

Shine

Feel good and thrive

Enroll for
benefits by
May 26th

**Benefits
Made for You**

Open Enrollment Is May 8th–26th

Williams-Sonoma continues to offer the same great benefits to help you shine, feel good and thrive. Take time to review your choices and enroll by **May 26th**. Open Enrollment is your only opportunity to make changes, unless you have a qualifying life event during the year. If you don't enroll, your current benefits will carry over to 2023–2024.

There are no plan design changes to your medical, pharmacy or dental benefits.

3 Ways To Enroll



ONLINE AT MYWSIBENEFITS.COM

- Go to the “Enroll or Check Your Benefits” section at the bottom of the page.
- After logging in, click the Enroll Now button and follow the steps to make your elections.
- Save a copy of your election summary for your records.



MOBILE APP

Log in to the Life@Work mobile app and click the Enroll Now button. Then follow the steps to make your elections.



ENROLL BY PHONE

Call the WSI Benefits Resource Center at 800.413.1444, option 1. Representatives are available Monday through Friday, 10 a.m. to 7 p.m. Atlantic Standard time, except on certain holidays.

Your Monthly Paycheck Costs for Coverage

	Associate Only	Associate Plus One	Associate Plus Two or More
If you make \$50,000 or less			
Non-tobacco user	\$103.00	\$188.00	\$235.00
Tobacco-user	\$171.00	\$256.00	\$303.00
If you make \$50,000.01–\$100,000			
Non-tobacco user	\$106.00	\$194.00	\$242.00
Tobacco-user	\$176.00	\$264.00	\$312.00
If you make greater than \$100,000			
Non-tobacco user	\$109.00	\$200.00	\$249.00
Tobacco-user	\$181.00	\$272.00	\$321.00

Where To View SPDs and Legal Notices

Visit [MyWSIBenefits.com/puerto-rico](https://mywsibenefits.com/puerto-rico) to obtain a copy of the Legal Notices and the current Summary Plan Description (SPD) for the MCS Global Standard plan described in this guide. For the Williams-Sonoma, Inc. Health & Welfare Plan SPD, log in to the Benefits Portal at [MyWSIBenefits.com](https://mywsibenefits.com) (look for “Enroll or Check Your Benefits”). Then select “Library” and click on “Plan Summaries.” If you would like to receive a paper copy of an SPD, please contact the WSI Benefits Department at benefitsdept@wsgc.com or call 415.616.8500. SPDs maintained at [MyWSIBenefits.com](https://mywsibenefits.com) are updated periodically.

Health Benefits at a Glance

Learn more by contacting MCS Life at 888.758.1617.

MCS Global Standard	
Medical	
Physician visits	\$10 for generalist \$15 for specialist, sub-specialist or chiropractor \$7 for physical or respiratory therapy
Emergency room	\$0 for accident \$50 for sickness
Urgent care	\$35
Hospital	\$150
Ambulatory facilities	\$75
Laboratory and X-rays	30%
Diagnostic and office surgical procedures	25%
Out-of-pocket maximum	\$6,350 for individual; \$12,700 for family
Pharmacy	
Bioequivalent preferred or non-preferred	\$5 for retail; \$10 for mail-order
Brand preferred	\$20 for retail; \$40 for mail-order
Brand non-preferred	\$35 for retail; \$70 for mail-order
Specialty	30%, \$200 maximum
Dental	
Diagnostic and preventive	0%
Restorative, oral surgery, endodontic, periodontal treatment	20%
Major restorative (including crowns and prosthesis)	50%
Orthodontics	N/A
Annual plan maximum	\$1,000

Life and AD&D Benefits at a Glance

WSI provides you with associate Basic Life and AD&D benefits through MetLife.

Benefit	Amount
Basic Life	1x your base earnings; \$1 million maximum
Basic AD&D	1x your base earnings; \$1 million maximum



This document is intended for all regular full-time associates scheduled for or normally working 30 or more hours per week.

This guide is designed as a reference to help eligible associates enroll for benefits and answer many benefit questions. The legal documents and insurance contracts governing these plans will determine your benefits in the event of any omissions or discrepancies. Your participation in these plans is not a contract of employment and does not guarantee your future employment.

May 2023

Learn How To Thrive

Our WSI programs are here to help you live your best life. Our **CONNECT Employee Assistance Program (EAP)** provided by Cigna, offers free confidential support for everyday challenges and for more serious problems. It's available to you and your household members, even if you're not enrolled in a WSI medical plan.

Get Help

LEGAL ASSISTANCE
FINANCIAL • PARENTING
ELDER CARE • PET CARE
IDENTITY THEFT



Place QR code in front of electronic device camera to activate.

Get in Touch With the EAP

Call 877.505.4161 or visit myCigna.com. If you haven't registered on the website yet, click on "Register" to complete your registration (Employer ID: WSI).

EAP Fast Facts

- Available 24/7
- Up to 7 free counseling sessions per issue for each household member each plan year
- Virtual or face-to-face support
- Help with everything from anxiety and depression to marriage and relationships to money management
- Online library of videos and articles