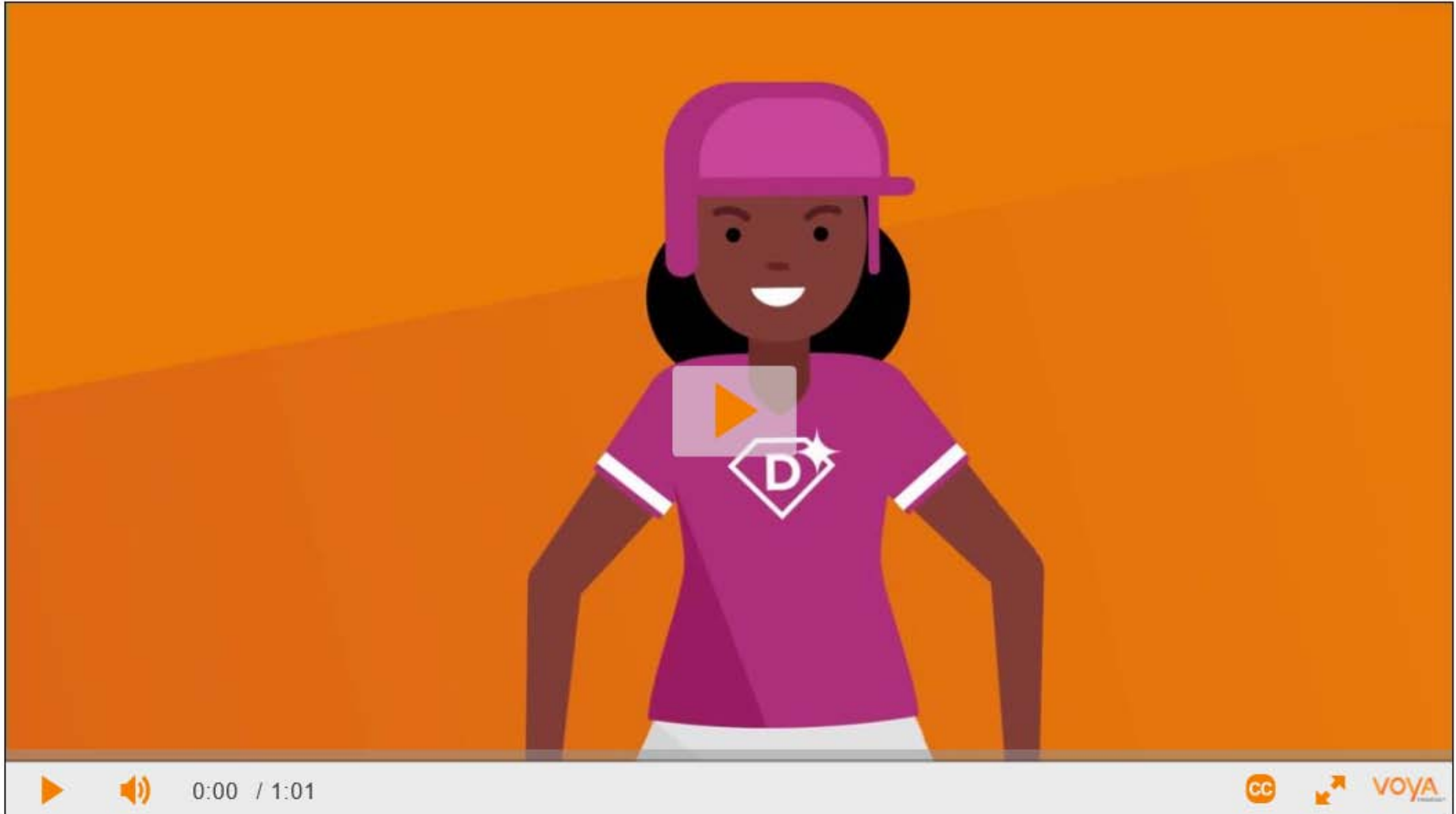
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# New Benefits for 2020!

## Accident Insurance





# New Benefits for 2020!

## Accident Insurance



### What is Accident Insurance?

- Accident Insurance pays you benefits for specific injuries and events resulting from a covered accident that occurs on or after your coverage effective dates - benefit amounts depend on the type of injury and treatment received

### What types of injuries or events may trigger a payment from a covered accident?

- Surgeries, hospital admissions, medical equipment, dislocations and fractures and many others!

### Who is Covered and How can It Help?

- **You:** must be actively at work and benefit eligible
- **Your Spouse:** as long as the employee is enrolled in coverage
- **Your Children:** coverage is available to age 26 and will be extended for children with disabilities

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# New Benefits for 2020!

