

Take a Fresh Look at Your Benefits

There are minimal changes for 2025, but we encourage you to review everything that's available so you can get the most out of the benefits Cintas offers.

Remember, you can only make changes to your benefits during Annual Open Enrollment (unless you experience a Qualified Status Change, such as marriage or birth of a child) so now's your chance to explore your options and determine if you'd like to make any changes for the coming year.

CHANGES FOR 2025:

- Medical Plan and Dental Plan premium increases that are lower than the national average
- Slightly higher deductibles for the Core Choice Medical Plan option, as a result of increased IRS limits
- Spousal surcharge is increasing from \$15 to \$20 per week
- Increased IRS contribution limits for both the Health Savings Account (HSA) and the Health Care Flexible Spending Account (HCFSA)

Check out the Annual Open Enrollment presentation for more information on changes for 2025 and important reminders. Scan the QR code below or visit mycintasbenefits.com.

