



STEVENS
INSTITUTE *of* TECHNOLOGY
THE INNOVATION UNIVERSITY®

2020 Open Enrollment

What is the HDHP/HSA Plan?



2020 Medical and Prescription Plan Offerings



Stevens will continue to offer our existing medical and prescription plans with Horizon Blue Cross Blue Shield and Optum Rx:

- Three plans offered –**Direct Access Core, Direct Access Plus and Advantage EPO**
- There are no changes to deductibles, co-pays and out of pockets maximums
- All three medical plans are coupled with a prescription plan from Optum Rx
- There are no changes to prescription co-pays, deductibles or out-of-pocket maximums.
- There is an 8% increase to employee premiums for 2020





What is New?

Stevens is adding a new medical and prescription plan option called a High Deductible Health Plan (HDHP) with Horizon Blue Cross Blue Shield

- **A High Deductible Health Plan, or HDHP, is a health insurance plan that has lower monthly employee premiums and higher deductibles.**
- HDHP plans have lower employee premiums because the employee is paying more towards the cost of healthcare when they use it through deductibles and coinsurance compared to higher employee premiums but lower deductibles or coinsurance.
- The HDHP has preventive care benefits covered at 100% which means no deductible and no cost to the individual or family members.
- Prescription benefits are with Horizon Blue Cross Blue Shield.
- The Stevens HDHP plan is combined with a Health Savings Account, or HSA.



Medical Plan Components

Deductible

Amount you pay before the health plan will begin to pay towards qualified expenses

Co-Insurance

Cost share or split of costs between you and the health plan on qualified expenses

Co-Pays

Fixed dollar amount you pay for a covered health service after the deductible has been met

Out of Pocket Maximum

The most you will pay for health services, including deductible, coinsurance and copays

All costs, including prescription costs, are applied towards the deductibles and out-of-pocket maximums



HDHP Plan Components

Deductible

\$1,500 Single
\$3,000 Family

INCLUDES PRESCRIPTIONS
NO Rx Copays

Co-Insurance

Health Plan: 70%
You: 30%

INCLUDES PRESCRIPTIONS
NO Rx Copays

Co-Pays

\$20 Primary Care
\$40 Specialist

Out of Pocket Maximum

\$3,000 Single
\$6,000 Family

PREVENTIVE CARE IS COVERED 100% NOT SUBJECT TO THE DEDUCTIBLE



What is a Health Savings Account?

- A Health Savings Account, or HSA, is a savings account where you can contribute pre-tax dollars to spend later on qualified health expenses.
- Stevens will contribute up to \$750 (employee only) and \$1,500 (all other tiers) into this account to help offset the deductible.
 - Reducing the effective deductible
 - Employee Only: \$1,500 to \$750
 - All Other Tiers: \$3,000 to \$1,500
- The employee owns the HSA account and all funds that are contributed, including the Stevens' contribution.
- This account does not expire – no “use it or lose it.”



