AGENDA

• Medical Insurance Plan Design Changes
• Health Savings Accounts (HSA)
• Medical Insurance Comparison Tool
• One Guide
• Motivate Me — URWell Employee’s new incentive program
• Benefit Fairs - Health Screenings & Flu Shots
RECENT HISTORY

- Health care costs continue to rise nationally at about 10% per year.
- UR experienced higher-than-expected claims over the past 12 months.
- Based on these factors, UR’s premium costs were projected to increase 9% for all employees.
- It is important to remember that the University is self-insured which means we all share the costs of health care.
- In order to reduce the premium increase for both employees and the University, plan design changes were made to each plan.
- Employee only - High deductible health plan (HDHP) will now have a premium cost.
- The High Deductible Health Plan premiums will increase 2.7% while the Traditional Plan premiums will increase 3.79%.
- With the exception of last year, when premiums did not increase, these increases are the smallest in 11 years.
## HEALTH INSURANCE PREMIUM CHANGES
### 2008 - 2017

<table>
<thead>
<tr>
<th>Year</th>
<th>Change from Prior Year</th>
<th>National Premium Increases</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009</td>
<td>6.0%</td>
<td>10.5%</td>
</tr>
<tr>
<td>2010</td>
<td>10.0%</td>
<td>9.0%</td>
</tr>
<tr>
<td>2011</td>
<td>7.9%</td>
<td>6.0%</td>
</tr>
<tr>
<td>2012</td>
<td>5.0%</td>
<td>7.0%</td>
</tr>
<tr>
<td>2013</td>
<td>7.0%</td>
<td>7.0%</td>
</tr>
<tr>
<td>2014</td>
<td>7.0%</td>
<td>6.5%*</td>
</tr>
<tr>
<td>2015</td>
<td>4.0%</td>
<td>6.8%*</td>
</tr>
<tr>
<td>2016</td>
<td>8.0%</td>
<td>6.0%*</td>
</tr>
<tr>
<td>2017</td>
<td>0.0%</td>
<td>6.2%*</td>
</tr>
<tr>
<td>2018</td>
<td>5.7%</td>
<td>6.5%*</td>
</tr>
</tbody>
</table>

* PricewaterhouseCoopers (PwC) survey

The University has not made any voluntary changes to plan designs since 2009.
2018 PLAN DESIGN CHANGES

High Deductible Health Plan (HDHP)

• Employee only coverage will now have a premium cost, as it does in the Traditional Plan
• Adding coinsurance after deductible is met
  • 10% medical coinsurance
  • After reaching the $2,700 deductible, participants will pay 10% of the cost of care up to the $3,500 out of pocket maximum.
• Non-Preferred Brand & Specialty Rx – 3rd Tier
  • The greater of $50 Copay or 20% up to a $200 per RX
• The out-of-pocket maximum has not changed

Traditional Plan

• Adding an in-network Individual and Family deductible on non-preventive services
  • Individual - $500
  • Family - $1,000
  • Deductible does not apply to office visits
• Non-Preferred Brand & Specialty Rx – 3rd Tier
  • The greater of $50 Copay or 20% up to a $200 per RX
• The out-of-pocket medical and RX maximums have not changed
## 2018 PREMIUMS

<table>
<thead>
<tr>
<th>Coverage Tier</th>
<th>Employee Monthly Cost</th>
<th>Employee Bi-Weekly (24 Pays) Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>High Deductible Health Plan</td>
<td>Traditional Plan</td>
</tr>
<tr>
<td>Employee</td>
<td>$21.37</td>
<td>$48.73</td>
</tr>
<tr>
<td>Employee/Minor</td>
<td>$96.20</td>
<td>$158.39</td>
</tr>
<tr>
<td>Employee/Spouse/Same-Sex Domestic Partner</td>
<td>$211.64</td>
<td>$289.98</td>
</tr>
<tr>
<td>Employee/Children</td>
<td>$230.88</td>
<td>$311.90</td>
</tr>
<tr>
<td>Employee/Family</td>
<td>$358.84</td>
<td>$457.76</td>
</tr>
</tbody>
</table>
DENTAL & VISION

ANTHEM

Voluntary Dental
• Same plan design and no change in premiums

Voluntary Vision
• Same plan design and no change in premiums
Cigna Resources

• Cigna pre-enrollment hotline: 1-888-806-5042

• Cigna Telehealth: Access to board-certified doctors by phone or online video

• myCigna mobile app:
  • Directory of doctors, hospitals, facilities with cost and quality information

• Coach by Cigna Health and Fitness App
HEALTH SAVINGS ACCOUNT (HSA)

- HSA is owned by the individual employee.

- The employee can contribute money to an HSA on a pre-tax basis to pay for qualifying expenses.

- The University contributes:
  - $500 (Individual)
  - $1,000 (Family)
WHO CAN SELECT AN HSA?