## Accident Insurance



### What are the benefit levels offered?

- Each injury or event resulting from a covered accident has a different benefit level associated with it, so please see additional detail on the Intranet for the varying benefits.

### How much does it cost?

- Costs vary depending on the tier of coverage selected, but is not age banded like Critical Illness.

### Includes a Wellness Benefit Rider

- Provides cash reimbursement for covered health screenings, which can help offset some of the costs of the benefit!

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# New Benefits for 2020!

## Accident Insurance



### Meet John

John works full-time, while raising two energetic children and playing in a summer softball league. While sliding into home base, he broke his ankle and tore his ACL. Fortunately, this accident didn't break John's bank account – and the family vacation was saved

#### Out-of-Pocket Medical Expenses:

- \$500 Emergency room copay
- \$250 Deductible
- \$750 Copay for surgery
- \$150 Copay for 6 physical therapy visits

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\$1,650 Total-out-of-pocket expenses  
-\$1,115 Total benefit paid under John's accident coverage

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\$535 Total out-of-pocket

*\*The amounts shown are for illustrative purposes only, actual costs and plan design may vary*

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# One America – 401(k) Updates



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**One Day** I will  
understand how  
my retirement plan can  
help me work toward my  
goals.

One Day is **Today!**<sup>®</sup>

TODAY LET'S LEARN MORE ABOUT THE BADGER METER ESSOP

A scenic photograph of a wooden pier extending into a calm blue lake. The pier is made of weathered wooden planks and is supported by several vertical wooden posts. In the background, there are large, rugged mountains with patches of snow or light-colored rock. The sky is a pale blue with some light clouds. In the top right corner, there is a circular logo with the text "GETTING STARTED" inside.

GETTING  
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# How to participate in the Badger Meter ESSOP & Defined Contribution Account

# How do I start or make changes?



## ESSOP

*eligibility and  
entry dates for  
401(k) salary  
deferrals*

- **Effective 12/1/2019**, Plan Entry Dates will become Immediate and you can make ongoing deferral elections at any time via OneAmerica's website or Call Center.
- Effective 1/1/2020, you may contribute 1% to **50%** or up to the IRS dollar maximum, which sometimes changes from year to year. There are some exceptions if you are eligible to make Catch-Up Contributions.
- Over 20 investment choices – a maximum of 50% can be invested in Badger Meter Stock.

# How do I make Roth deferrals?



## Roth Contributions

- Effective 12/1/2019, you may defer a portion of your compensation either as a Pre-tax Contribution, an after-tax Roth 401(k) Contribution, or a combination of each.
- The same discretionary company match will apply regardless of how you decide to classify your salary deferrals.
- Your Pre-tax Contributions will receive a current-year tax deduction but you will pay ordinary income taxes on any withdrawals that you spend.
- Your **Roth 401(k)** Contributions will be made with after-tax dollars because you pay income taxes on the full amount that you earn – including the amount of your Roth 401(k) Contributions.



## Roth Contributions

- Any investment returns on your Roth 401(k) Contributions will accumulate tax-free **IF** you qualify by waiting until **after age 59 ½** before taking an ESSOP distribution **AND** by waiting at least **5 years** from the year of your very first Roth 401(k) Contribution into the ESSOP.
- If you make a Roth 401(k) Contribution in December of 2019, your **5-year Roth "clock"** will start on **January 1, 2019**.
- In general, other than taxation, Roth 401(k) Contributions are treated the same way as Pre-tax Contributions and you may make Roth 401(k) Contributions regardless of how much compensation you earn.
- Both your Pre-tax and Roth Contributions will be combined for purposes of determining your company match and how any "limits" will apply.



## Roth Contributions

- If you make BOTH Pre-tax AND Roth Contributions, the 2 types will be kept in separate account sources.
- If you have ever made Roth 401(k) Contributions into other retirement plans, you may rollover those previous Roth 401(k) Contributions into the ESSOP and they will be kept in a separate account source called "Roth 401(k) Rollover".
- Caution: Once you make a Roth or Pre-tax Contribution, you may not change the tax classification of that Contribution. You may only change future elections.

# New Auto Enrollment feature



## Auto Enrollment

- The new Auto Enrollment will pertain only to new employees who are hired after 1/1/2020. They will be Automatically Enrolled in the ESSOP on a Pre-tax basis.
- New employees who are Auto Enrolled will have the opportunity to Opt Out or to change their contribution election to whatever amount they wish, on either a Pre-tax or Roth basis.
- Auto Enrollment is considered a “Best Practice” for helping employees to receive their full retirement benefits.

