



2024 Open Enrollment Meeting

Foley Public Schools
October 30th, 2023



First Things, First.



- Introductions
- Health Insurance
- VEBA
- Health Savings Account (HSA)
- Medical Flexible Spending Account
- Dental Insurance
- Life Insurance
- Disability Insurance
- Additional Services
- 403(b)
- Wise Benefits - Open Enrollment (NEW)
- Questions



NIS

National Insurance Services

NIS: Who We Are



Meet Your Team



Aaron Casper
Employee Benefits
Consultant

Your full benefit expert:
Responsible for overall
assessment and
management of all your
benefit plans.



Adam Kuck
Account Manager

Your main point of contact
for all your benefit plans.
Resolves employee claim
issues with carriers, takes
policy-related questions,
and assists the Consultant
with the medical carrier
during renewal.



Zach Cunningham
Client Relations (FBC)

Your life, disability, health,
and ancillary benefit
resource for day-to-day
policy-related questions
and enrollment.



Pierre Guilfoile
Director of Health Plan
Analytics

Your medical and dental
utilization specialist: Runs
utilization analytics and
presents solutions based on
your data. Handles medical
and dental renewals, policy
changes and claim
reconciliation.

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Health Insurance Definitions



Definitions



Deductible

- The amount of money you're required to pay out-of-pocket before your plan starts paying benefits. Once you reach your deductible, your insurance will cover the rest for the duration of your plan year if your plan includes 100% coinsurance.

Coinsurance

- The percentage of claims charged by your health care provider that you're responsible for paying until you reach your out-of-pocket maximum.

Out-of-Pocket Maximum

- The dead-stop total amount of money you have to pay out of your own pocket for claims costs after your deductible and coinsurance are both satisfied.

Co-Pay

- The payment you're responsible for in addition to an amount paid by your insurance. For example, if you have a \$50 copay for a \$250 in-network doctor's visit, that means you pay \$50 for the visit. Your health insurance would pay the rest.

Definitions Continued



Network

- A network is a group of health care providers who've agreed to provide you with discounted, pre-negotiated rates.
- When you visit providers outside of your network (called out-of-network providers), they can charge you whatever they want and can balance bill you after the insurance company pays their portion.

Embedded Deductible

- On a family contract, each family member has an individual deductible in addition to the overall family deductible. This means that if one member of the family reaches the individual deductible before the family deductible is reached, his/her services will be paid by the insurance company. The other members on the plan would then have to satisfy the remaining family deductible/out of pocket maximum.

Non-Embedded Deductible

- There is no individual deductible. On a family contract, the overall family deductible must be reached, either by an individual or by the family in order for the insurance company to pay for services.

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National Insurance Services

Health Insurance Options



Your Insurance Carrier



- Your insurance carrier is HealthPartners



HealthPartners®



Plan Options



Your plan offering includes 4 plan options

- \$400 Deductible Plan
- \$850 Deductible Plan
- \$3,200 HSA Deductible Plan
- \$5,000 HSA Deductible Plan



Plan Design Layout



\$400 Deductible Plan	In-network	Out-of-network
Deductible (Embedded)	\$400 Individual \$800 Family	\$800 Individual \$1,600 Family
Out-Of-Pocket Maximum (Embedded)	\$1,700 Individual \$3,400 Family	\$3,400 Individual \$6,800 Family
Preventive Care	100% Coverage	Well Child: 100% Coverage Other: 40% Coinsurance
Office Visits	\$35 Copay	40% Coinsurance
Urgent Care	\$35 Copay	\$35 Copay
Emergency Room	\$100 Copay	\$100 Copay
Hospital Visits	10% Coinsurance	40% Coinsurance
Prescription Coverage	Retail or Mail: \$15 - \$165 Copay Specialty: 30% Coinsurance	Retail or Specialty: 40% Coinsurance Mail: Not Covered
Pharmacy Out-Of-Pocket Maximum	\$1,000 Individual \$2,000 Family	

Plan Design Layout



\$850 Deductible Plan	In-network	Out-of-network
Deductible (Embedded)	\$850 Individual \$1,700 Family	\$1,700 Individual \$3,400 Family
Out-Of-Pocket Maximum (Embedded)	\$2,600 Individual \$5,200 Family	\$5,200 Individual \$10,400 Family
Preventive Care	100% Coverage	Well Child: 100% Coverage Other: 50% Coinsurance
Office Visits	\$40 Copay	50% Coinsurance
Urgent Care	\$40 Copay	\$40 Copay
Emergency Room	\$125 Copay	\$125 Copay
Hospital Visits	15% Coinsurance	50% Coinsurance
Prescription Coverage	Retail or Mail: \$25 - \$210 Copay Specialty: 30% Coinsurance	Retail or Specialty: 50% Coinsurance Mail: Not Covered
Pharmacy Out-Of-Pocket Maximum	\$1,250 Individual \$2,500 Family	

Plan Design Layout



\$3,200 HSA Deductible Plan	In-network	Out-of-network
Deductible (Embedded)	\$3,200 Individual \$6,400 Family	\$5,600 Individual \$11,200 Family
Out-Of-Pocket Maximum (Embedded)	\$3,200 Individual \$6,400 Family	\$11,200 Individual \$22,400 Family
Preventive Care	100% Coverage	Well Child: 100% Coverage Other: 50% Coinsurance
Office Visits	0% Coinsurance	50% Coinsurance
Urgent Care	0% Coinsurance	0% Coinsurance
Emergency Room	0% Coinsurance	0% Coinsurance
Hospital Visits	0% Coinsurance	50% Coinsurance
Prescription Coverage	0% Coinsurance	Retail or Specialty: 50% Coinsurance Mail: Not Covered

Plan Design Layout



\$5,000 HSA Deductible Plan	In-network	Out-of-network
Deductible (Embedded)	\$5,000 Individual \$10,000 Family	\$10,000 Individual \$20,000 Family
Out-Of-Pocket Maximum (Embedded)	\$5,000 Individual \$10,000 Family	\$11,200 Individual \$22,400 Family
Preventive Care	100% Coverage	Well Child: 100% Coverage Other: 50% Coinsurance
Office Visits	0% Coinsurance	50% Coinsurance
Urgent Care	0% Coinsurance	0% Coinsurance
Emergency Room	0% Coinsurance	0% Coinsurance
Hospital Visits	0% Coinsurance	50% Coinsurance
Prescription Coverage	0% Coinsurance	Retail or Specialty: 50% Coinsurance Mail: Not Covered

Rates



\$400 Deductible Plan	Current Rates	1/1/24 Rates
Single	\$898.04	\$988.81
Family	\$2,367.67	\$2,606.99

\$850 Deductible Plan	Current Rates	1/1/24 Rates
Single	\$851.92	\$951.02
Family	\$2,246.07	\$2,507.35