- The employee must be enrolled in the High Deductible Health Plan (HDHP).

- The employee cannot be enrolled in Medicare (usually 65+) to contribute funds to an HSA.
  - **NOTE:** HSA funds can be used once enrolled in Medicare for qualifying expenses not covered by Medicare.

- The employee cannot be covered by another medical insurance plan.

- The employee cannot be enrolled in TriCare, or have had VA benefits in the last 90 days for non-service related injury or disease.

- The employee cannot be eligible to be claimed as a dependent on another’s tax return (does not apply to joint filing).

- The employee (or employee’s spouse) cannot be enrolled in a medical Flexible Spending Account (FSA) and put funds in an HSA.
WHAT IF I AM IN THE MEDICAL FLEXIBLE SPENDING ACCOUNT (FSA) TODAY?

• The University allows up to $500 of unused medical spending account money to roll to the following plan year.

• If you enrolled in the HDHP, you cannot contribute to the HSA if money is still in your FSA after January 1, 2018.

• If there is a $0 balance on January 1, 2018, then you can open the HSA and contribute.

• If a spouse is enrolled in an FSA and they have a different plan year than the University, employees can only contribute to the HSA once the spouse’s plan year is over. Unfortunately, there’s no way to get around this.
ADVANTAGES OF THE HSA

• Vested immediately — it is your money, including University contributions

• Portable — it is your account and you can build it over time

• NO “use it or lose it”

• Can invest money and/or elect a debit card

• Money must be in the account to spend — it is not pre-funded

• Money in the account will pass on to your spouse or beneficiary
TAX ADVANTAGES OF THE HSA

• The employee does not pay state, federal, or FICA taxes on the money contributed through payroll deductions.

• If contributing post-tax money (not part of payroll), you can claim it when filing taxes, but you will miss the FICA tax savings.

• Payroll deductions are deposited pre-tax, investments and interest can grow tax-free, and money can be withdrawn with no tax consequences for allowed expenses (similar to an FSA).
CONTRIBUTIONS

- UR contributes $500 for single coverage and $1,000 for family coverage (included in total contribution)

- The University will front load their HSA contribution.

- There is no minimum contribution.

- It is highly encouraged that you contribute to the HSA if you enroll in the High Deductible Health Plan (HDHP).

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Employee</strong></td>
<td>$3,400</td>
<td>$3,450</td>
</tr>
<tr>
<td><strong>Employee + 1 more</strong></td>
<td>$6,750</td>
<td>$6,900</td>
</tr>
<tr>
<td><strong>55+ Catch-up</strong></td>
<td>$1,000</td>
<td>$1,000</td>
</tr>
<tr>
<td>(must be 55 by 12/31 of that year)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
WHAT IS REIMBURSABLE?

• Eligible Expenses
  • Medical expenses that are covered by the plan but subject to the deductible, as well as expenses that are eligible for reimbursement in an FSA — such as vision, dental, some supplies, etc.
  • Can reimburse for self, spouse, and tax dependents’ medical expenses (even if not covered under the medical plan).
  • All medical expenses defined by IRS publications 969 and 502
REIMBURSEMENT FROM HSA

• No documentation is required to withdraw HSA funds.

• Save receipts and documentation in case of IRS audit.

• You can withdraw funds from the HSA for prior year expenses, as long as you were eligible in the year the expense was incurred.

• Later in life, you can use HSA funds for Medicare B and D premium, eligible long-term care expenses, and other eligible expenses.
PENALTIES

• If audited by the IRS, you must provide receipts and/or claim recaps to show substantiation of reimbursement.

• Before age 65, if you withdraw the funds for non-qualifying purposes, the withdrawal will be taxed and subject to a 20% penalty.

• After age 65, funds used for anything other than eligible medical expenses will be subject to taxes but not penalized.
WHAT IF I LEAVE OR RETIRE?

• The Health Savings Account belongs to you and you can take it with you.

• You can continue to pay medical expenses tax-free out of the account, even after Medicare eligibility.

• The account is always available for you, your spouse, and tax dependents’ medical expenses.

• You **cannot** make further contributions unless covered by another HDHP insurance policy.
Medical Insurance Comparison Tool
Introducing *MyClearview*, a simple tool to help you select the right health plan. This is a major financial decision…as significant as a car or home purchase… **So, what’s the right plan?**

The best plan choice is not necessarily the least expensive or even the most rich in coverage. It’s the plan that provides the **best value** — the one that covers **anticipated medical services for the lowest cost with the features you need**. Answer a few simple questions and you will see a comprehensive assessment and ranking of options, in less than 4 minutes!

*To access MyClearview:*
Go to: [www.clearviewlogix.com](http://www.clearviewlogix.com)
Login button upper right corner
User name: richmond
Password: spiders

*MyClearview* is mobile-friendly. Give it a try!
Watch the video, then answer the questions to find the plan that works best for you!
Employee only – low user

Your Results

My Clearview has identified Cigna - High Deductible Health Plan (HDHP) as the highest potential value plan for you, balancing total expected cost with other plan features. Please feel free to review and adjust your responses to see how the results analysis changes.