HDHP Plan Components with HSA

Deductible

\$1,500 Single
\$3,000 Family

Effective Deductible AFTER HSA

\$750 Single
\$1,500 Family

**INCLUDES PRESCRIPTIONS
NO Rx Copays**

Co-Insurance

Health Plan: 70%
You: 30%

**INCLUDES PRESCRIPTIONS
NO Rx Copays**

Co-Pays

\$20 Primary Care
\$40 Specialist

Out of Pocket Maximum

\$3,000 Single
\$6,000 Family

PREVENTIVE CARE IS COVERED 100% NOT SUBJECT TO THE DEDUCTIBLE



2020 Medical Plans Comparison At A Glance

	Core Plan		Plus Plan		EPO Plan		HDHP/HSA Plan	
	In-Network	Out-Network	In-Network	Out-Network	In-Network	Out-Network	In-Network	Out-Network
Benefit %	100%	70%	100%	80%	100% or 80%	Out-Network Services are Not Covered	100% or 70%	Out-Network Services are Not Covered
Deductibles	\$500 Single/ \$1,000 Family	\$1,000 Single/ \$2,000 Family	\$250 Single/ \$500 Family	\$500 Single/ \$1,000 Family	\$1,000 Single/ \$2,000 Family		\$1,500 Single/ \$3,000 Family	
Out of Pocket Maximums	\$2,000 Single/ \$4,000 Family	\$4,000 Single/ \$8,000 Family	\$2,000 Single/ \$4,000 Family	\$2,500 Single/ \$5,000 Family	\$3,500 Single/ \$7,000 Family		\$3,000 Single/ \$6,000 Family	
Office Visits	Primary \$25 Copay Specialist \$50 Copay	70% after deductible	Primary \$20 Copay Specialist \$40 Copay	80% after deductible	Primary \$20 Copay Specialist \$40 Copay		Primary \$20 Copay Specialist \$40 Copay After deductible	
Inpatient Stays	100% after deductible	70% after deductible	100% after deductible	80% after deductible	80% after deductible		70% after deductible	
Outpatient Surgeries	100% after deductible	70% after deductible	100% after deductible	80% after deductible	80% after deductible		70% after deductible	
Emergency Room Visits	\$100 Copay	\$100 Copay	\$100 Copay	\$100 Copay	80% after \$100 Copay		70% after deductible and \$100 Copay	
Prescription	\$10/\$25/\$40	N/A	\$10/\$25/\$40	N/A	\$10/\$25/\$40	N/A	70% after deductible	



New HDHP/HSA Plan (Includes Prescription Rx Premiums) 2020 Rates

Coverage Level	Salary Minimum	Salary Maximum	12 Month	9 over 9	9 over 12	Bi-Weekly
Employee	0.00	35,000.00	\$1.00	\$1.33	\$1.33	\$0.46
	35,000.01	40,000.00	\$1.00	\$1.33	\$1.33	\$0.46
	40,000.01	46,000.00	\$1.00	\$1.33	\$1.33	\$0.46
	46,000.01	53,000.00	\$1.00	\$1.33	\$1.33	\$0.46
	53,000.01	75,000.00	\$27.42	\$36.56	\$36.56	\$12.66
	75,000.01	99,999.99	\$32.90	\$43.87	\$43.87	\$15.18
	100,000.00	120,000.00	\$38.39	\$51.19	\$51.19	\$17.72
	120,000.01	and above	\$43.87	\$58.49	\$58.49	\$20.25
Employee/Child(ren)	0.00	35,000.00	\$1.00	\$1.33	\$1.33	\$0.46
	35,000.01	40,000.00	\$1.00	\$1.33	\$1.33	\$0.46
	40,000.01	46,000.00	\$1.00	\$1.33	\$1.33	\$0.46
	46,000.01	53,000.00	\$1.00	\$1.33	\$1.33	\$0.46
	53,000.01	75,000.00	\$48.95	\$65.27	\$65.27	\$22.59
	75,000.01	99,999.99	\$58.74	\$78.32	\$78.32	\$27.11
	100,000.00	120,000.00	\$68.53	\$91.37	\$91.37	\$31.63
	120,000.01	and above	\$78.32	\$104.43	\$104.43	\$36.15
Employee/Spouse	0.00	35,000.00	\$1.00	\$1.33	\$1.33	\$0.46
	35,000.01	40,000.00	\$1.00	\$1.33	\$1.33	\$0.46
	40,000.01	46,000.00	\$1.00	\$1.33	\$1.33	\$0.46
	46,000.01	53,000.00	\$1.00	\$1.33	\$1.33	\$0.46
	53,000.01	75,000.00	\$64.89	\$86.52	\$86.52	\$29.95
	75,000.01	99,999.99	\$77.87	\$103.83	\$103.83	\$35.94
	100,000.00	120,000.00	\$90.84	\$121.12	\$121.12	\$41.93
	120,000.01	and above	\$103.82	\$138.43	\$138.43	\$47.92
Employee/Family	0.00	35,000.00	\$1.00	\$1.33	\$1.33	\$0.46
	35,000.01	40,000.00	\$1.00	\$1.33	\$1.33	\$0.46
	40,000.01	46,000.00	\$1.00	\$1.33	\$1.33	\$0.46
	46,000.01	53,000.00	\$1.00	\$1.33	\$1.33	\$0.46
	53,000.01	75,000.00	\$88.13	\$117.51	\$117.51	\$40.68
	75,000.01	99,999.99	\$105.76	\$141.01	\$141.01	\$48.81
	100,000.00	120,000.00	\$123.38	\$164.51	\$164.51	\$56.94
	120,000.01	and above	\$141.01	\$188.01	\$188.01	\$65.08