# New Auto Step-Up feature



## Auto Step-Up: another Best Practice

- To make it easier for you to grow your retirement plan contributions, and to help employees take full advantage of Badger Meter's discretionary company match, a new Automatic Step-Up program will go into effect April 1<sup>st</sup> next year – and every April 1<sup>st</sup> after that.
- Anyone who is not yet maximizing their Badger Meter company match (deferring 0 to 6% of compensation) will have their salary deferral % increased by 1% (up to 7%) on April 1, 2020, unless they Opt Out. **Anyone hired in 2019 won't get the Auto Step-Up until April 1, 2021.**
- If the Auto Step-Up applies to you, you will have 30 days' advance notice about the Auto Step-Up so that you will have an opportunity to Opt Out or to change your contribution election to whatever amount you wish, or to change it to a Roth 401(k) Contribution.

# How do I make Catch Up Elections?



## Catch-Up Contributions

- Those who will be age 50 or older by December 31<sup>st</sup> may elect or change their “Catch Up” elections at any time, and these will be implemented on the next available payroll date (similar to regular deferral election changes).
- If the maximum dollar limit of Catch-Up Contributions is increased for 2020, that new limit will be reflected on the OneAmerica website after midnight on 1/1/2020.
- Your Catch-Up Elections remain in effect year after year unless you change them.
- If you change your Catch-Up Election on 1/1/2020, your new election will be implemented on the next available payroll date after that.

# What are the fees?



## Admin Fees

- Effective 1/1/2020, the Fees charged by OneAmerica Retirement Services, will change.
- In 2020, these fees will become more transparent and equitable, charging the same level fee to all ESSOP participants.
- Effective 1/1/2020, ESSOP participants will all be charged 1/10th of 1%, or 0.1% or 0.001 of their invested account balance per year.

# More details about fees?



## Admin Fees

- Overall, the fee change results in an approximate \$50k savings for Badger Meter – however, impact to any given individual may differ.
- Starting in 2020, you will now see the fee on your quarterly statements.
- 30 days before this Fee Change goes into effect, you will receive a Fee Change Notice mailed to your home address.

# What are Transaction fees?



## Transaction Fees

- In keeping with the goal of transparency and equity, certain transaction fees have been pulled out of 'Admin Fees' and will be charged as incurred:
  - A Plan Loan application will cost \$100
  - A Distribution Check Fee will cost \$50
  - A QDRO, in the event of a divorce, will cost \$250
- These fees will cover the costs of processing, calculating and tax reporting transactions.

A photograph of a wooden pier extending into a calm lake. The pier is made of weathered wooden planks and has several vertical wooden posts along its length. In the background, there are large, rugged mountains with patches of snow or light-colored rock. The sky is a pale blue with some light clouds. The overall scene is peaceful and scenic.

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# Contributing to your plan

# Choices to make

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**Determine** the  
amount of your  
deferral contribution  
percentage

**Decide** whether  
your contribution will  
be Pre-tax or Roth.

**Select** how your  
investments  
will be allocated

# Types of Contributions



## Discretionary Matching Contributions

- Currently \$0.25 / \$1.00 on the first 7% you contribute
- Deposited annually, in company stock
- Must be employed on 12/31 to receive any portion of the annual match
- Once received, the annual match is 100% immediately vested

