Employee Benefits
Open Enrollment 2017
Healthcare Trends
2016 Healthcare Trends

• Medical premiums
  • Double digit increases in the 1990s
  • High single digit increases in the 2000s
  • Mid single digit increases since 2010
  • Andrews has experienced an average 3% trend over the past 11 years!!!!!

• Deductibles
  • Average participant deductible for single coverage / $1,478
    • Increased 3 times faster than premiums
    • 7 times faster than wages

*Kaiser 2016 Employer Health Benefit Survey
PLAN YEAR COSTS

Includes Medical, RX, Vision & Dental

2016/2017 estimated
Plan Changes For 2017/2018!!

- No changes to:
  - Deductibles
  - Co-insurance percentages
  - Office visit co-pay
  - Prescription co-pays
  - Dental/Vision employee contributions

- New requirements to receive the maximum Live Wholly discount
- Changes to our prescription network!
- New Telemedicine benefit!
- Increased dental benefit to $1,100/member/plan year!
  - Added a $25/$75 deductible on type 2 and 3 services
Live Wholly
Live Wholly

“Wellness is an active process of optimizing every aspect of our multidimensional self to harmoniously reflect the image of our Creator”

- Physical
- Spiritual
- Mental
- Relational
- Professional
Web-based E-Wellness platform that provides:

- Fitness challenges
- Online education
- Exercise and nutrition tracking
- Social features

[www.andrews.edu/wellness]
Live Wholly Contribution Discount!!!

You will receive a discount when you (participating employee) do the following:

1. **February** – Must have completed the health survey on the fit-thumb e-wellness platform
   - You will be able to verify when you enroll

2. **March** - Attend a town hall meeting
Live Wholly and AHDI

Working Together
Our benefits include the services of a Health Engagement Program through AHDI

- Provides a health advocate for individuals in our group who have been diagnosed with a chronic condition

If you qualify for this program you will:

- Receive an introductory letter and/or a phone call about your chronic condition(s) to provide:
  - Information about your condition(s) and the standards of recommended minimum medical services
  - List of telephone numbers, websites, and other sources of educational materials relating to your condition(s)
Chronic Medical Conditions

- Asthma
- Coronary Artery Disease
- Depression
- Diabetes/Pre-Diabetes
- Epilepsy
- High Blood Pressure
- High Cholesterol
- Hyperthyroidism
- Multiple Sclerosis
- Hypothyroidism
- Parkinson's Disease
- Rheumatoid Arthritis
- Sleep Apnea
- Ulcerative Colitis

- And More.....
Healthcare Benefits

Effective

July 1, 2017

BENEFITS
<table>
<thead>
<tr>
<th>Plan</th>
<th>Premier Plan</th>
<th>Standard Plan</th>
<th>QHDHP</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deductible</td>
<td>$500/$1,000</td>
<td>$650/$1,300</td>
<td>$1,450/$2,900</td>
</tr>
<tr>
<td>Co-Insurance</td>
<td>90%</td>
<td>80%</td>
<td>80%</td>
</tr>
<tr>
<td>True Max OOP</td>
<td>$4,350/$8,700</td>
<td>$5,350/$10,700</td>
<td>$3,250/$6,500</td>
</tr>
<tr>
<td>Office Visit Co-Pay</td>
<td>$20</td>
<td>$30</td>
<td>Ded, 80/20</td>
</tr>
<tr>
<td>Plan</td>
<td>Premier Plan</td>
<td>Standard Plan</td>
<td>QHDHP</td>
</tr>
<tr>
<td>--------------</td>
<td>--------------</td>
<td>---------------</td>
<td>----------------</td>
</tr>
<tr>
<td>Generic</td>
<td>$10 / $20</td>
<td>$10 / $20</td>
<td>Ded, 80/20</td>
</tr>
<tr>
<td>(Preferred/non-preferred)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Brand</td>
<td>$50 / $70</td>
<td>$60 / $80</td>
<td>Ded, 80/20</td>
</tr>
<tr>
<td>(Preferred/non-preferred)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Specialty</td>
<td>$150</td>
<td>$200</td>
<td>Ded, 80/20</td>
</tr>
<tr>
<td>Mail-Order</td>
<td>2.5 X Retail</td>
<td>2.5 X Retail</td>
<td>Ded, 80/20</td>
</tr>
</tbody>
</table>
Drug Formulary

• What is a drug formulary??
  • A list of generic and brand name drugs identified as “preferred” based on overall value (effectiveness, outcomes, cost, etc.)
• Tiers:
  1. Generic Preferred
  2. Generic Non-preferred
  3. Brand Preferred
  4. Brand Non-Preferred
  5. Specialty drugs
Drug Formulary

- Developed by Navitus and ASR Health Benefits to offer
  - The maximum drug choices
  - Highest value in efficacy
- Constantly under review
  - May change quarterly
  - Members will notified prior to changes
- Our goal is
  - **No Surprises!!!**
  - Facilitate the **best outcomes** possible for our members
Prescription Drug Network