Important Facts about the HDHP/HSA

- ❑ The HDHP/HSA Plan is IN-NETWORK ONLY

- ❑ This plan is a good option for individuals who do not use healthcare often, and/or when they do, can afford to pay the deductibles and coinsurance up to the out-of-pocket maximum (including prescriptions)

- ❑ This plan is an excellent opportunity to save money through lower employee premium deductions and to put those savings aside, pre-tax, in a Health Savings Account (HSA)

- ❑ **THIS PLAN IS NOT FOR EVERYONE**

Example 1:

Mary is a 27 year-old female.

She enrolled in the HDHP/HSA plan, employee only tier and has chosen not to contribute to her HSA account.



Mary had enrolled in the Core plan, employee only tier in 2019.

Mary's salary is \$60,000.

Example 1: Mary has a typical year for healthcare usage.



Medical Treatments	Average Cost (negotiated rates)	HDHP/HSA Plan Coverage	Mary's Cost (out of pocket)
Annual women's wellness visit	\$240 for office visit	Preventive care covered 100%; not subject to deductible	\$0.00
Diagnosed with strep after seeing primary care doctor	\$180 for office visit <u>\$17 for amoxicillin</u> \$197 total costs	This visit and the prescription is subject to the \$1,500 deductible	\$0.00 <i>Mary used \$197 from her HSA account</i>
Diagnosed with pink eye after seeing urgent care	\$246 for urgent care visit <u>\$120 for antibiotic</u> \$366 total costs	This visit and the prescription is subject to the \$1,303 remaining deductible	\$0.00 <i>Mary used \$366 from her HSA account</i>
Annual premiums for the HDHP/HSA plan			-\$329.04
Total cost to Mary for the year:			-\$329.04
<i>HSA Contributions</i>			\$0.00
<i>HSA Stevens Contributions</i>			\$750.00
<i>Total HSA Contributions</i>			\$750.00
<i>HSA Dollars Used</i>			-\$563.00
<i>HSA Balance</i>			\$187.00

Example 1B: Same employee except Mary had an unfortunate accident.



Medical Treatments	Average Cost (negotiated rates)	HDHP/HSA Plan Coverage	Mary's Cost (out of pocket)
Annual women's wellness visit	\$240 for office visit	Preventive care covered 100%; not subject to deductible	\$0.00
Diagnosed with strep after seeing primary care doctor	\$180 for office visit <u>\$17 for amoxicillin</u> \$197 total costs	This visit and the prescription is subject to the \$1,500 deductible	\$0.00 <i>Mary used \$197 from her HSA account</i>
Diagnosed with pink eye after seeing urgent care	\$246 for urgent care visit <u>\$120 for antibiotic</u> \$366 total costs	This visit and the prescription is subject to the \$1,303 remaining deductible ($\$1,500 - \197)	\$0.00 <i>Mary used \$366 from her HSA account</i>
-\$1,050.00			
Emergency Room visit for hurt arm	\$2,500 for non-surgical treatment	This visit is subject to the \$937 remaining deductible and then the plan will pay 70% and Mary will pay 30%	Mary used remaining \$187 from her HSA account Mary had to pay remaining \$750 of the \$1,500 deductible Mary had to pay 30%, or \$300, of the remaining cost of the bill
Annual premiums for the HDHP/HSA plan			-\$329.04
Total cost to Mary for the year:			-\$1,379.04
<i>HSA Contributions</i>			\$0.00
<i>HSA Stevens Contributions</i>			\$750.00
<i>Total HSA Contributions</i>			\$750.00
<i>HSA Dollars Used</i>			-\$750.00
<i>HSA Balance</i>			\$0.00