\$3,200 HSA Deductible Plan	Current Rates	1/1/24 Rates
Single	\$723.76	\$818.16
Family	\$1,908.17	\$2,157.05

\$5,000 HSA Deductible Plan	Current Rates	1/1/24 Rates
Single	\$633.45	\$721.17
Family	\$1,670.09	\$1,901.35

What's new

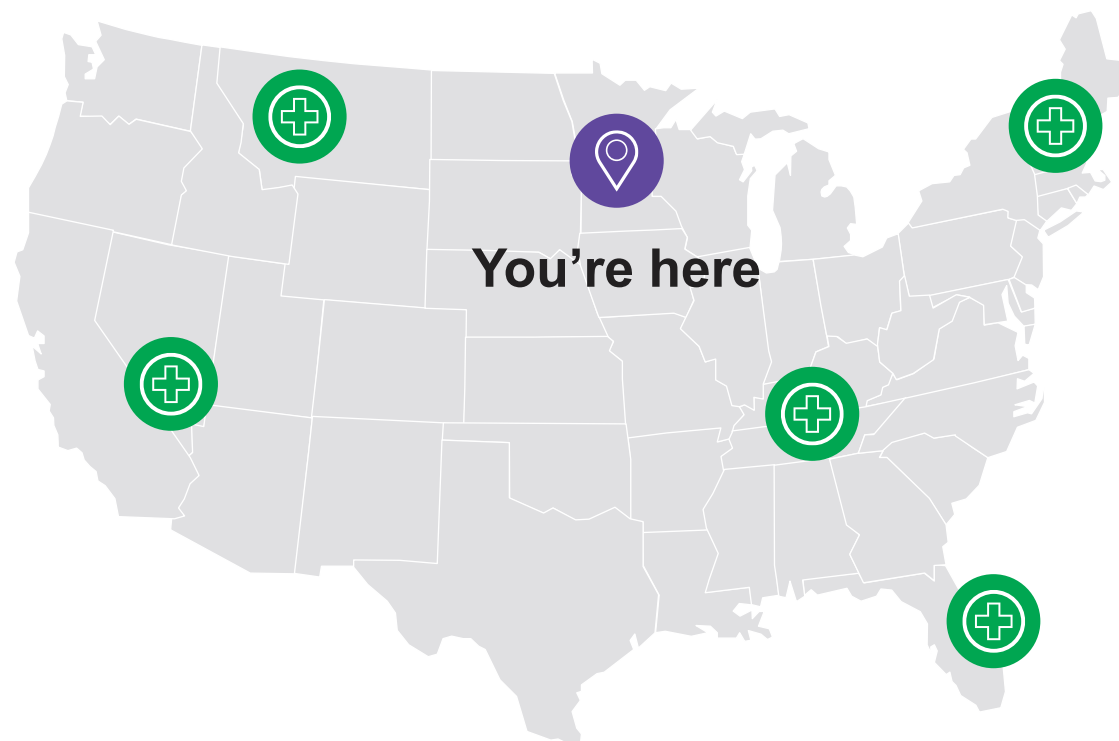
- Virtuwel covered 100% all plans - no member liability!
- Weight loss medications will no longer be covered
- Diagnosis, monitoring and treatment of certain rare diseases: covered at the in-network benefit level regardless of provider
- Contraceptive supply limits are increasing from 3 months to 12 months
- Mammograms: additional diagnostic services and testing
 - HSA plans: 100% subject to the deductible
 - Non-HSA plans: 100% covered, deductible doesn't apply
- HSA plans are following IRS guidelines and will see increases with deductibles and contributions
 - \$3,000 is increasing to \$3,200



Open Access network



**Get the most choices
of doctors and clinics.**



Search the network for your doctor or find a new one at healthpartners.com/openaccess



Care today for a healthy tomorrow



Prevent problems before they start.

Even if you're not sick, you can catch any issues early – when treatment is most effective. Your health plan covers in-network preventive care at 100%; you don't pay anything.

Alcohol, tobacco and weight screenings

Screenings for high blood pressure, diabetes and cholesterol

Breast, cervical and colorectal cancer screenings

Routine pre- and post-natal care

Vaccines

Well-child visits



Visit healthpartners.com/preventive to find out what care is recommended for you.



Virtuwell® – 24/7 online clinic

www.virtuwell.com

Doctor On Demand

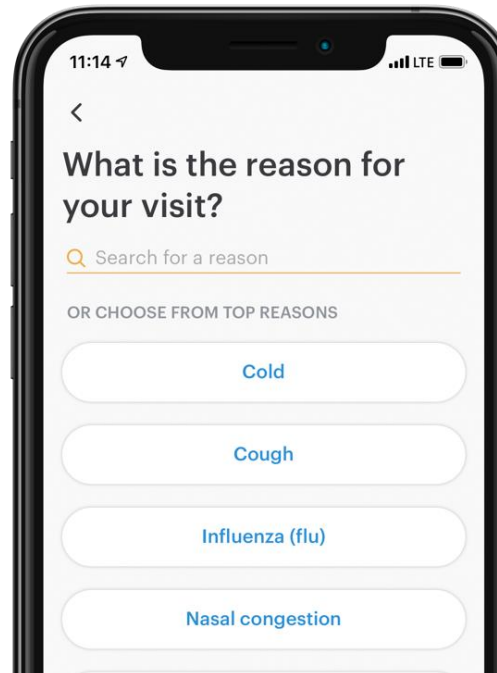
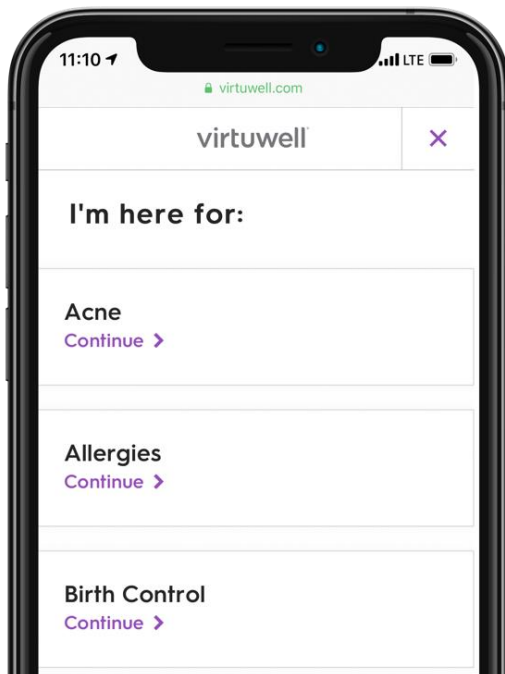
www.doctorondemand.com

Teladoc

www.Teladoc.com

Save time and money by getting treated for common conditions from your smartphone, tablet or computer. Your plan covers telemedicine care.