## Defined Contribution

- Annual contribution based upon compensation
- 3-year cliff vesting

# Investment Options



## 1 Individual funds

Build your own portfolio

## 2 Target date funds

Managed for age

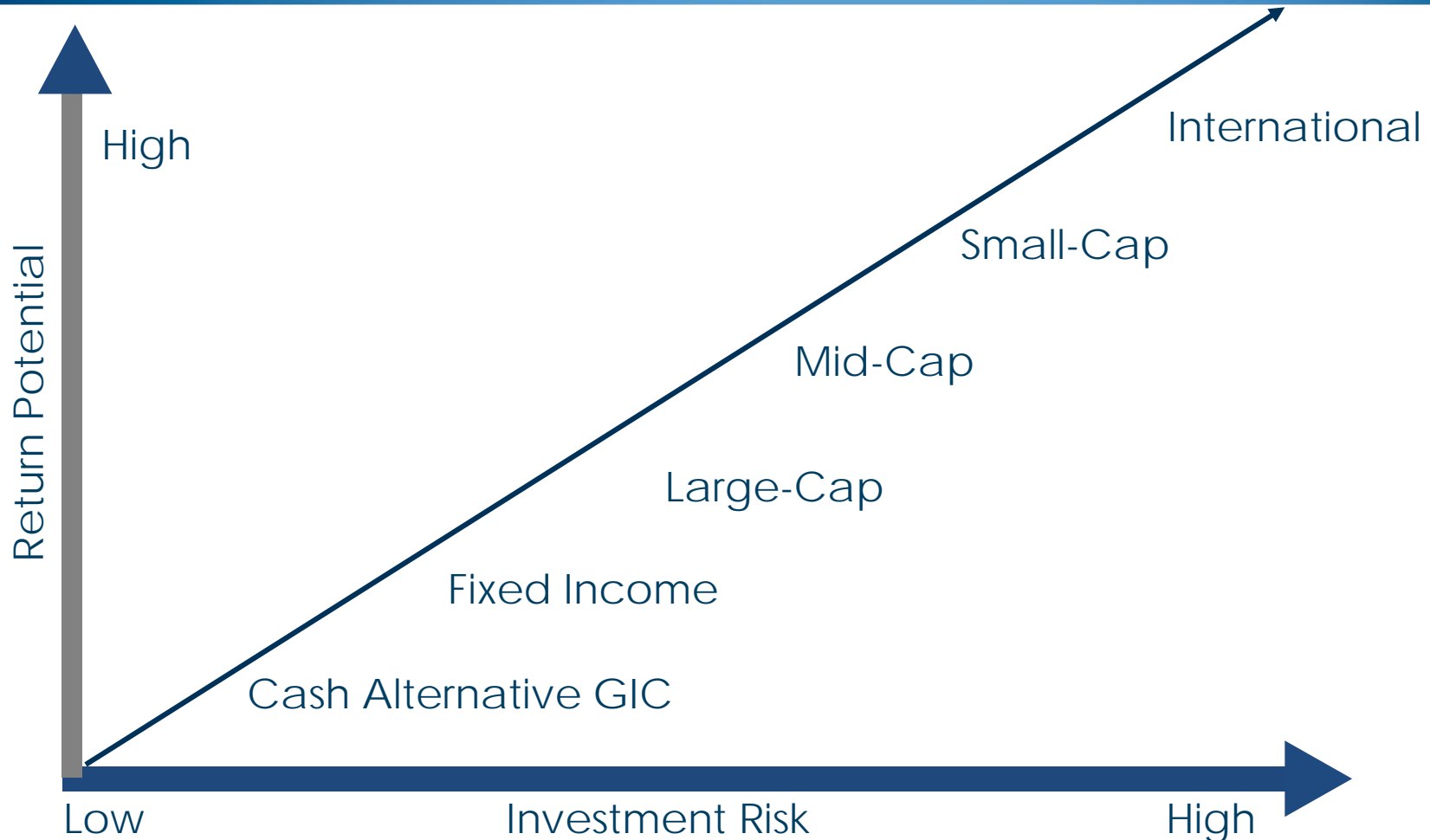
## 3 Risk based funds

Managed for risk

For more complete information, please contact your plan sponsor. **Mutual funds are sold by prospectus. To obtain a copy of the prospectus, the participant should contact the plan's investment advisor or the mutual fund company directly. Before investing, carefully consider the fund's investment objectives, risks, charges, and expenses. The underlying fund prospectuses contain this and other important information. Read the prospectuses carefully before investing.**

