



YOUR RAYTHEON Benefits

EXPATRIATE EMPLOYEES



Paying Off Your Student Loans? Raytheon Will Help You Save for Tomorrow While You Pay Off Your Loans

Enrollment in the new Student Loan Repayment Contribution (SLRC) program begins November 1. Read all about it [here!](#)

In This Issue

This issue of the *Benefits* newsletter is designed to help you prepare for the 2020 benefits open enrollment period (October 14 to 25, 2019).

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Your Raytheon Benefits: What to Expect in 2020

Each year, Raytheon's Corporate Benefits team reviews the company's benefits program to ensure it remains competitive with industry peers, continues to provide comprehensive coverage and is cost-effective—for employees *and* the company.

As a result of recent reviews, the company has introduced a number of new benefits, including paid parental leave and enhanced paid time off (PTO) for new hires.

Looking ahead to 2020, the company will introduce a new Student Loan Repayment Contribution (SLRC) program, some state-mandated improvements to Global Choice and a couple of minor changes to other benefit plans (see page 2).

In terms of cost sharing, for 2020, here's what you can expect:

- The amount you contribute toward the cost of Global Choice will remain the same.
- The amount you contribute toward the cost of vision coverage will increase slightly.
- The amount you pay for STD Plus (short-term disability), long-term disability (LTD), optional life insurance, accidental death and dismemberment (AD&D) insurance and Hyatt Legal Plan will all remain at current levels.

Beginning October 14, everything you need for open enrollment, including your *Personalized Enrollment Worksheet*, *Plan Smart* enrollment guide and *Your 2020 Benefits Handbook*, will be available on *Desktop Benefits*.

**2020
BENEFITS OPEN
ENROLLMENT**
OCTOBER 14–25, 2019



Reminder about FSAs

If you currently participate in an FSA, you have until March 31, 2020, to submit claims for eligible expenses incurred in 2019. Remember that you cannot use your 2019 FSA(s) for services incurred in 2020. For information about how to submit claims through BenefitWallet, see *Your 2019 Benefits Handbook*.

Summary of Upcoming Changes

Global Choice

The following changes comply with a mandate issued by the state of Delaware (the state where Global Choice is registered). Note that these changes went into effect on January 1, 2019. Any claims submitted for these services in 2019 will be reviewed and readjusted as applicable.

- Certain improvements to benefits when you seek **treatment of back pain**, as shown in this chart:

Benefit	Outside the United States	Inside the United States	
		In-Network	Out-of-Network
Outpatient rehabilitation (physical therapy, physio therapy)	90% of covered charges (no change)	100% of covered charges (the \$25 copayment is waived)	70% of covered charges after the deductible has been met (no change)
Chiropractic treatment	90% of covered charges (the 20-visit limit is waived)	90% of covered charges (no change)	70% of covered charges after the deductible has been met (the 20-visit limit is waived)

- Following a medically necessary diagnosis, the **treatment of infertility**, including Zygote Intrafallopian Transfer (ZIFT) and Gamete Intrafallopian Transfer (GIFT), is covered the same as any other illness (no dollar limits, no attempt limits).

Note that coverage does *not* extend to experimental fertility care services, monetary payments to gestational carriers or surrogates or the reversal of voluntary sterilization undergone after the covered individual successfully procreated with the covered individual's partner at the time the reversal is desired.

Flexible Spending Accounts (FSAs)

Starting January 1, 2020, the limited purpose dental and vision FSA will be available to all employees, not just those enrolled in an HSA Advantage plan. With this FSA, you can reduce your taxable income by paying for certain eligible dental and vision expenses with pre-tax dollars. As with all FSAs, participation is optional. For more information, see *Your Benefits Handbook*.



New Higher Age Limit for Adoption Assistance Program

Adopting a child? At Raytheon, eligible employees can receive up to \$6,000 in adoption assistance benefits when adopting an eligible child. This amount applies to each finalized adoption. Benefits are designed to help offset out-of-pocket costs, including legal expenses, travel, agency fees and certain medical expenses.

If you are eligible for the adoption assistance program, effective October 1, 2019, the current age limit of 13 will increase to 17. Questions? Call the RBC at 800-358-1231.

Prepping for Open Enrollment: Start Today!