- Answer a few questions online to get treatment for more than 60 common conditions
- Nurse practitioners give you a diagnosis, treatment plan and prescription – all in about an hour
- Free to all enrolled members on either plan
- Urgent care for cold and flu, skin conditions and allergies
- Live video visits with a doctor include assessment, diagnosis and prescription
- When you create a free member account, your cost is always shown up front, without any surprise bills later
- Fill out a brief medical history
- Connect with medical experts by phone, video or mobile app
- Get help whether it's a prescription sent to the pharmacy of your choice, guidance on next steps or a review of a preexisting condition



Find the best plan with Plan for MeSM

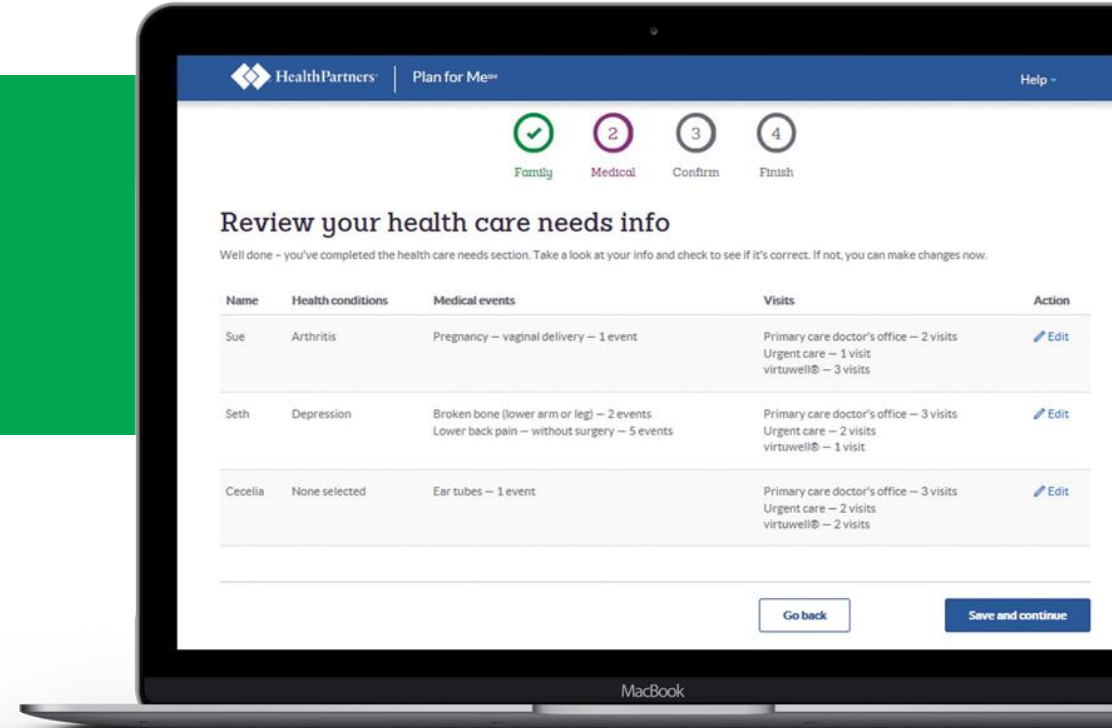
Compare your plan options and potential costs – all based on your unique situation.

Enter the age and gender for you and anyone else you want your plan to cover. Pick from a list of common health conditions, medical events, care visits and medicines.

- Check if your doctor is in-network
- See how your meds are covered
- Estimate your health care costs
- Compare your plan options



Get started at healthpartners.com/planforme



Group Number

29460

Site Number

01

Effective Date (plan start date)

01/01/2024

Prescription benefits

[Drug list](#)

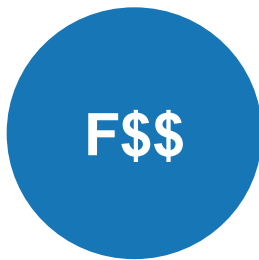
[Plan resources](#)

[Rx Cost transparency tool](#)

[Mail order pharmacy](#)

Prescription coverage

Check your formulary (drug list) to understand your costs and get support if your medicine isn't working for you.



Formulary

Covered medications on your plan's drug list, including brand, high-cost generics, low-cost generics, and specialty medications.



Non-Formulary

Medications not found on your plan's drug list. May be covered with prior approval, but cost more.



Search by the name or type of medicine at healthpartners.com/preferredrx
Use your Summary of Benefits and Coverage (SBC) to find how much you'll pay.



Get the most from your medicines

Try generics



Search for the
lowest cost



Talk with a
pharmacy navigator



Meet with a pharmacist



In a one-on-one visit, a pharmacist will review your medicines with you to make sure they're working and are right for you. Plus, it's free.

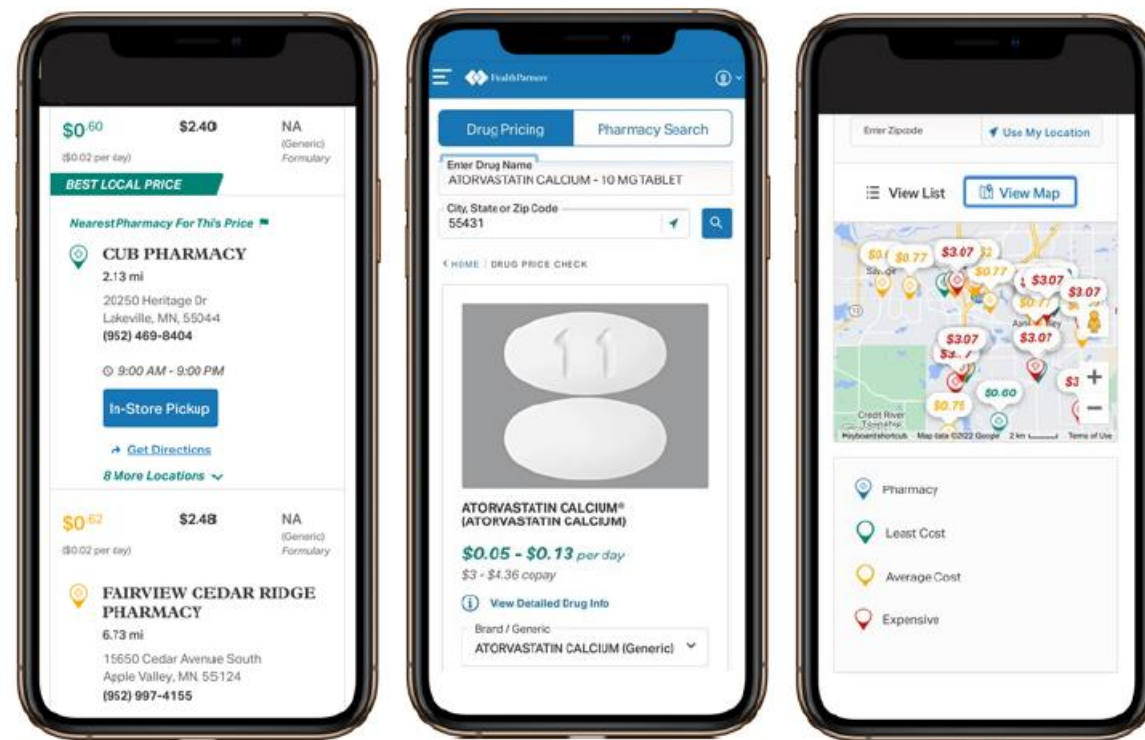
Learn more at healthpartners.com/mtminfo