- Cigna - High Deductible Health Plan (HDHP) Value Score: 95
- Cigna - Traditional Value Score: 80

Your Total Cost:
- $86
- $733

Annual Premium:
- $257
- $585

Out-of-Pocket Costs:
- $329
- $148

Employer Out-of-Pocket Cost Credit:
- $500
- $0

Members: Self-Only
Zip Code: 23226
Utilization: Not Too Much
Events: None
Conditions: None

Review Your Answers
Employee only - medium user with multiple office visits

Review Your Answers

- Members: Self-Only
- Zip Code: 23226
- Utilization: Medium
- Events: None
- Conditions: Other requiring multiple office visits (e.g., ongoing PT, mental health)

Your Results

MyClearview has identified Cigna - Traditional as the highest potential value plan for you, balancing total expected cost with other plan features. Please feel free to review and adjust your responses to see how the Results analysis changes!

- **Cigna - Traditional**
  - **Value Score:** 94
  - **Total Cost:** $2,849
  - **Annual Premium:** $585
  - **Out-of-Pocket Costs:** $2,265
  - **Employer Out-of-Pocket Cost Credit:** $0

- **Cigna - High Deductible Health Plan (HDHP)**
  - **Value Score:** 84
  - **Total Cost:** $2,937
  - **Annual Premium:** $257
  - **Out-of-Pocket Costs:** $3,180
  - **Employer Out-of-Pocket Cost Credit:** $500
You may think that the Traditional plan is best value for families with high medical needs, however, the HDHP is lowest cost and best value. The premium is much lower and the OOP cost is capped by the plan maximum.
Cigna One Guide
Next Generation Service Experience
*Digital Innovation with a Human Touch*
Cigna One Guide®
Our new approach to service supported by innovative tools and technology

NEW APPROACH
- Consultative
- Empowered to listen
- Anticipating customer needs

NEW TOOL
- Enhanced, simplified mobile app
- Enhanced predictive model
- Personalized opportunities
- Click-to-chat with Personal Guide

BETTER EXPECTED OUTCOMES
For clients
- Lower total medical costs
- More satisfied employees
- Increased clinical engagement

For customers
- Reduced costs
- Less surprises
- Guidance across benefits
- Better health outcomes
- Optimal use of plan benefits
Technology that powers the experience
myCigna app delivers the Cigna One Guide® digital experience

Note: These are design mockups; actual look and features may vary.
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Cigna MotivateMe
URWell Employee Incentive Program
URWell Employee is improving our incentive program for 2018 with a new online, mobile platform called MotivateMe.

- Employees participate in programs and activities to reach goals and earn rewards
- Portal customized to the University of Richmond employee wellness program by Cigna
- Opportunity to earn $120 worth of gift cards in 2018 by completing the online Cigna Health Risk Assessment (HRA) and then choosing from the following incentives:
  - Participation in campus-wide dimensions of wellness programs
    - Physical
    - Intellectual
    - Financial
    - Occupational
    - Emotional, Environmental, Social, Spiritual
  - Online wellness coaching
  - Preventative visits with physicians, and specialists
MOTIVATEME

How do I start?

• View and access your incentive information 24/7/365 by downloading the myCigna Mobile App or going to www.mycigna.com

• There you’ll find:
  • A list of available healthy actions and goals
  • Details on how to get started
  • Instructions on how to earn and redeem rewards

Eligibility Requirements

• Full-time, benefit eligible employees

• Completion of Cigna’s quick and easy online Health Risk Assessment (HRA) - a personal questionnaire that includes lifestyle questions, such as safety, nutrition, exercise, etc.
URWELL EMPLOYEE INCENTIVE PROGRAM

• BIOMETRIC SCREENING + Cigna HRA
  • Complete at Benefits Fair
    • November 2: 9:00 a.m.-4:00 p.m.
    • November 8: 9:00 a.m.-4:00 p.m.
    • November 10: 9:00 a.m.-4:00 p.m.
  • Incentive earned: 2 Regal Movie Tickets and enrollment into Cigna’s MotivateMe
2017 OPEN ENROLLMENT
October 30 — November 10

Information Sessions:
• October 17: 10:00 a.m.–11:30 a.m. Brown-Alley Room
• October 18: 2:00 p.m.–3:30 p.m. Brown-Alley Room
• October 26: 10:00 a.m.–11:30 a.m. Brown-Alley Room

Benefit Fairs:
November 2, 8, & 10: 9:00 a.m. – 4:00 p.m.
Weinstein Center for Recreation & Wellness

Flu Shots
FREE flu shots are available for all active employees and spouses
QUESTIONS?