

CARE PACKAGE





Get Ready for 2025

Now that you've elected your 2025 benefits, use the tips and reminders in this newsletter to make the most of your 2025 L3Harris benefits program.



ID/Debit Cards

There are several changes to ID/debit cards for next year:

BENEFIT PLAN	WILL I GET A NEW CARD?	GOOD TO KNOW	DIGITAL ID CARD (IF APPLICABLE)
Medical/ Pharmacy	Yes, everyone will get a new ID card even if you didn't change plans	<ul style="list-style-type: none"> » One card works for BOTH medical and pharmacy » If you're covering dependents, all cards will show the employee's name only 	My Health Toolkit® for BCBS  
Dental	Only if you enrolled in the DHMO	<ul style="list-style-type: none"> » Cigna is no longer issuing hard copy ID cards for Dental 1 and Dental 2—you can download a digital ID card 	myCigna  
Vision	No, there are no ID cards for vision	<ul style="list-style-type: none"> » Simply identify yourself as a MetLife/VSP vision member 	N/A
Flexible Spending Account (FSA) Debit Card	Only if you newly elected an FSA for 2025	<ul style="list-style-type: none"> » If you already have an FSA debit card, you can continue using your existing debit card 	N/A
Health Savings Account (HSA) Card	Only if you newly enrolled in an HDHP for 2025—look for communications from Fidelity to complete the necessary steps to open your HSA	<ul style="list-style-type: none"> » If you already have an HSA card, you can continue using your existing card 	N/A



Added a new dependent to your medical, dental and/or vision coverage?

You should have received information from the Dependent Verification Center about the documentation you are required to provide to verify each dependent's eligibility to participate in the L3Harris benefit plans. If you don't respond to the dependent verification by the deadline, your newly added dependent(s) will be removed from coverage.



Review Your Beneficiaries

If you didn't do it during annual enrollment, now is a great time to check your beneficiaries and ensure they still reflect your current wishes. For more information, see the Beneficiary Designations section on [LHXcare.com](https://www.lhxcare.com).



Check Your January Pay Statement

Check your first pay statement in January to be sure your benefit deductions match the elections you made during annual enrollment. If there are any issues or concerns, contact the Enrollment Center immediately at 1.844.892.6495 on business days between 8:30 a.m. and 5:30 p.m. (ET).



Need benefits information? Start with [LHXcare.com](https://www.lhxcare.com).

The benefits microsite, [LHXcare.com](https://www.lhxcare.com), is your one-stop resource for L3Harris benefits information. Look for an overview of all your L3Harris benefits, including health and welfare, voluntary insurance, work/life, retirement, time off, and leave of absence benefits. Then use the **Resources** page as a guide to where you can learn more about specific topics.