Open enrollment is your once-a-year opportunity to make sure you have the benefits coverage you need—no more, no less. And that means doing a little research in order to answer some important questions:

- ***What kinds of vision expenses do I anticipate? Am I in the right plan? Could I save money with a health care or a limited purpose dental and vision flexible spending account (FSA)?***
- ***Could I benefit from a dependent care FSA?***
- ***Do I have the right amount of disability, life insurance and accidental death and dismemberment (AD&D) coverage?***
- ***Do I anticipate the need for legal services in the new year?***

Start thinking about your life circumstances now and you'll be ready to take action when open enrollment begins on October 14.

TIMEFRAME	ACTION
Now until October 14	<ul style="list-style-type: none"> • Think about what you and your family (if applicable) need. Will your current benefits continue to work or should you make some changes?
During open enrollment (October 14–25)	<ul style="list-style-type: none"> • Go to <i>Desktop Benefits</i> to review your benefit options and make any changes to your benefits. • Review <i>Your 2020 Benefits Handbook</i> for a description of all your Raytheon benefits, including those you may not think about every day.
December 13 Correction period ends	<ul style="list-style-type: none"> • Remember: Outside of the annual benefits open enrollment period, the only way you can make changes to most benefits is if you experience a qualified change in status (such as marriage, divorce or the birth or adoption of a child) or if your address changes to outside your current medical plan's service area. In these cases, the change(s) you make must be due to and consistent with your change in status.

Pay Off Your Student Loans and Save for Your Future!

The Enrollment Period for the New Student Loan Repayment Contribution Program Begins November 1!

The Student Loan Repayment Contribution (SLRC) program is designed to help boost the retirement savings of employees who are paying off their student loans.

Starting with the 2020 plan year, Raytheon will make a dollar-for-dollar contribution to your Raytheon Savings and Investment Plan (RAYSIP) account equal to the amount you

pay in student loans, up to the amount of the company match you would otherwise be eligible to receive if you were making RAYSIP contributions.

Enrollment for the 2020 program year begins on November 1. Watch for more information on *Desktop Benefits* and on Fidelity's NetBenefits website.



To participate in the SLRC program during 2020, you must enroll during the upcoming enrollment period (November 1 to December 13, 2019). If you miss this deadline, your next opportunity to enroll will be during the fall of 2020 for the 2021 program.

Key Dates for Open Enrollment 2020

- **Beginning October 9:** Visit Raytheon Benefits World, a virtual benefits fair (available on *Desktop Benefits*, 24/7 from any Internet-connected computer or mobile device). Here you can view videos and plan information during open enrollment.



- **Beginning October 14:** Visit the Total Rewards page on oneRTN for general benefits information and links to videos and online tools.

- **Time to Act!**
Open Enrollment:
October 14–25.

Go to the secure *Desktop Benefits* website to view your *Personalized Enrollment Worksheet* and *Plan Smart* enrollment guide.*



Then review your benefit elections and make any changes. Questions? Call the RBC at 800-358-1231.

Remember, only Raytheon employees can access personal information and make benefit changes through the secure *Desktop Benefits* website. Your family members, if applicable, will be able to review general benefits information by visiting a public version of *Desktop Benefits*; no login is required.

- **November 1 to December 13: SLRC program enrollment period.** If you don't enroll by December 13, your next opportunity to enroll will be during the fall of 2020 for the 2021 program.



- **Late November:** Statements confirming your 2020 benefit elections and listing your beneficiaries will be posted on *Desktop Benefits* in the *Message Center*.*

Your beneficiary statement will include the electronic designations you have on file for the following plans: Life insurance, AD&D, Raytheon Savings and Investment Plan (RAYSIP), Retirement Income Savings Program (RISP), pension (if applicable) and deferred compensation (if

applicable). Your statement will include instructions on how to update beneficiary designations.

- **December 13: Correction period ends.** Remember: Outside of the annual benefits open enrollment period, the only way you can make changes to most benefits is if you experience a qualified change in status (such as marriage, divorce or the birth or adoption of a child) or if your address changes to outside your current medical plan's service area. In these cases, the change(s) you make must be due to and consistent with your change in status. See *Your Benefits Handbook* for details.
- **Late December:** New ID cards are mailed, as applicable.
- **January 1, 2020:** Your medical, vision and dental elections become effective. All other changes (such as those for disability, life insurance and AD&D coverage) become effective as long as you are actively at work and have received approval for any requested coverage increases where evidence of insurability is required.



*Employees without Internet access at work will continue to receive enrollment materials and printed confirmation and beneficiary statements via their home mail.