Pharmacy Cost Transparency Tool

Our drug cost transparency solution tool will help members identify the lowest cost pharmacy in their area, based on their specific plan benefits. The tool helps in the following ways:

- Find the lowest cost for your medicine
- Compare prices at pharmacies near you
- Transfer prescriptions to the lowest cost pharmacy
- Know if you have available refills
- See if you have a prior authorization and when it expires



To get started, visit healthpartners.com and log into your member portal today.



Medicine delivered to your door

Skip the trip to the pharmacy. Get your prescriptions mailed to your home with WellDyne.

5 great things about mail order

- 1 You'll never pay for standard shipping.
- 2 Refilling your medicine online or with the mobile app is easy.
- 3 All orders are sent in a tamper-resistant, plain package to make it more private.
- 4 Safety is important. You'll get the best quality medicine.
- 5 You'll get your medicine delivered within seven to 10 days and can track the status of your order every step of the way.



To get started, call **800-591-0011**
or visit **healthpartners.com/mailorder**



Extra support

[Digital Tools](#)

[Living Well](#)

[Emotional Health](#)

[myStrength](#)

[Healthy Discounts](#)

[Assist America](#)

Take charge of your health plan

You go online to research, plan and follow up on big decisions.

A HealthPartners online account makes it just as easy to stay on top of your health care and insurance. You have real-time access to your personal health plan information in one simple place.

Top 6 ways to use your online account and mobile app

1

See recent claims, what your plan covered and how much you could owe.

4

Access your Living Well dashboard to check your program progress, take the health assessment and complete activities.

2

Get cost estimates for treatments and procedures specific to your plan.

5

Check your balances, including how much you owe before your plan starts paying (deductible) and the most you'll have to pay (out-of-pocket maximum).

3

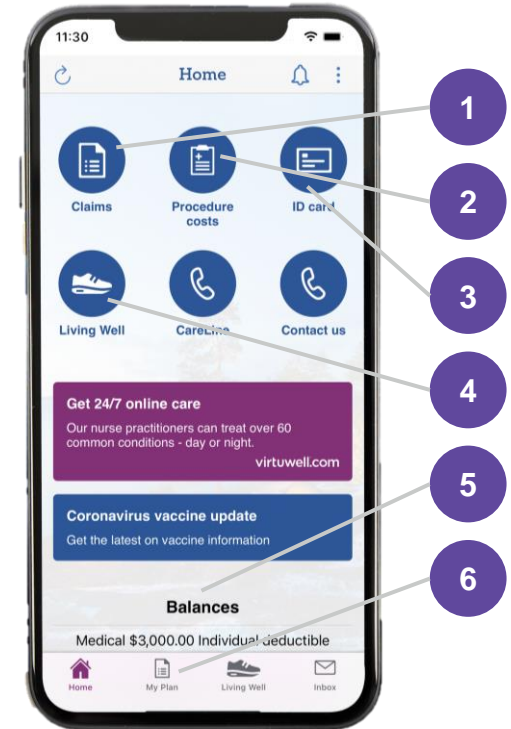
View your HealthPartners member ID card and fax it to your doctor's office.

6

Search for doctors and pharmacies covered by your plan.



Sign in at healthpartners.com or on the myHP mobile app



Improve your health and well-being

It's easy. And it's offered at no cost to you as a HealthPartners member.

- Learn about your health by taking a confidential online health assessment
- Pick a well-being activity – you've got lots of options
- Choose what's best for you to achieve your personal health goals
- Enjoy the life you want



Sign in to your well-being program at **healthpartners.com/livingwell**



A resilient you

We're here to support the whole you – including your emotional health.

Our free and confidential programs will help you build resilience and cope with life's challenges.

- Digital well-being activities to help build healthy habits, like *Healthy Thinking* and *Tackle Stress*
- myStrength flexible and comprehensive digital program with tools and activities for stress, depression, sleep and more
- Answers to benefits-related questions from behavioral health navigators



Behavioral health navigators

Guidance to understand your mental or chemical health benefits



Visit [**healthpartners.com/resilience**](https://healthpartners.com/resilience) for more information and resources



Condition Support Programs

- Experiencing back pain? Learn more at healthpartners.com/backhealth
- Have a chronic and rare health condition such as diabetes, asthma, or heart disease? Get extra support from our condition management program. Get started at [**healthpartners.com/nursesupport**](https://healthpartners.com/nursesupport)
- Facing a cancer diagnosis? Get started at healthpartners.com/cancersupport
- Are you pregnant or expecting? Visit healthpartners.com/healthy-pregnancy to learn more and take the assessment



Living healthier just got a little less expensive

Get special savings from handpicked retailers – all designed to help you live healthy every day.

Show your member ID card to save money on:

- | | |
|--|---|
| <input type="radio"/> Eyewear | <input type="radio"/> Healthy mom and baby products |
| <input type="radio"/> Exercise equipment | <input type="radio"/> Hearing aids |
| <input type="radio"/> Fitness classes | <input type="radio"/> Pet insurance |
| <input type="radio"/> Well-being classes | <input type="radio"/> And more! |
| <input type="radio"/> Eating well | |

Discounts on gym memberships

Husk Gym Network:

- Discounts on memberships at more than 11,000 fitness centers, weight loss programs and wellness brands

The Active&Fit Direct™ program:

- Access more than 11,000 fitness centers nationwide for a flat monthly fee



Visit healthpartners.com/discounts for a list of participating retailers and discounts



Travel anywhere, worry-free



Assist America provides all the support you need when you're more than 100 miles from home.

Get 24/7 help with:

- Coordinating transport to care facilities or back home
- Pre-trip info, like immunization and visa requirements
- Filling lost prescriptions
- Tracking down lost luggage
- Finding good doctors
- Translator referrals
- Getting admitted to the hospital
- And more!



Download your Assist America card at healthpartners.com/getcareeverywhere
Get the **Assist America** app for use on-the-go, reference number 01-AA-HPT-05133



Your member ID card

For anyone enrolling in a new plan, you'll get a new ID card.

Each person on the plan will get their own ID card. Your provider will take a copy of your card so they can submit your claim to us. Pull it up on the go and fax it to your clinic in the **myHP** mobile app.