- Developed by Navitus to maximize effective prescription pricing
  - **Excludes**
    - CVS, Walmart, Kroger, Winn Dixie and a handful of other non-local pharmacies
    - **Great news – Sam’s Club will still be in-network!**
Other plan design changes

Services that will be treated as any other service/illness effective 7/1/17:
• Chiropractic care, allergy testing, ER care (non-hospital charges) and TMJ
• Diagnostic X-Rays and Labs
• Co-insurance will apply
• Employee must be enrolled in a QHDHP

Note: QHDHP is not a “qualified RX plan” for purposes of Medicare Part D

• Family deductible
  • One deductible covers all members of a family and must be met before the plan pays

• All services must apply to annual deductible prior to insurance payments (preventive benefits paid at 100% on all plan options)

- 2017 Healthcare Savings Account maximum contribution: $3,400/$6,750
  • Funds can roll-over year-to-year and earn interest
NEW Telemedicine Benefit!!!!
Telemedicine

- Coverage for healthcare on your phone, computer or tablet allows for 24/7 access to healthcare services

- Great for when:
  - Your doctors office is closed
  - You feel too sick to leave the house
  - You need care for your children
  - You are traveling

- Seek treatment for common conditions/concerns:
  - Cough, cold, allergy, flu, sinusitis, migraines, sore throat, fever, ear pain, UTIs, burns, rashes, prescription refills and more!

- Covered just like an office visit
  - Check with your physician to see if they provide this service!!!
A covered person must call ASR Health Management (# on the front of the ID card) before/for the following services:

- Hospital admission
- Therapies
  - Physical, Occupational, Speech, Chemotherapy, & Radiation
- Rental or purchase of Durable Medical Equipment
- Home Health Care
- Purchase of a custom-made orthotic or prosthetic

When in doubt – make the call!!!
2017/2018
Employee Contributions
# 2017/18 Med/RX Employee Contributions

<table>
<thead>
<tr>
<th>Employee Contribution</th>
<th>Premier</th>
<th>Standard</th>
<th>QHDHP</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Only</td>
<td>$96/$194</td>
<td>$67/$165</td>
<td>$27/$50</td>
</tr>
<tr>
<td>Employee + One</td>
<td>$143/$241</td>
<td>$102/$200</td>
<td>$46/$144</td>
</tr>
<tr>
<td>Employee + Two or More</td>
<td>$190/$288</td>
<td>$135/$233</td>
<td>$58/$156</td>
</tr>
</tbody>
</table>

The Bolded number indicates wellness requirements have been met

Bi-Weekly deductions (24)
2017/18 Med/RX Employee Contributions

- In bswift the employee contributions will show as follows:
  - Health election premium
    - Full price (not discounted)
  - Credit/discount per pay
    - Discounted amount
  - Example: Premier Family (Emp + 2 or more)
    - Full price - $288
    - Credit/Discount - $98
    - Net Premiums per pay $190
Auto Related Claims

- Not covered under our plan in the case of Michigan No-Fault
  - 1st dollar coverage
  - Unlimited for life
- Pay secondary in other states
Motorcycle Related Claims

- Our medical plan will exclude the first $20,000 in eligible charges related to a motorcycle injury
  - Per covered person/accident
  - If the covered person was the operator
- Please be sure to purchase a motorcycle medical insurance policy to avoid paying the first $20,000 in Medical claims.
Dental And Vision

- Combined Benefit
- Contribution per pay
  - Single - $14
  - 2 Person - $28
  - Family - $40
Dental & Vision Benefits

Dental Benefit
• 100%/75%/75%/50%
  • $1,100/member/plan year max
  • $1,760 Ortho max lifetime benefit
  • Deductible of $25/member up to $75/family on non-preventive services

Vision Benefit
• $15 Co-pay for routine exams
• 100% - $250/participant/plan year
We will all be receiving new ID card post-open enrollment with de-identified ID numbers.
Global Healthcare

What do I need to know?

- Approval/coordination from Akeso Care Management required
- Initial diagnosis should be provided by an in-network provider here in the states
- Must be a good candidate for travel
- Typically non-emergent care
- Follow-up care should also be provided by an in-network provider here in the states
- Services must meet the cost effective threshold
- $7,000 payment to employee (taxable)
Flexible Spending Accounts
Flexible Spending Account (FSA)

- Voluntary Pre-tax deduction
  - Healthcare Reimbursement
  - $2,600 maximum per employee
  - Daycare Reimbursement
  - $5,000 maximum per household

- ASR Administered
  - FSA Debit Card

- Determine your plan year contributions
- FSA Contributions are payroll deducted
- IRS requires a proof of expense
- “Post Deductible” medical expenses for HSA participants only
  - Dental, vision, hearing, etc.
FSA IRS Regulations

- OTCs only reimbursable with a prescription
- Participant Elections
- No change until next open enrollment or change in status
- “Use-it-or-lose-it” rule
- Careful planning – review prior & expected expenses
- Health Care FSA – advance reimbursement
- Dependent Care FSA – no advance reimbursement