Example 1C: Comparison of Core Plan to HDHP/HSA Plan



Cost Plan Comparison\$	Average Cost (negotiated rates)	Plan Coverage	HDHP/HSA Plan	Core Plan
Annual women's wellness visit	\$240 for office visit	Both plans have preventive care covered 100%; not subject to deductible	\$0.00	\$0.00
Diagnosed with strep after seeing primary care doctor	\$180 for office visit <u>\$17 for amoxicillin</u> \$197 total costs	HPHP/HSA: Subject to the \$1,500 deductible Core: \$25 Office visit copay and \$10 Rx copay	\$0.00 <i>Mary used \$197 from her HSA account</i>	-\$35.00
Diagnosed with pink eye after seeing urgent care	\$246 for urgent care visit <u>\$120 for antibiotic</u> \$366 total costs	HPHP/HSA: Subject to the \$1,500 deductible Core: \$25 Office visit copay and \$10 Rx copay	\$0.00 <i>Mary used \$366 from her HSA account</i>	-\$35.00
-\$1,050.00				
Emergency Room visit for hurt arm	\$2,500 for non-surgical treatment for arm	HPHP/HSA: Subject to the \$1,500 deductible and 30% Coinsurance Core: \$100 Copay	Mary used remaining \$187 from her HSA account Mary had to pay remaining \$750 of the \$1,500 deductible Mary had to pay 30%, or \$300, of the remaining cost of the bill	-\$100.00
Annual premiums for the health plans			-\$329.04	-\$1,537.44
Total cost to Mary for the year:			-\$1,379.04	-\$1,717.33
HSA Balance:			\$0.00	n/a

Example 2:



John is a 57 year-old male.

He enrolled in the HDHP/HSA plan, employee and spouse tier, for him and his wife, Susan.

John has also elected to contribute \$50 a month to his HSA.



He was enrolled in the Plus plan, employee and spouse tier, for plan year 2019.

John's salary is \$60,000.

Example 2: John has a typical year for healthcare usage.



Medical Treatments	Average Cost (negotiated rates)	HDHP/HSA Plan Coverage	John's Cost (out of pocket)
John fills his blood pressure medication.	\$87 for 30-day supply; \$261 for a 90-day supply	This prescription is subject to the \$3,000 deductible.	\$0.00 <i>John uses \$261 from his HSA account</i>
John visits his cardiologist.	\$300 for the office visit.	This visit is subject to the \$2,739 remaining deductible.	\$0.00 <i>John uses \$300 from their HSA account</i>
Annual Wellness Check-up (includes colonoscopy per ACA) for John	\$220 for office visit <u>\$950 for colonoscopy</u> \$1,170 total costs	Preventive care covered 100%; not subject to deductible	\$0.00
Annual Women's Wellness for John's wife	\$240 for office visit	Preventive care covered 100%; not subject to deductible	\$0.00
John is diagnosed with the flu	\$180 office visit <u>\$100 for Tamiflu brand</u> \$280 total costs	This visit and the prescription is subject to the \$2,439 remaining deductible	\$0.00 <i>John used \$280 from their HSA account</i>
Susan gets her flu shot	\$180 office visit <u>\$50 for flu shot</u> \$230 total costs	The doctor's office visit may be subject to the \$2,159 remaining deductible; the flu shot is preventive care and not subject to the deductible	\$0.00 <i>John's wife used \$180 from their HSA account</i>
John fills his blood pressure medication.	\$87 for 30-day supply; \$261 for a 90-day supply	This prescription is subject to the \$1,979 remaining deductible.	\$0.00 <i>John uses \$261 from his HSA account</i>
John fills his blood pressure medication.	\$87 for 30-day supply; \$261 for a 90-day supply	This prescription is subject to the \$1,718 remaining deductible.	\$0.00 <i>John uses \$261 from his HSA account</i>

Example 2: John has a typical year for healthcare usage.



Medical Treatments	Average Cost (negotiated rates)	HDHP/HSA Plan Coverage	John's Cost (out of pocket)
John visits his cardiologist.	\$300 for the office visit.	This visit is subject to the \$1,457 remaining deductible.	\$0.00 <i>John uses \$300 from their HSA account</i>
John fills his blood pressure medication.	\$87 for 30-day supply; \$261 for a 90-day supply	This prescription is subject to the \$1,157 remaining deductible.	-\$4.00 <i>John uses \$257 from his HSA account</i>
Annual premiums for the HDHP/HSA plan			-\$778.68
Total cost to John for the year:			-\$782.68
<i>HSA Contributions</i>			\$600.00
<i>HSA Stevens Contributions</i>			\$1,500.00
<i>Total HSA Contributions</i>			\$2,100.00
<i>HSA Dollars Used</i>			-\$2,100.00
<i>HSA End of Year Balance</i>			\$0.00

Example 2B: Same employee, except John needs heart bypass surgery.