We're here for you – easily find our number and give us a call

**HealthPartners**
ID **99999999** Payer ID **94267** Group **12345** Renews **January**
Name **SAMPLE CARD**
Care Type **Open Access**

Office Visit \$_.00
Urgent Care \$_.00
Convenience Care \$_.00
RxBIN 003585 RxPCN 24002

Sign-in for important plan information.
healthpartners.com

 **OAP**
Open Access
Plus Plan

National coverage
with Cigna

Member Services **952-883-5000 or 800-883-2177**

Print date 7/23

HealthPartners Member Services, PO Box 1309, Minneapolis, MN 55440-1309

For emergencies call 911 and/or get immediate medical attention. For medical advice call the CareLineSM nurse service any time 612-339-3663 or 800-551-0859.

Admissions Fax information to 952-853-8705 or call 800-316-9807

Claims Payer ID 94267 healthpartners.com/eservices
HealthPartners Claims, PO Box 1289, Minneapolis, MN 55440-1289

Pharmacy healthpartners.com/formulary

	In Network	Out of Network
Deductible (Individual/Family)	\$_. / \$_.	\$_. / \$_.
Out of Pocket Max (Individual/Family)	\$_. / \$_.	\$_. / \$_.

AWAY FROM HOME CARE













Optometry care includes PHCS network.

Offered by HealthPartners Insurance Corp

For your
doctor to ask
questions
and submit
claims



Here for you 24/7

Member Services	Help with all things related to your plan	 	Mon – Fri, 7 a.m. to 6 p.m., CT 800-883-2177 or 952-883-5000
Nurse NavigatorSM program	Support in finding the right care	 	Mon – Fri, 7:30 a.m. to 5 p.m., CT 800-883-2177 or 952-883-5000
Pharmacy Navigators	Help with your medicines	 	Mon – Fri, 8 a.m. to 5 p.m., CT 800-883-2177 or 952-883-5000
Behavioral Health Navigators	Help with mental or chemical health benefits	 	Mon – Fri, 8 a.m. to 5 p.m., CT 888-638-8787
CareLineSM service nurse line	Trusted nurse advice	 	24/7, 365 days a year 800-551-0859
BabyLine phone service	Expert guidance on your pregnancy or new baby	 	24/7, 365 days a year 800-845-9297



NIS

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WEX – VEBA / HSA / FSA



Voluntary Employees' Beneficiary Associations (VEBA)

VEBA account

- As soon as your employer funds the account, the money belongs to you! It is protected within a trust
- Your dollars start earning interest right away, funds are automatically placed into the Lincoln Stable Value Fund with a 1.3% guaranteed rate of return
- You have access to 30+ additional funds
- There are no VEBA investment fees & no minimum balances
- No taxes on account contributions, interest or qualified withdrawals
- Post employment, your money goes with you

VEBA expenses

- Use your VEBA for medical expenses that your plan doesn't cover, such as:
 - 213(d) expenses
 - Over the counter expenses
 - <https://www.wexinc.com/insights/benefits-toolkit/eligible-expenses/>
 - Dental & vision
 - Co-pays, deductible and co-insurance
 - Dependent expenses
 - Defined as a spouse or child under age 26 who is enrolled in any group-sponsored health plan
 - Post employment – VEBA funds can pay your medical insurance premiums

VEBA beneficiary rules

Beneficiary protection ensures that you control the designation of who retains your funds after you're gone:

1. Spouse (tax free basis)
2. Medical dependent (up to age 26) (tax free basis)
3. Designated beneficiary (subject to state and/or federal taxes)

Health savings account (HSA)

What is a health savings account?



Individually
owned account



Funds rollover
every year



Grow account through
investments

Eligibility



Must be enrolled in a high-deductible health plan (HDHP)

- Cannot be enrolled in a PPO or HMO health plan

Can be enrolled/covered by:

- Limited FSA or combination FSA
- Dependent care FSA

Benefits after age 65



You are eligible to contribute to an HSA after you turn 65 if you meet the following criteria:

- You remain enrolled in a qualified high-deductible health plan (HDHP)
- You do not enroll in Medicare

Note: if you sign up for Social Security, you are automatically enrolled in Medicare Part A.

What does an HSA cover?

The list includes but is not limited to:

- Copays, coinsurance, insurance premiums
- Doctor visits and surgeries
- Over-the-counter medications (first-aid, allergy, asthma, cold/flu, heartburn, etc.)
- Prescription drugs
- Birthing and Lamaze classes
- Dental and orthodontia
- Vision expenses, such as frames, contacts, prescription sunglasses, etc.



Tax advantages

Since 2003



Tax-deductible
contributions



Tax-free
accumulation of
interest & dividends



Tax-free distributions
for qualified medical
expenses

Annual contribution limit



Single maximum
contribution limits

\$4,150



Family maximum
contribution limits

\$8,300

\$1,000

Catch-up for over age 55:

Can make pre-tax contributions:

- Pre-tax employer contribution, employee payroll contribution
- Post-tax employee contributes outside of payroll deductions post-tax

Accessing your HSA funds

Submit a distribution request online at any time



Pay your provider from your online account/mobile app – check issued from your HSA to your provider



Distribution request to you via free direct deposit or paper check!

Investment options



- Interest earned on all funds
- Cash account – low threshold
- Money Market savings
- Mutual funds
 - 30 different investment options
 - Single-sign-on to view and manage investments

Medical flexible spending account (FSA)

Medical flexible spending account



Funds on day 1



Discount



Plan ahead

Annual contribution limit

2023* medical FSA maximum:

\$3,050

- Contribute and spend funds tax-free
- Pay for eligible out-of-pocket healthcare expenses
- **Employer contribution** (if applicable)

*IRS has not released 2024 figures yet



Medical FSA Grace Period and run-out



January 1, 2024 – December 31, 2024

March 15, 2025 – deadline to incur claims

March 31, 2025 – deadline to submit claims

Limited-purpose medical flexible spending account (Limited FSA)