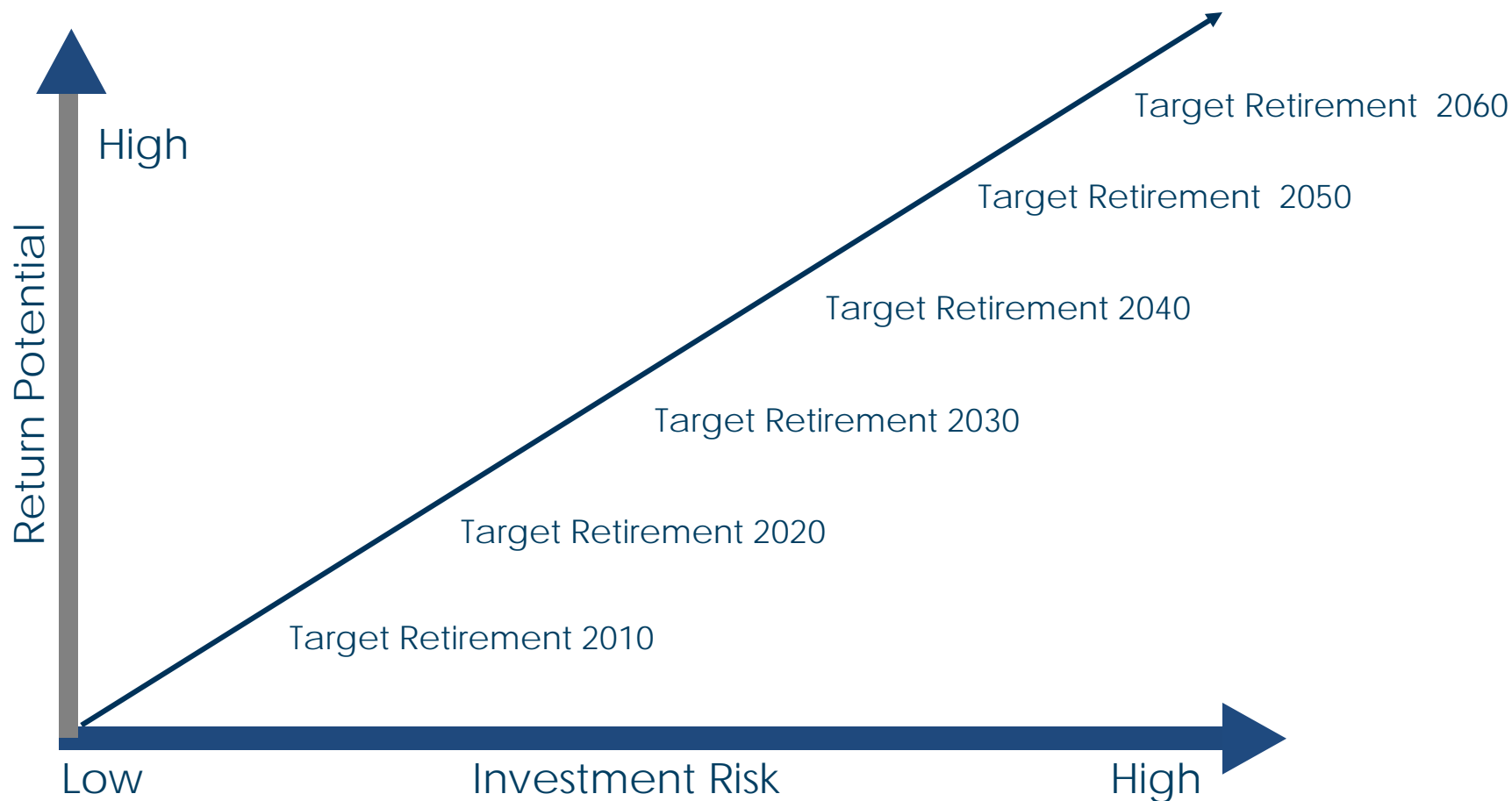
# Individual Funds

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Small cap stocks are less liquid and more volatile than large cap stocks. International investing involves special risks due to factors such as increased volatility, currency fluctuation and political uncertainties. The risks are magnified in countries with emerging markets, since these countries may have relatively unstable governments and less established markets and economies.