Medical Treatments	Average Cost (negotiated rates)	HDHP/HSA Plan Coverage	John's Cost (out of pocket)
John fills his blood pressure medication.	\$87 for 30-day supply; \$261 for a 90-day supply	This prescription is subject to the \$3,000 deductible.	\$0.00 <i>John uses \$261 from his HSA account</i>
John visits his cardiologist.	\$300 for the office visit.	This visit is subject to the \$2,739 remaining deductible.	\$0.00 <i>John uses \$300 from their HSA account</i>
Annual Wellness Check-up (includes colonoscopy per ACA) for John	\$220 for office visit <u>\$950 for colonoscopy</u> \$1,170 total costs	Preventive care covered 100%; not subject to deductible	\$0.00
Annual Women's Wellness for John's wife	\$240 for office visit	Preventive care covered 100%; not subject to deductible	\$0.00
John is diagnosed with the flu	\$180 office visit <u>\$100 for Tamiflu brand</u> \$280 total costs	This visit and the prescription is subject to the \$2,439 remaining deductible	\$0.00 <i>John used \$280 from their HSA account</i>
Susan gets her flu shot	\$180 office visit <u>\$50 for flu shot</u> \$230 total costs	The doctor's office visit may be subject to the \$2,159 remaining deductible; the flu shot is preventive care and not subject to the deductible	\$0.00 <i>John's wife used \$180 from their HSA account</i>
John fills his blood pressure medication.	\$87 for 30-day supply; \$261 for a 90-day supply	This prescription is subject to the \$1,979 remaining deductible.	\$0.00 <i>John uses \$261 from his HSA account</i>
John fills his blood pressure medication.	\$87 for 30-day supply; \$261 for a 90-day supply	This prescription is subject to the \$1,718 remaining deductible.	\$0.00 <i>John uses \$261 from his HSA account</i>

Example 2B: Same employee, except John needs heart bypass surgery.



Medical Treatments	Average Cost (negotiated rates)	HDHP/HSA Plan Coverage	John's Cost (out of pocket)
John visits his cardiologist.	\$300 for the office visit	This visit is subject to the \$1,457 remaining deductible.	\$0.00 <i>John uses \$300 from their HSA account</i>
John requires heart bypass surgery	\$117,094 for surgery and inpatient hospitalization	This surgery is subject to \$1,157 remaining deductible and 30% coinsurance up to the \$6,000 out-of-pocket maximum.	-\$3,900.00 <i>John uses \$257 from his HSA account</i>
John fills his blood pressure medication.	\$87 for 30-day supply; \$261 for a 90-day supply	The \$3,000 deductible and \$6,000 out-of-pocket maximum have been met.	\$0.00
Susan fall and requires hip surgery	\$17,301 for out-patient hip surgery	The \$3,000 deductible and \$6,000 out-of-pocket maximum have been met.	\$0.00
Annual premiums for the HDHP/HSA plan			-\$778.68
Total cost to John for the year:			-\$4,678.68
<i>HSA Contributions</i>			\$600.00
<i>HSA Stevens Contributions</i>			\$1,500.00
Total HSA Contributions			\$2,100.00
<i>HSA Dollars Used</i>			-\$2,100.00
<i>HSA End of Year Balance</i>			\$0.00