Limited FSA



Dental



Vision



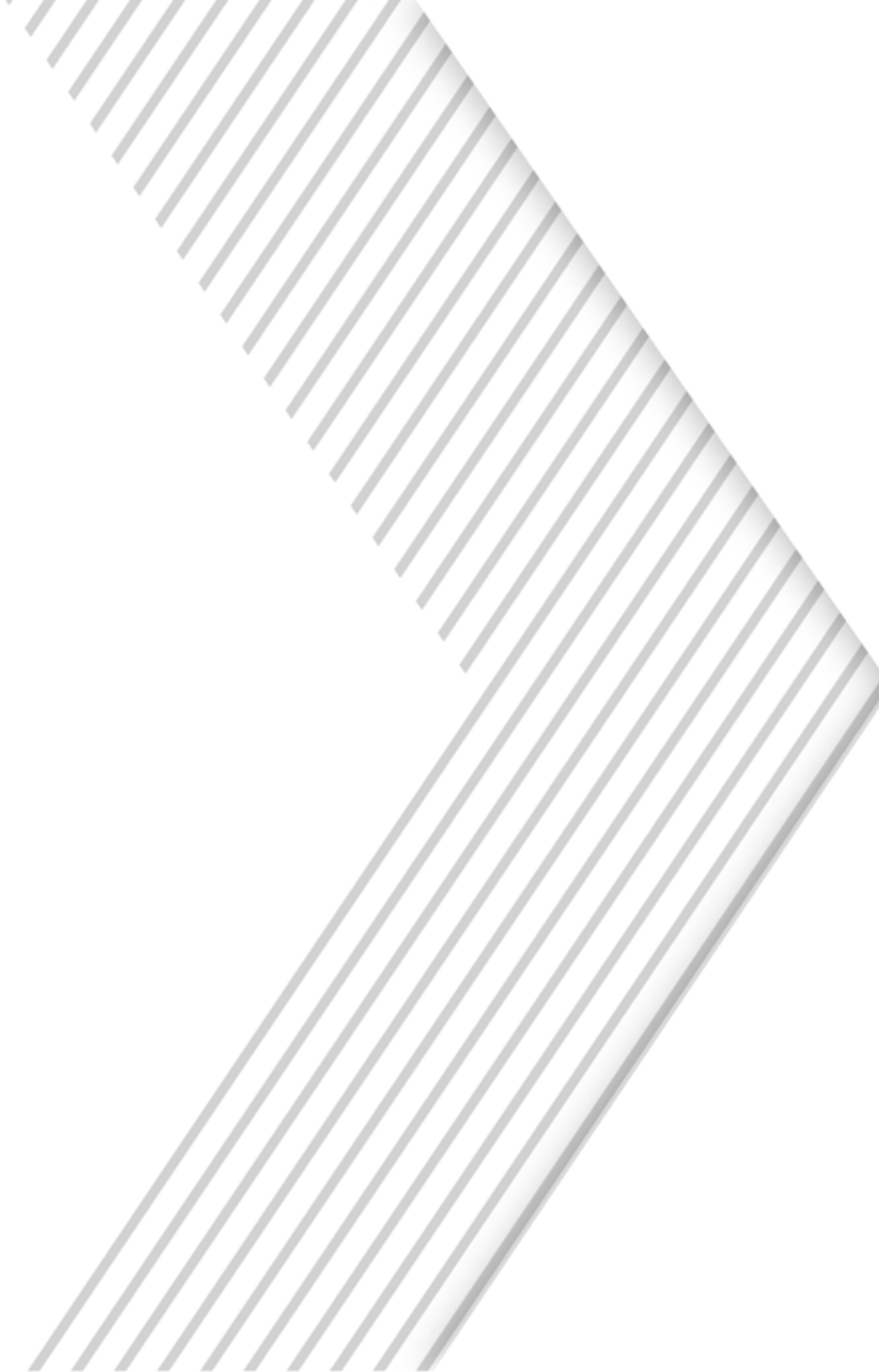
Preventative

What does limited FSA cover?

There are thousands of eligible items, including:

- Dental and orthodontia office visits and expenses
- Dental implants, veneers, dentures and bridges
- Optometrist and ophthalmologist visits and expenses
- Eyeglasses, contacts, prescription sunglasses, solutions and drops
- Laser eye surgery





Dependent care flexible spending account (dependent care FSA)

Why choose a dependent care FSA



Pre-tax benefit



Save money



Save strategically

Annual contribution limit

2023* dependent care FSA maximum:

\$5,000 per household

\$2,500 per person
(if married or filing separately)

*IRS has not released 2024 figures yet

- Contribute and spend funds tax-free
- Pay for qualified dependent care expenses
- Recurring Dependent Care Form



IRS regulations

Qualifying status changes include:

- Elections cannot be changed mid-year
- Qualifying status changes
- Marital status
- Number of dependents
- Job status
- Daycare cost/provider change
- 30 days to make changes



WEX benefits card

- Free benefits card
- Minimize the amount of out-of-pocket spending
- Valid for three+ years
- Instant access to plan funds



Claim filing

The best form of documentation when submitting a claim is either an explanation of benefits (EOB) from your carrier, or an itemized receipt from your provider



Any documentation provided must contain the following information:

- When the service was received
- Where the service was received
- What service was received
- The amount/cost of the service received
- Who received the service

Claim filing options



**Mobile app, online account
or manual claims**

Processed within two business days



Choose direct deposit or paper check

Direct deposit – FREE
\$25 minimum reimbursement
for paper checks

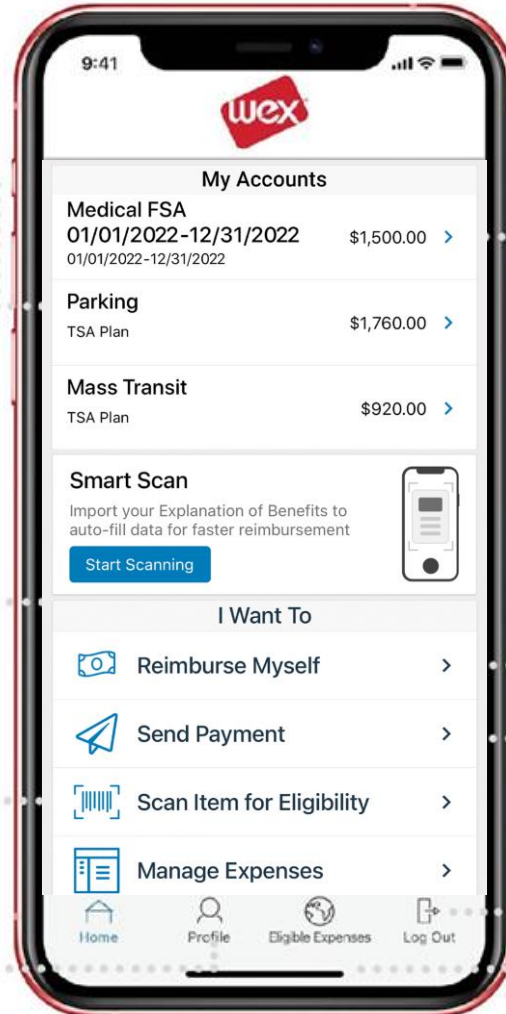
With our mobile app you can:

Get instant notifications on the status of your claims.

File a claim and upload documentation in seconds using your phone's camera.

Scan an item's bar code with your phone's camera to determine if it's an IRS code Section 213(D) eligible expense.

Report a card as lost or stolen.



Check your balance and view account activity.

Easily move funds from your HSA into your bank account to cover eligible expenses.

View current HSA investments balance, recent activity and rate of return.

Reset login credentials.