➢ You must re-enroll every year
OUR PARTNER FOR LIFE AND DISABILITY
Life And Disability

• Life
  • Employee - $100,000
  • Spouse - $50,000
  • Dependents - $10,000

• Long Term Disability
  • 66 2/3% - $6,000
  • 90 Day elimination period

• Provided by AU
Supplemental Life Insurance

- **Employee**
  - $10K Increments to $750,000 not to exceed 7 X annual income

- **Spouse**
  - $5K Increments up to $250,000 not to exceed 100% of employee election

- **Dependent Children**
  - $5,000 increments not to exceed $25,000
Supplemental Life Guarantee Issue

- Employee Guarantee Issue:
  - $250,000 (or 3X earnings) for all employees
  - If you currently have elected at least $10K in coverage, you will not be subject to evidence of insurability for additional coverage up to $250,000

- Additional coverage on your Spouse:
  - $50,000
• Value-added services
  • Travel Assistance
  • Employee Assistance Program
  ▪ Brochures available!!!
Voluntary Disability
Voluntary Critical Illness
Voluntary Accident Plan
Whole Life

Additional Benefits
Voluntary Disability

• Are you insuring your paycheck???
• You design the benefit:
  • You can choose:
    • A monthly benefit between $400 and $5,000
    • The waiting period before benefits begin
    • Duration of benefits
  • Your benefit counselor will help you calculate premiums/quotes
What is covered?

Examples of critical illnesses covered under the base plan:
- Heart attack, blindness, major organ failure, end-stage renal (kidney) failure, coronary bypass, benign brain tumor, stroke, coma, permanent paralysis, cancer & carcinoma

$50 health screening benefit

Sample Rates for a 40 year old with $5,000 benefit
- $1.90 per week
Unum’s accident insurance can pay benefits based on the injury you receive and the treatment you need, including surgery:
- X-rays
- Emergency room care (including related surgery)
- Wellness benefit pays $50 per insured per calendar year
- You can also purchase a Sickness Hospital Confinement rider
### Accident Plan Weekly Rates:

<table>
<thead>
<tr>
<th>Plan</th>
<th>Employee</th>
<th>Spouse</th>
<th>Child</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accident</td>
<td>$4.10</td>
<td>$2.66</td>
<td>$3.30</td>
</tr>
<tr>
<td>Sickness Rider</td>
<td>$.48 /$100</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Whole Life Insurance

Term life is for “if” you die, whole life is for “when” you die

- Level premiums and death benefit
- Coverage is individually owned
- Living benefit
- Cash value with 4.5% guaranteed interest rate
- Death benefit can be used for Long Term Care services
Sample Rates For “Paid-up At 70” ($6 Of Weekly Premium)

<table>
<thead>
<tr>
<th>Issue Age</th>
<th>Face Amount</th>
<th>Cash Value at age 65</th>
</tr>
</thead>
<tbody>
<tr>
<td>25</td>
<td>$35,821</td>
<td>$14,098</td>
</tr>
<tr>
<td>35</td>
<td>$23,301</td>
<td>$8,249</td>
</tr>
<tr>
<td>45</td>
<td>$13,898</td>
<td>$3,969</td>
</tr>
</tbody>
</table>
Open Enrollment
Open Enrollment

• Opens
  • April 2\textsuperscript{st}
• Closes
  • April 14\textsuperscript{th} – 5:00PM
• \textbf{No} changes after that date will be accepted
Open Enrollment Checklist

✓ Login onto www.andrews.edu/go/mybenefits
✓ Review personal information
✓ Go to the News & Library Sections and review necessary documents
✓ Begin enrollment by clicking “Enroll Now”
✓ Once enrollment is complete – review your elections and email or print your confirmation statement for your records

Remember to COMPLETE your enrollment and review your confirmation statement!!!!!!
Open Enrollment Guidelines

- Benefit Elections will automatically rollover to 2017/2018 Plan Year, excluding the Flexible Spending Account elections/contributions.
- Participant Changes must be made via Andrews University Internet Enrollment System provided by bswift.

You must re-enroll in the flex accounts every year!!!
Do You Need Help???

- Should you need assistance:
  - Three benefit counselors will be available to help you complete the open enrollment process
    - April 10th
    - Sign-up is on a first come, first serve basis
  - OR
  - For enrollment or benefit questions, please email benefits@andrews.edu or schedule an appointment with a benefit counselor
Benefit Statements

- Confirmation statements will be provided pre/post enrollment
- Review your confirmation statements and make any necessary corrections before the 14th!!!!!!
Every year someone misses this...
Reminder...

- By law, all participants have 30 days after a qualifying event to make a corresponding change to your enrollment status
  - Birth
  - Adoption
  - Marriage
  - Divorce
  - Change/loss of other coverage
- etc. (See SPD & Amendments)
IT SEEMS MY WORK HERE IS DONE
Coldbrook Insurance Group provides a broad spectrum of Insurance and Risk Management services with a focus in Group Life & Employee Benefits and Commercial Property & Casualty Insurance. Our agents and counselors serve commercial, public sector and personal clients.

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