Example 2C: Comparison of Plus Plan to the HDHP/HSA Plan



Medical Treatments	Average Cost (negotiated rates)	Plan Coverage	HPHP/HSA Plan	Plus Plan
John fills his blood pressure medication.	\$87 for 30-day supply; \$261 for a 90-day supply	HDHP/HSA: This prescription is subject to the \$3,000 deductible. Plus: \$80 Rx copay	\$0.00 <i>John uses \$261 from his HSA account</i>	-\$80.00
John visits his cardiologist.	\$300 for the office visit.	HDHP/HSA: This visit is subject to the \$2,739 remaining deductible. Plus: \$40 office visit copay	\$0.00 <i>John uses \$300 from their HSA account</i>	-\$40.00
Annual Wellness Check-up (includes colonoscopy per ACA) for John	\$220 for office visit <u>\$950 for colonoscopy</u> \$1,170 total costs	Both plans have preventive care covered 100%; not subject to deductible	\$0.00	\$0.00
Annual Women's Wellness for John's wife	\$240 for office visit	Both plans have preventive care covered 100%; not subject to deductible	\$0.00	\$0.00
John is diagnosed with the flu	\$180 office visit <u>\$100 for Tamiflu brand</u> \$280 total costs	HDHP/HSA: This visit and the prescription is subject to the \$2,439 remaining deductible Plus: \$20 office visit copay and \$10 Rx copay	\$0.00 <i>John used \$280 from their HSA account</i>	-\$30.00
Susan gets her flu shot	\$180 office visit <u>\$50 for flu shot</u> \$230 total costs	HDHP/HSA: The doctor's office visit may be subject to the \$2,159 remaining deductible; the flu shot is preventive care and not subject to the deductible Plus: \$20 office visit copay	\$0.00 <i>John's wife used \$180 from their HSA account</i>	-\$20.00

Example 2C: Comparison of Plus Plan to the HDHP/HSA Plan



Medical Treatments	Average Cost (negotiated rates)	Plan Coverage	HPHP/HSA Plan	Plus Plan
John fills his blood pressure medication.	\$87 for 30-day supply; \$261 for a 90-day supply	HDHP/HSA: This prescription is subject to the \$1,979 remaining deductible. Plus: \$80 Rx copay	\$0.00 <i>John uses \$261 from his HSA account</i>	-\$80.00
John fills his blood pressure medication.	\$87 for 30-day supply; \$261 for a 90-day supply	HDHP/HSA: This prescription is subject to the \$1,718 remaining deductible. Plus: \$80 Rx copay	\$0.00 <i>John uses \$261 from his HSA account</i>	-\$80.00
John visits his cardiologist.	\$300 for the office visit	HDHP/HSA: This visit is subject to the \$1,457 remaining deductible. Plus: \$40 office copay	\$0.00 <i>John uses \$300 from their HSA account</i>	-\$40.00
John requires heart bypass surgery	\$117,094 for surgery and inpatient hospitalization	HDHP/HSA: This surgery is subject to \$1,157 remaining deductible and \$6,000 out-of-pocket expense. Plus: \$250 deductible	-\$3,900.00 <i>John uses \$257 from his HSA account</i>	-\$250.00
John fills his blood pressure medication.	\$87 for 30-day supply; \$261 for a 90-day supply	HDHP/HAS: The \$3,000 deductible and \$6,000 deductible have been met. Plus: \$80 Rx copay	\$0.00	-\$80.00
Susan fall and requires hip surgery	\$17,301 for out-patient hip surgery	HDHP/HSA: The \$3,000 deductible and \$6,000 deductible have been met. Plus: \$250 deductible	\$0.00	-\$250.00

Example 2C: Comparison of Plus Plan to the HDHP/HSA Plan



Medical Treatments	Average Cost (negotiated rates)	Plan Coverage	HPHP/HSA Plan	Plus Plan
Annual premiums for the HDHP/HSA plan			-\$778.68	-\$5,580.84
Total cost to for the year:			-\$4,678.68	-\$6,530.84
<i>HSA Contributions</i>			<i>\$600.00</i>	
<i>HSA Stevens Contributions</i>			<i>\$1,500.00</i>	
<i>Total HSA Contributions</i>			<i>\$2,100.00</i>	
<i>HSA Dollars Used</i>			<i>-\$2,100.00</i>	
<i>HSA End of Year Balance</i>			<i>\$0.00</i>	