Log in with your Face ID.



Security on the go

Our mobile app uses secure encryption and won't store pictures on your phone, keeping your documentation safe and secure. Login is protected by a four-digit passcode of your choosing. You can also log in with your thumbprint on Apple devices.

Download the app for free on Apple and Android smartphones and tablets.



Contact Participant Services

Our Participant Services team is available Monday through Friday, from 6 a.m. to 9 p.m. CT, except holidays.



Live Chat



Email

customerservice@wexhealth.com



Phone

Current WEX participants: 866-451-3399

New to WEX: 844-561-1337

NIS

National Insurance Services

Dental Insurance



Dental Plan Highlights



Covered Services	In-Network	Out-Of-Network
Deductible	\$25 per person total per coverage year maximum of \$75 per family	
Annual Maximum	\$1,000 per person per calendar year	
Diagnostic & Preventative Services	100%	100%
Basic Services I <i>(Fillings, simple extractions, periodontics, endodontics)</i>	80%	80%
Basic Services II <i>(posterior composite or complex oral surgery)</i>	50%	50%
Major Services	50%	50%



Dental Plan Rates



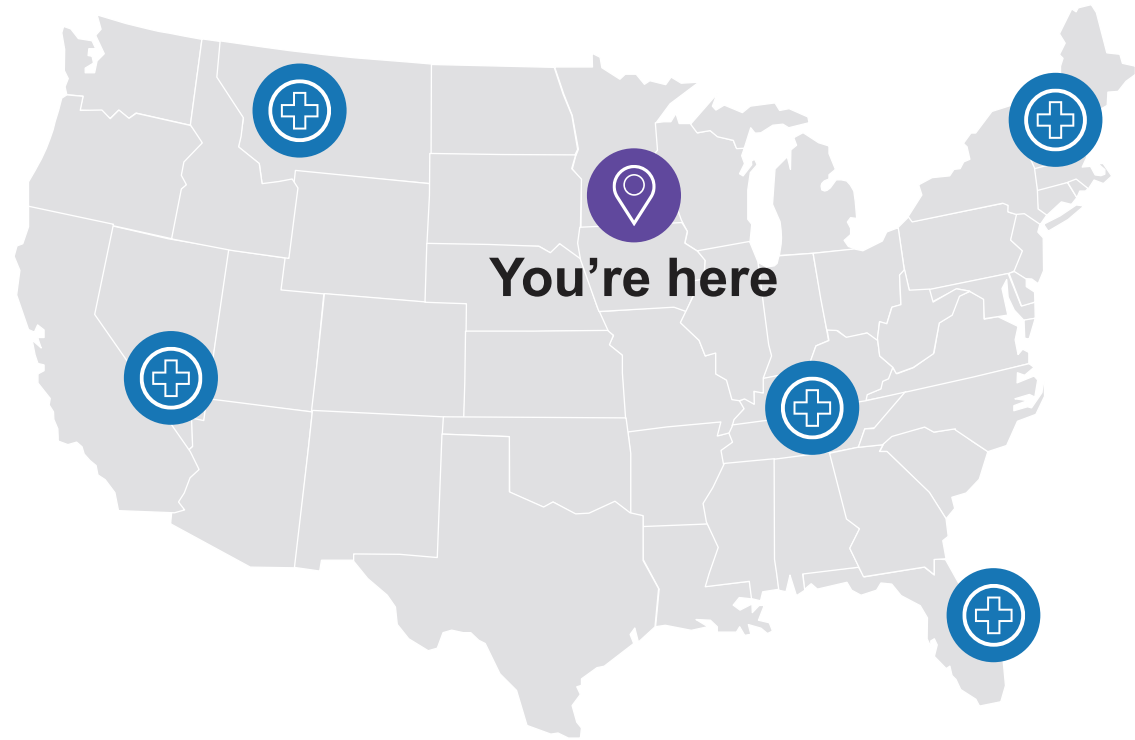
Monthly Dental Premiums	Current	1/1/24 Rates
Employee	\$45.74	\$47.33
Employee + Spouse	\$93.45	\$96.70
Employee + Child(ren)	\$92.03	\$95.24
Family	\$139.51	\$144.37



Dental Open Access network



**Lower costs with
the highest level
of coverage.**



Search the network for your dentist or find a new one at healthpartners.com/dentalopenaccess



100% dental coverage for kids

Your kids are less likely to have future dental problems when they see a dentist early.

Just add your kids to your dental plan and set up their first appointment with a network dentist.

Little PartnersSM dental benefit for children 12 and younger:

- ☐ 100% coverage at an in-network dentist
- ☐ Pay nothing at the dental office
- ☐ No limit on dental care (excluding orthodontia)



Extra dental care for your gums

We share tips to keep your teeth healthy and help you feel your best, along with important benefits.

Diabetic or pregnant and at risk of gum disease? HealthPartners MouthWise Matters covers:

- 100% of in-network services to help control or prevent gum disease – no coinsurance or deductible, even if you've hit your annual max
- Extra dental checkups and cleanings
- Root planing and scaling – a deep cleaning for your teeth



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Life Insurance



Life Insurance



Life Insurance protection is usually needed most during your working career. When choosing an amount, consider:

- Making sure that all outstanding debts are covered (i.e. mortgage, outstanding loans, credit cards, insurance premiums, bills, etc.)
- What kind of income replacement will your loved ones need when you are gone? Your family's continued cost of living should be considered.
- Burial costs
- Education for your dependents
- Inheritance, charity, etc.

Accidental Death and Dismemberment (AD&D) is hard to talk about. But if you need it, you'll be glad you have it.

- Benefit Levels based on your individual family needs
- Madison National Life



Basic Life, ADD & Voluntary Life Insurance



- Basic Life and ADD coverage is available to employees –refer to your employment contract for eligibility
- Voluntary Dependent (Spouse/Child) coverage: \$5,000 Spouse/\$1,000 Child (to age 26)
- Upon retirement, benefit eligible retirees may continue basic life coverage during retirement to age 70

*****Now is a good time to update your life insurance beneficiaries!*****



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Long-Term Disability Insurance



Long-Term Disability Insurance



Disability insurance is income insurance.

- Employer Paid Premiums
- Benefit is a 60% based on pre-disability earnings with a 90 consecutive calendar day elimination period
- Eligibility varies per contract
- Madison National Life



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Additional Services



Employee Assistance Program (EAP)



Take Care of Your Most Valuable Asset Mental health is an aspect of our health that is often overlooked. Utilize the EAP to find solutions to some of your more personal struggles.