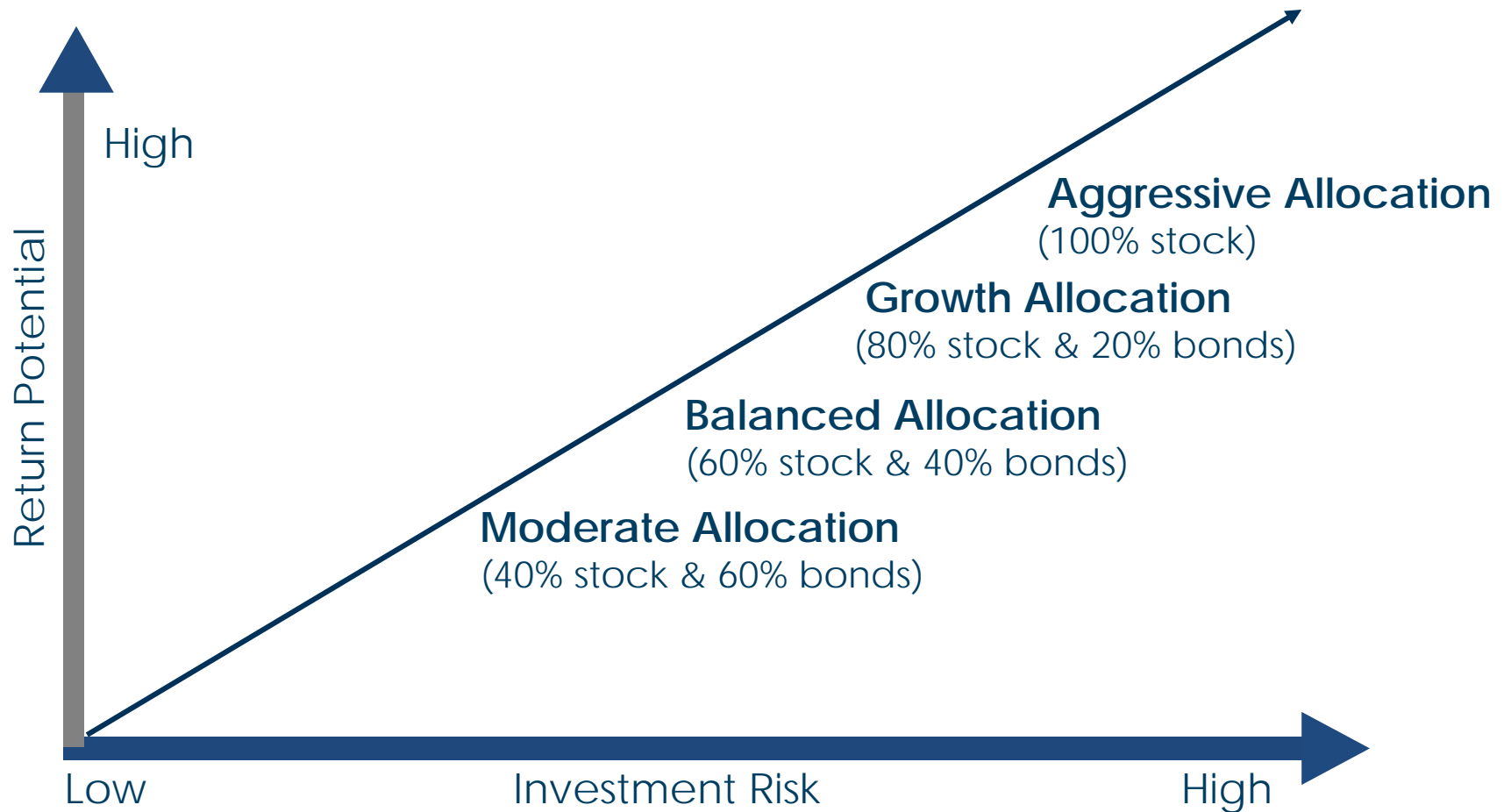
# Target Date Retirement Funds



The investment risks of each Target Fund changes over time as its asset allocation changes. They are subject to the volatility of the financial markets, including equity and fixed income investments in the U.S. and abroad and may be subject to risks associated with investing in high yield, small cap, commodity-linked, and foreign securities. Principal invested is not guaranteed at any time, including at or after their target dates.

RETIREMENT PLAN ADMINISTRATIVE AND RECORDKEEPING SERVICES PROVIDED BY ONEAMERICA RETIREMENT SERVICES LLC, A ONEAMERICA® COMPANY

# Risk Based Funds



Investing in securities involves risk, including loss of the principal amount invested.

A photograph of a wooden pier extending into a calm lake. The pier is made of weathered wooden planks and has several vertical wooden posts along its sides. In the background, there are large, rugged mountains with patches of snow or light-colored rock. The sky is a pale blue with some light clouds. The overall scene is peaceful and scenic.

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# How to review your plan regularly



# Monitor your plan



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## Review your account

Carefully read your  
**quarterly statements**

Regularly visit  
**[www.oaretirement.com](http://www.oaretirement.com)** to  
view your account details and  
make adjustments

Call **1-800-858-3829** with any  
questions

**Read and review** all materials  
given to you from your  
employer about retirement  
preparation or the plan

A photograph of a wooden pier extending into a body of water, with mountains in the background. The pier is made of wooden planks and has several wooden posts along its length. The water is calm, and the mountains are covered in green vegetation with some snow patches. The sky is a pale blue.

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# Enrollment and web tools

# Online tools

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One Day is Today® Online resources –  
[www.oneamerica.com/today](http://www.oneamerica.com/today)

- Enrollments
- Salary Deferral Changes
- Catch Up Elections
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# Disclosures



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**Mutual funds are sold by prospectus. To obtain a copy of the prospectus, the participant should contact the plan's investment advisor or the mutual fund company directly. Before investing, carefully consider the fund's investment objectives, risks, charges, and expenses. The underlying fund prospectuses contain this and other important information. Read the prospectuses carefully before investing.**

Investing involves risk which includes potential loss of principle.

