

## GET READY!

CHANGES ARE COMING  
TO YOUR GROUP  
INSURANCE PLAN  
ON JANUARY 1, 2025



We are happy to announce the introduction of a **Health Care Spending Account (HCSA)** to your Group Insurance Plan along with adjustments to the health plan.

These updates come after a collaborative process involving representatives of the Concordia Employee Benefits Committee (CEBC), including active and retired members, and the University.



**NEW**

### WHAT IS CHANGING?

The newest addition to our Group Insurance Plan is the introduction of a **HCSA**, which will give you the flexibility to allocate funds where you need them most.

In addition, the health plan has been adjusted to ensure the affordability and sustainability of the plan while maintaining financial security for members. Stay tuned for details!

### WHAT IS NOT CHANGING?

The Basic Life insurance plan remains the same.

### REST ASSURED!

You will continue to have access to a comprehensive coverage under the Group Insurance Plan.

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### WHAT'S NEXT?

In November, you will receive a detailed announcement by mail to learn more about these changes and be invited to an information session.