- Employees have access to counselors 24-hours a day,
- Toll free: 866-451-5465
- Up to 3 in-person assessment and counseling sessions at no cost.
- Legal Assistance, Financial Assistance, Child & Eldercare Assistance, Memorial Planning, Stress Management, Relationship problems, Depression
- Claimant Assist Services
- Toll Free: 866-472-2734





Identity Theft Affects Millions of Americans

With a victim every two seconds, it is important that you have protection. You can help ease some of this anxiety at no extra cost with MyIDCare Identity Theft Recovery. MyIDCare provides:

- Assistance with investigation of the suspected identity theft
- Guidance through the recovery process
- Recovery for all 9 types of identity theft
- Advice from trained professionals in identity protection, and much more



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Wise Benefits - Open Enrollment



WiseBenefits Voluntary Products - NEW



- Adding Wise Benefits for Open Enrollment
- All benefit eligible employees are required to schedule a time to meet virtually with an experienced benefit enroller to complete their enrollment
- Voluntary Benefit will now be offered through Madison National Life/Horace Mann



WiseBenefits Voluntary Products - NEW



Employer paid

- These help protect your financial security:
 - **Accident:** Benefits paid for the care and treatment as a result of a broad range of injuries
 - **Critical illness:** Provides benefits upon the diagnosis of conditions such as cancer, heart attack and stroke
 - **Fixed Hospital Indemnity:** Benefits are paid for each day of a covered hospital stay
 - **Short-Term Disability:** Covers a portion of an employee's income for up to two years or until Long Term Disability benefits begin
 - **Term Life:** A benefit paid to cover a portion of an employee's income for up to five years or age 65
 - Eligibility: Active full-time employees



Get on the road to retirement saving

A presentation about 403(b) provisions and availability

*Prepared for the district of **ISD 51**
Foley Public Schools*

Why start now?

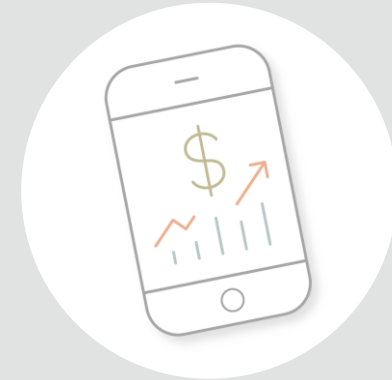


What is a 403(b) plan?

- A 403(b) plan is an employer-sponsored, tax-deferred retirement plan that may be offered to employees of public schools and tax-exempt organizations.
- Pre-tax saving (excluding Roth contributions if allowed)

How much can I contribute?

- **Generally, the lesser of**
 - 100% of includible compensation, or
 - \$22,500 contribution amount for 2023
- **Your district may allow**
 - \$25,500 if eligible for 15 years of service catch-up (2023)
 - \$30,000 if eligible for age 50 or older catch-up (2023)
- **Your employer may also contribute aggregate limits for multiple plans**



Contribution – paycheck comparison

	Without 403(b)	With 403(b)
Gross pay	\$1,000	\$1,000
403(b) pre-tax salary reduction	\$0	\$200
Income subject to federal tax	\$1,000	\$800
Federal tax rate on income	24%	24%
Net pay	\$760	\$608
After-tax difference		\$152

Additional deductions will affect actual take-home pay. This chart is for illustration only and is based on specific assumptions. This comparison doesn't allow for additional taxes being withheld.

Accessing money in your 403(b) plan

- **Withdrawals from a 403(b) plan may not begin before**
 - **Age 59½**
 - **Separation from service**
 - **Exceptions: certain hardships (if allowed by plan) or in cases of disability or death of employee**
- **10% federal penalty tax for early withdrawal**
- **Taxes are payable when money is withdrawn**

Why participate in a 403(b) plan?

- **Pre-tax salary contributions reduce current taxable income**
- **Convenient payroll reduction**
- **District Matching Contribution**
- **Help better prepare yourself for retirement**
 - Many people experience substantial changes in their income and expenses both when they retire and in the following years.



What is a Roth 403(b) contribution?

- **A Roth 403(b) contribution is after-tax**
- **Taxes and withdrawals**
 - Withdrawals of contributions are tax-free
 - Withdrawals of earnings may be tax-free if you're over 59½ and have had the Roth 403(b) for five years



Contribution – paycheck comparison

	Without Roth 403(b)	With Roth 403(b)
Gross pay	\$1,000	\$1,000
403(b) after-tax salary reduction	\$0	\$200
Income subject to federal tax	\$1,000	\$1,000
Federal tax rate on income	24%	24%
Net pay	\$760	\$560
After-tax difference	\$0	\$200

Additional deductions will affect actual take-home pay. This chart is for illustration only and is based on specific assumptions. This comparison doesn't allow for additional taxes being withheld.

Contributing to your employer's 403(b) plan is a great option

Whichever you choose is a great choice as long as you're saving now for your future

	Traditional 403(b)	Roth 403(b) contributions
Contributions	Pre-tax	After-tax
Earnings	Tax-deferred	Tax-deferred
Access	At retirement, separation from service	At retirement, separation from service
Withdrawals	Taxable income	Contributions: tax-free Earnings: Tax-free if over age 59½ and had Roth 403(b) account for five years
Required minimum distributions*	At age 73	At age 73
Basic payment 2023 annual maximums	\$22,500	\$22,500

*RMDs were suspended for 2020

How do I start?

- Obtain information about your 403(b) plan
- Contact one of the approved investment provider representatives
- Your investment provider representative will help you complete the necessary application and Salary Reduction Agreement to begin your contributions
- Return the completed Salary Reduction Agreement to the district payroll office



Disclosures

Withdrawals from a 403(b) plan are restricted by the Internal Revenue Code and may be further restricted by your employer's plan. Generally, you may make a withdraw from a 403(b) plan only upon reaching age 59½, severance from employment, disability or certain hardships (if allowed by the plan). If you take money out before age 59½, you could be subject to a federal penalty tax of 10% in addition to income taxes. You should consult with a tax advisor regarding any tax-favored retirement products and your specific situation.

Thank you for your interest

For additional information, please contact:

Patrick Michaud

Registered Representative, Agent, The Bauer Group

The Horace Mann Companies

(320) 251-9103

Patrick.Michaud@horacemann.com



Don't Miss Open Enrollment!

**Your Open
Enrollment Period is:
11/06 TO 11/17**



**Go Here to Get Your
Enrollment Started:**
**Schedule with an appointment
with a WISE advisor!**

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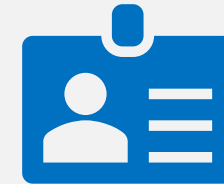
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Questions?





Who can I call?



■ Benefits Questions:

- Zach Cunningham, NIS Client Relations (FBC); 262-780-1233 or zcunningham@nisbenefits.com
- Adam Kuck, NIS Account Manager; 262-780-1326 or akuck@nisbenefits.com
- Steve Smith, NIS Consultant; 262-780-1366 or ssmith@nisbenefits.com
- Ashley Legatt, Payroll & Benefits; 320-968-8603 or alegatt@apps.isd51.org