Past performance is not a guarantee of future results.

The use of asset allocation or diversification does not assure a profit or guarantee against a loss.

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Target Date Funds are designed for people who plan to retire and begin taking withdrawals during or near a specific year. These funds use a strategy that reallocates equity exposure to a higher percentage of fixed investments; the funds will shift assets from equities to fixed-income investments over time. As a result, the funds become more conservative over time as you approach retirement. It's important to remember that no strategy can assure a profit or prevent a loss in a declining market and the principal value of the Target Date Funds is not guaranteed at any time, including the target date. Target Date Funds are designed to provide diversification and asset allocation across several types of investments and asset classes, primarily by investing in underlying funds. Therefore, in addition to the expenses of the Target Date Funds, an investor is indirectly paying a proportionate share of the applicable fees and expenses of the underlying funds. The principal amounts invested into these funds are not guaranteed at any point and may lose value.

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Individuals cannot invest directly in any index. The index return assumes reinvestment of all distributions and does not reflect the deduction of taxes, fees, and expenses.

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# Open Enrollment through Workday

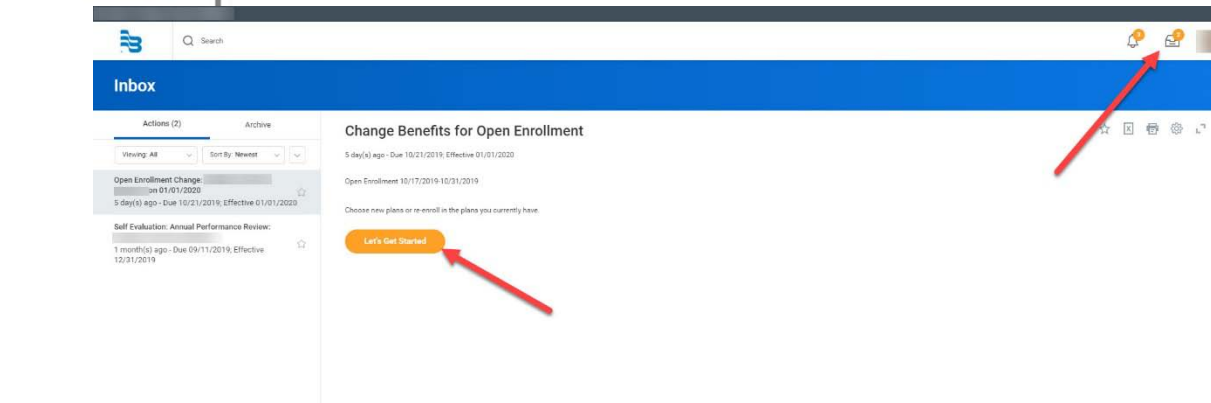


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# Open Enrollment through Workday



## Open Enrollment – Let's Get Started

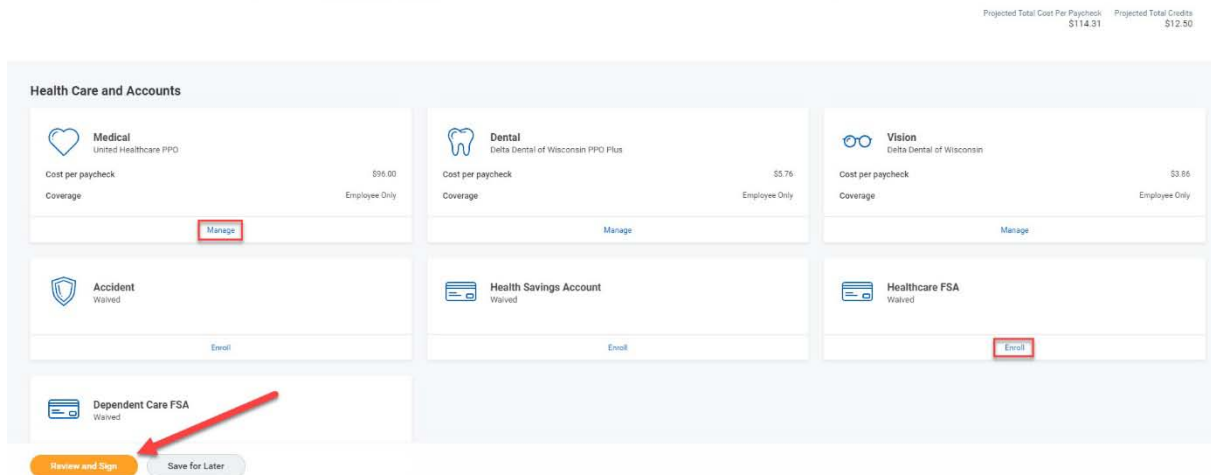
Inbox task to make changes for your 2020 benefit elections.

