








CARE PACKAGE

CARE represents our sincere commitment to *creating a rewarding experience* for you and your family. We invest in high-quality, affordable and accessible benefits, so you can count on them to support you through every stage of life. Use this newsletter to learn more and make sure you're getting the most from your L3Harris benefits.

Save Time, Money and Stress with Accolade

L3Harris partnered with Accolade with one goal in mind: making healthcare and benefits easier for you. As your advocate, Accolade offers concierge-level personalized support and guidance for all things L3Harris benefits—all at no cost to you!

Count on Accolade's expert team of Care Advocates and nurses to help you and your family:

-  Find a network doctor and prepare for your visit.
-  Understand your coverage and get cost estimates for tests or procedures.
-  Educate yourself about a new or existing condition, or explore treatment options.
-  Get an expert second opinion about a diagnosis, treatment plan or medication.
-  Schedule consultations with top-tier specialists for your condition or concern.
-  Review claims information—even upload a confusing bill and review it together with Accolade.
-  Learn more about your L3Harris benefits and programs.

Accolade's services are confidential and available to all L3Harris Blue Cross Blue Shield (BCBS) medical plan participants. Some services (e.g., dental, vision and EAP provider referrals) are also available to employees who do not participate in an L3Harris BCBS medical plan.

Get Started

Use the [Accolade link](#) on ONEHub within Nexus for a simplified login and registration process. Also download the Accolade mobile app for easy access from your phone or mobile device.





Don't Miss the FSA Claim Deadline!

April 30, 2024 is the deadline to submit any 2023 Health Care or Dependent Care Flexible Spending Account (FSA) claims for reimbursement. Any funds remaining after all eligible claims are submitted will be forfeited! Visit the [Benefits Enrollment Site](#) (or benefits.l3harris.com if you're not on the L3Harris network) for more information.

Note for Aerojet Rocketdyne employees: Your 2023 FSA claim deadline is March 31, 2024. All claims must be submitted to Inspira Financial (formerly PayFlex) at inspirafinancial.com. Contact Inspira Financial at 1.844.729.3539 with any questions.

New Rx Partner for 2024: Capital Rx

We introduced new medical and prescription drug providers in 2024. When you see your providers or visit the pharmacy, ensure they have your new medical/prescription ID card, which you can add to your Apple Wallet from the My Health Toolkit app (available from the [App Store](#) or [Google Play](#)). Use the same card for both medical and pharmacy services; if you have family coverage, only your name will appear on the card rather than each dependent's name.

With the year underway, maximize your prescription drug coverage with these tips:

- ✔ The Capital Rx member portal provides key coverage details, the current formulary (list of covered medications) and a suite of digital tools, including medication pricing. Visit cap-rx.com or download the Capital Rx app from the [App Store](#) or [Google Play](#) to get started.
- ✔ *Did you know?* While Capital Rx offers a mail-order pharmacy, you can also use any retail network pharmacy to obtain a 90-day supply of your maintenance medications.
- ✔ Customer service representatives are available 24/7 at 1.844.306.7781 for any prescription drug questions.



24/7 Support with the EAP

For personal matters big and small, the Employee Assistance Program (EAP) can help. Our EAP partner, SupportLinc, provides access to professional counselors trained to deal with a wide range of challenges, including family issues, financial concerns, stress, grief and more. All employees and household members are eligible for unlimited in-the-moment telephonic support and up to six face-to-face or virtual sessions per clinical issue, per person, per calendar year. Or use [self-guided digital tools](#) to improve your emotional health on your own schedule. Services are confidential and offered at no cost to you.



Reach SupportLinc at 1.888.903.0648 or supportlinc.com (group code: l3harris).

This publication generally describes benefit plans available to eligible non-bargained L3Harris employees working in the continental United States and certain eligible L3Harris employees subject to a collective bargaining agreement (CBA). If you are subject to a CBA, please refer to your CBA to determine eligibility. L3Harris reserves the right to change or terminate any benefit plan at any time for any reason without advance notice. All benefits are subject to the terms and conditions of the applicable plan documents, which will control in the case of any conflict. Receipt of this publication should not be considered a guarantee of eligibility for the benefit plans nor should it be considered a contract or guarantee of employment or continued employment or any specific terms of employment. Employment with L3Harris is generally on an at-will basis.