



## Open Enrollment for your 2023 benefits is happening November 1 – 18

Sibanye-Stillwater’s benefits package is the best in the region and one of the best in the mining industry overall.

We are excited to announce that we will continue to offer the same outstanding benefits in 2023 with some new enhancements. Our current benefit plan options will remain the same.

We will also continue to offer a medical premium credit to employees and their spouses who participate in our annual wellness initiatives:

- **\$75/month** if you OR your spouse participate
- **\$150/month** if you AND your spouse participate

## What’s new for 2023?

### Great News!

You will see a **decrease** in employee contributions for medical and vision coverage. Dental rates will stay the same for 2023.

2023 MONTHLY COSTS				
Tier	Medical EPO	Medical PPO	Dental	Vision
Employee Only	\$139.25	\$182.27	\$9.52	\$0.00
Employee & Spouse	\$261.71	\$342.55	\$18.42	\$7.55
Employee & Child(ren)	\$213.74	\$279.76	\$14.81	\$8.61
Employee & Family	\$337.15	\$441.30	\$23.70	\$18.27



For full cost information, including semi-monthly and employer amounts, scan the QR code shown here.

## Lyra **NEW! Enhanced Mental Health Benefit**

We are excited to introduce you to Lyra Health, our **NEW mental health benefit!** With Lyra, you will have access to high-quality mental health services, including therapy, coaching and self-guided resources. You won’t need to do anything to enroll in this benefit. All employees will have access starting January 1.

## How to Learn More

### Attend an Open Enrollment Benefit Fair

Attend an Open Enrollment meeting to learn about your benefits and what’s new for 2023. Our benefit partners will be there to provide detailed information and answer questions. You are encouraged to bring your spouse, so you can learn together.

DATE	TIME	LOCATION
Tuesday, October 25	7 – 9:30 a.m.	Billings Hotel, Yellowstone Room
	12 – 2 p.m.	Columbus Evangelical Church
	2 – 4 p.m. 6 – 8 p.m.	
Wednesday, October 26	7 – 9:30 a.m.	Palladium Lodge in Big Timber
	12 – 2 p.m.	Columbus Evangelical Church
	2 – 4 p.m. 6 – 8 p.m.	

### Visit our Virtual Open Enrollment Website

Visit [sibanyestillwater-virtual.gobenefits.net](https://sibanyestillwater-virtual.gobenefits.net) or [stillwaterfamily.org](https://stillwaterfamily.org) to review all things Open Enrollment:

- Your 2023 Benefits eGuide (plan information, costs, 401(k) contribution limits and contact information)
- Benefits overview video and educational videos
- Enrollment/change forms
- Frequently asked questions
- One-click access to your HR team

# It's time for 2023 Benefits Open Enrollment: November 1 – 18, 2022

## DON'T MISS OUT!

Open Enrollment is your only opportunity during the year to change your benefit elections without experiencing a qualifying change in status. Use this time to:

- ✓ Enroll, make changes or add/remove eligible family members
- ✓ Enroll or re-enroll in a flexible spending account (FSA)

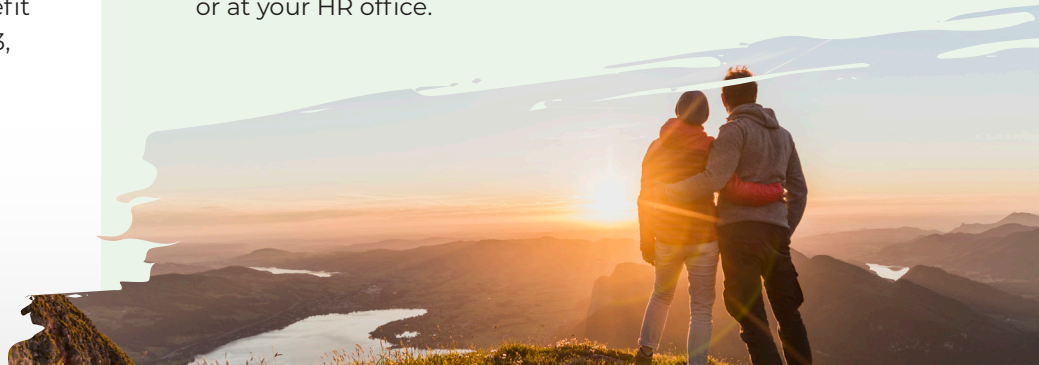
If you do not take action, your current benefit elections will automatically roll over to 2023, except for any FSA elections. **You must re-enroll in the FSAs if you would like to continue your participation in 2023.**



Enrollment forms are due to HR by Friday, November 18, 2022!

## What You Need To Do:

- 1. REVIEW:** Visit our Virtual Open Enrollment website at [sibanyestillwater-virtual.gobenefits.net](https://sibanyestillwater-virtual.gobenefits.net) to review all things Open Enrollment, including your 2023 Benefits eGuide.
- 2. ASK QUESTIONS:** Attend an Open Enrollment meeting. If you have questions about Open Enrollment or your benefits, email [ColHRFrontDesk@sibanyestillwater.com](mailto:ColHRFrontDesk@sibanyestillwater.com) or call 406-322-8930.
- 3. ENROLL:** Enrollment forms are available at our Virtual Open Enrollment website at [sibanyestillwater-virtual.gobenefits.net](https://sibanyestillwater-virtual.gobenefits.net) or at your HR office.



Read about our upcoming 2023 Benefits Open Enrollment and the steps you need to take.

# LOOK INSIDE

HUMAN RESOURCES - BENEFITS  
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