Select on the desired benefit election you wish to 'Manage' or 'Enroll' in to change your benefit elections.

Select your election option or amount, 'Confirm and Continue' and 'Save' to complete that given enrollment task.



**Note:** If you choose to 'Elect' the HDHP you must 'Elect' the HSA.



Participation in the Flex Spend Account (FSA) program is an **annual** election, you must select 'Enroll' to complete this process.

If you choose to participate in the HDHP with HSA, you are not eligible to participate in the Healthcare FSA.

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# Open Enrollment through Workday





**View Summary**

Projected Total Cost Per Paycheck: \$200.18  
Projected Total Credits: \$12.50

Please review the following information for your open enrollment elections.

Select the 'Go Back' button below to correct any Alerts which may have occurred during the open enrollment process.

Evidence of Insurability - If you choose to elect LTD or add/change Voluntary Life coverage for either yourself or spouse, you will need to complete an Evidence of Insurability (EOI) form. Any add/change in LTD and Voluntary Life coverage is dependent on the employee EOI approval; elections will remain at the current amount or \$0 for the employee, spouse or dependents until the EOI has been approved.

EOI forms need to be submitted to Cynthia Grimm no later than **November 22, 2019**.

You must select the **'I Agree'** Electronic Signature below and click on the **orange 'Submit'** button to finalize the open enrollment process.

Selected Benefits: 9 items

Plan	Coverage Begin Date	Deduction Begin Date	Coverage	Dependents	Beneficiaries	Cost
Medical	01/01/2019	01/01/2019	Employee Only			\$83.50
United Healthcare PPO						
Dental	01/01/2018	01/01/2018	Employee Only			\$5.76
Delta Dental of Wisconsin PPO Plus						
Vision	01/01/2018	01/01/2018	Employee Only			\$3.86
Delta Dental of Wisconsin						
Basic Group Life	01/02/1996	01/02/1996	1.5 X Salary			Included

Credits: 1 item

Credit	Credit Amount
Medical	\$12.50

Total Benefits Cost: 1 item

Company Contribution	Employee Cost	Credits	Net Cost
\$283.48	\$200.18	\$12.50	\$187.68

Attachments

Drop files here

or

Select files

Electronic Signature

LEGAL NOTICE: Please Read  
Your Name and Password are considered your "Electronic Signature" and will serve as your confirmation of the accuracy of the information being submitted.

When you check the "I AGREE" checkbox, you are certifying that:

1. You understand that your benefit elections are legal and binding transactions.
2. You understand that if you are married, your dependent Spouse's Coverage Elsewhere selection is legally binding.
3. You understand that all benefits are contingent upon your enrollment and acceptance by your HR representative and by your insurance carriers or benefit providers.
4. You understand that if choosing to open a HSA during the benefit enrollment process you agree to the HSA Authorized Agent Agreement.

☒ I Agree

**Submit** Save for Later Cancel

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## View Summary and Submit Elections

Review any changes you selected throughout the benefit election process.

If there are any required documents (Eligibility of Insurance) or errors which occurred during the open enrollment process, you may be instructed to review and correct the election status.

You must check the 'I Agree' box in order to complete the open enrollment process.

Click on the **orange Submit** button to finalize the open enrollment process.





# Open Enrollment through Workday



**Submitted**

Success, You're Enrolled

**Important Dates:**

Benefits go into effect	01/01/2020
Final day to update benefits	10/31/2019

[View 2020 Benefits Statement](#)

## Submit Elections Confirmation

After you check the 'I Agree' box and click the **orange** Submit button, you will get a Submit Elections Confirmation page.

This is an electronically signed confirmation regarding your benefit elections.

You can select 'View 2020 Benefits Statement' to view or print a pdf copy of this page.

This completes the 2020 Open Enrollment Process for Workday!

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## Reminders



- If you are considering the HDHP-HSA for 2020 we encourage you to take the time to evaluate your individual situation. Additional resources to make an informed decision can be found on the *Badger Meter Employee Intranet – Human Resources – Open Enrollment* tab.
- Open enrollment is November 4 through November 18. Any changes must be completed no later than November 18.
- All enrollment must be done through Workday! No paper forms are required. This includes the Flexible Spending Account election.
- 401(k) Catchup Contribution can be updated on [www.oaretirement.com](http://www.oaretirement.com).

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# Questions?

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Every drop counts.