Important Facts about the HDHP/HSA

- ✓ The HDHP/HSA Plan is IN-NETWORK ONLY
 - Please be sure your providers and facilities are all In-Network. There are NO Out-of-Network benefits.
- ✓ This plan is a good option for individuals who do not use healthcare often, and/or when they do, can afford to pay the deductibles and coinsurance up to the out-of-pocket maximum (including prescriptions)
 - You must be prepared to pay for services and prescriptions either through your HSA account or out-of-pocket
- ✓ This plan is an excellent opportunity to save money through lower employee premium deductions and to put aside pre-tax dollars in a Health Savings Account (HSA)
 - You can take some of the savings in employee premiums and contribute them pre-tax to your HSA
- ✓ **THIS PLAN IS NOT FOR EVERYONE**



If you do elect the HDHP/HSA Plan

- ☐ You will have a **Horizon MyWay** HSA Account administered by Further
 - Stevens will contribute \$750 (employee only) or \$1,500 (all other tiers) to your HSA account on January 1, 2020
 - You can elect to contribute up to \$2,800 (employee only) and up to \$5,600 for all other tiers
 - If you are 55 or older, you can contribute an additional \$1,000
- ☐ You can only use the funds that are available in your account for qualified health expenses
- ☐ You will be responsible for ensuring all expenses are qualified IRS expenses
- ☐ You will have access to a Gallagher Benefits Advocate to assist you with claims resolution
- ☐ You can elect to contribute to a Limited Purpose Health FSA
 - Traditional health FSA – “use it or lose it”
 - Health FSA can only be used on qualified dental and vision expenses
 - Maximum contribution for 2020 is \$2,750

Horizon MyWay HSA Member Materials



Three Penn Plaza East
Newark, NJ 07105-2200
HorizonBlue.com

> NOTICE:

Welcome to your Horizon MyWaySM HSA

> What you need to know:	> What you need to do:
1. This Welcome Kit contains information about your Horizon MyWay SM Health Savings Account (HSA).	1. Sign up for the online account tools at HorizonBlue.com .
2. Enclosed, you'll find information about online tools available to you, reimbursement options and more.	2. Access your HSA through HorizonBlue.com or through the Horizon MyWay app.
3. Your Account Verification Form, with your Spending Account ID (SA ID), is also enclosed.	3. Activate your new debit card when you receive it.
4. Your SA ID replaces your Social Security Number for verification purposes for your Horizon MyWay account(s). Your SA ID is unique to your Horizon MyWay account(s).	4. Save your itemized receipts to submit claims for reimbursement.

Dear Valued Member:

Thank you for choosing Horizon MyWay HSA through your benefits program. Horizon Blue Cross Blue Shield of New Jersey is committed to giving you the information and tools you need to manage your health and health care spending.

About your Horizon MyWay Health Savings Account (HSA)

You can use the money in your Horizon MyWay HSA to pay for eligible expenses. Your HSA is paired



Account Verification Form

John Horizon
11 Horizon Lane
Horizon Way, NJ
11111-1111

Employer: H Company
SA ID: SA1111111
Date: 01/01/2018

Welcome to Horizon Blue Cross Blue Shield of New Jersey, the administrator for your spending account(s). At Horizon Blue Cross Blue Shield of New Jersey, we help connect your health and finances, so you spend less time worrying and more time living.

You can manage your account online at HorizonBlue.com.

Your Spending Account ID Number: SA1111111

You have the following Horizon Blue Cross Blue Shield of New Jersey account(s):

Health Savings Account - effective: 08/01/2018 - 07/31/2019

Debit card will be sent in undescriptive white envelope



Horizon MyWay Education Website

- ❑ Visit this site for more information about Health Savings Accounts, HSAs:

[https://learn-horizonmyway.hellofurther.com/Individuals/Browse_by_Account/Health_Savings_Account_\(HSA\)](https://learn-horizonmyway.hellofurther.com/Individuals/Browse_by_Account/Health_Savings_Account_(HSA))

- ❑ Useful tools, including calculators, are available to evaluate if this plan is a good option for you and how much to contribute to your HAS

The screenshot displays the 'Health Savings Account (HSA)' page on the Horizon MyWay Education Website. The page is titled 'Health Savings Account (HSA)' and includes a 'Last updated: Oct 4, 2018' note. A brief introduction states: 'This content in this section provides an introduction to HSAs and covers the basics of this type of account.' Below this, a link offers to 'Download our HSA Essential Guide.' The page is divided into three main sections: 'Your New Account', 'Using Your Account', and 'Managing Your Account'. The 'Using Your Account' section is currently active and contains links to 'Basics' (7 pages) and 'Getting Started' (5 pages). The 'Managing Your Account' section includes links to 'Is an HSA right for you?', 'Use these downloads and calculators to decide.', 'Use this Worksheet to see potential cost and savings', 'Compare an HSA with a traditional health plan', 'Calculate your potential savings with an HSA', 'Find your maximum HSA contribution', and 'Find out what to contribute to reach your savings goals'. The 'Popular Topics' section lists 'An Introduction to HSAs', 'Eligible Expenses', 'Saving for Retirement with Your HSA', and 'Requesting and Managing Debit Cards'. The 'Frequently Asked Questions' section includes 'What is an HSA and how does it work?' and 'What are the advantages of an HSA?'.



OPEN ENROLLMENT 2020: Nov. 11th – Nov. 29th

This is the time to:

- ✓ Review your current benefit selections and assess your needs
- ✓ Review the current benefit options offered by Stevens
- ✓ Add any new dependents to your medical, dental or vision plans
- ✓ Re-enroll in the FSA and Dependent care accounts for 2020
- ✓ Review your current beneficiaries and make updates if necessary
- ✓ Review your TIAA Retirement Contribution



How to Enroll

- Go to your Workday account
- In your Inbox, you will see a task called “Open Enrollment Change”
- Click on the task
- Review each plan and confirm
 - Plan Tier (Employee Only, Employee + Spouse, etc.)
 - Dependents
 - Employee Premiums
- Once done, ensure you submit your elections by clicking the “Submit” button
- You are able to make changes to your elections until the enrollment sessions closes on November 29, 2019.

How to Enroll



Complete the Open Enrollment Task in your In-Box

The screenshot displays the Workday Open Enrollment interface. The left sidebar shows a list of tasks under the 'Actions' tab. The top task, 'Open Enrollment Change: Takesha Ellerbie on 01/01/2018', is highlighted with a blue arrow. Below it are several 'change benefit election: Terminate' tasks for other employees. The main content area shows the details for the selected task, including the event date (01/01/2018), initiation date (11/13/2017), and submission deadline (11/29/2017). The page title is 'Change Benefits for Open Enrollment Open Enrollment for Takesha Ellerbie - Step 1 of 3'. The total employee net cost/credit is \$136.22 Monthly Cost. The section 'Your Healthcare Elections' provides instructions on selecting or waiving medical, dental, and vision plans. A link for 'Health Care Plan Dependencies' is visible at the bottom.

Actions 27 Archive

Viewing: All Sort By: Newest

Open Enrollment Change: Takesha Ellerbie on 01/01/2018
12 minute(s) ago - Due 11/15/2017; Effective 01/01/2018

change benefit election: Terminate: Yongchan Gao (Terminated)
5 day(s) ago - Effective 01/31/2017

change benefit election: Terminate: George Robbins
6 day(s) ago - Effective 11/26/2017

Nicole Portner: eligible for COBRA on
6 day(s) ago

change benefit election: Terminate: Joseph Miles (Terminated)
26 day(s) ago - Effective 05/31/2017

change benefit election: Terminate: Abhishek Shah (Terminated)
26 day(s) ago - Effective 08/21/2017

Change Benefits for Open Enrollment Open Enrollment for Takesha Ellerbie - Step 1 of 3 Actions

Event Date
01/01/2018

Initiated On
11/13/2017

Submit Elections By
11/29/2017

12 minute(s) ago - Due 11/15/2017; Effective 01/01/2018

Your Healthcare Elections

Select or waive any combination of medical, dental and vision plans below. You are not required to enroll in all the health plans or enroll the same eligible dependents in every plan. You must be enrolled in a benefit for your dependent(s) to be eligible for the benefit.

If adding a new dependent, please submit the required documentation (e.g.: marriage certificate, birth certificate, etc.)

If you want to participate in the FSA for the new year you must enroll for the new year - even if you are not changing the amount you contribute for the current year.

Your current elections are pre-selected below.

Health Care Plan Dependencies

Total Employee Net Cost/Credit
\$136.22 Monthly Cost

Division of Human Resources



We're here to help!

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