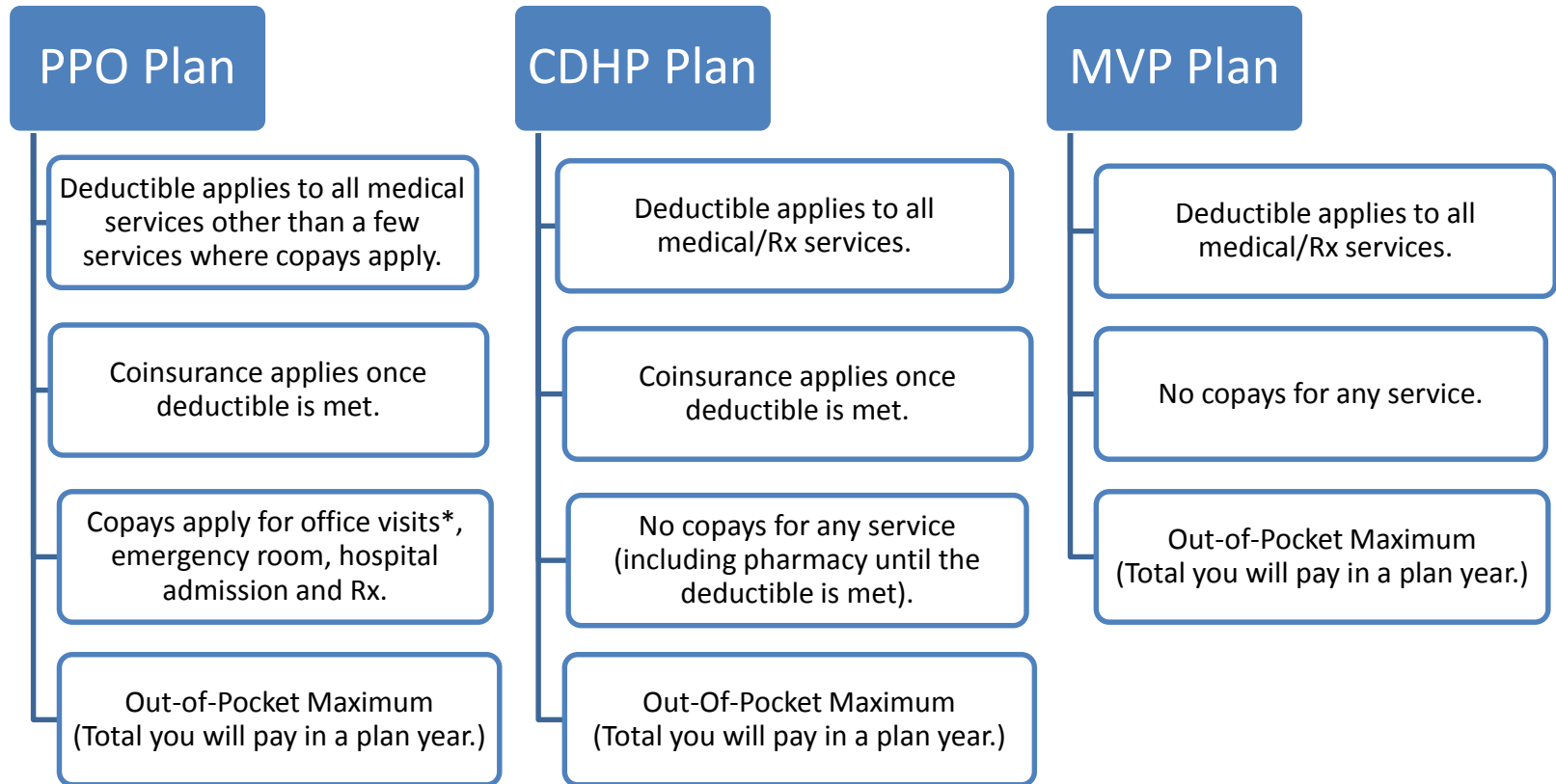


## 2022 Open Enrollment Medical Plans & Health Savings Account Review



# MEDICAL PLAN OVERVIEW



The CDHP can be paired with a Health Savings Account (HSA) to assist in managing expenses. The PPO and MVP plans do not offer the HSA option. In 2022 NSK will provide some employer funding to an eligible employee's HSA account on a **per paycheck** basis to assist with eligible healthcare expenses.



\* All services provided within an office visit will be subject to the plan deductible and coinsurance.  
-- All NSK medical plans pay secondary on automobile related claims.



# PLAN COMPARISON - BENEFITS

## (IN-NETWORK BENEFITS ILLUSTRATED)

All medical plans offered include pharmacy coverage.

BENEFIT (Employee Responsibility)	PPO Plan	CDHP / HSA	MVP Plan
Deductible ( <i>Single/Family</i> )	\$950 / \$1,900	\$2,000 / \$4,000	\$6,550 / \$13,100
Coinsurance	20%	20%	0%
Out of Pocket Maximum ( <i>Single/Family</i> )	<b>\$5,500 / \$11,000</b>	<b>\$4,000 / \$8,000</b>	\$6,550 / \$13,100
Preventive Care	0% (100% covered)	0% (100% covered)	0% (100% covered)
Office Visit (Primary) -	<b>\$40 Copay - All services received during the visit apply to the deductible and coinsurance.</b>	Deductible & Coinsurance	Deductible
Office Visit (Specialist) -	<b>\$80 Copay - All services received during the visit apply to the deductible and coinsurance.</b>	Deductible & Coinsurance	Deductible
Urgent Care	Deductible & Coinsurance	Deductible & Coinsurance	Deductible
Emergency Room ( <i>Emergency Only</i> )	\$200 Copay (waived if admitted)	Deductible & Coinsurance	Deductible
Ambulance	Deductible & Coinsurance	Deductible & Coinsurance	Deductible
Hospital Admission	\$250 Copay	Deductible & Coinsurance	Deductible
Inpatient Care	Deductible & Coinsurance	Deductible & Coinsurance	Deductible
Outpatient Surgery	Deductible & Coinsurance	Deductible & Coinsurance	Deductible
Chiropractic (20 visit limit)	\$80 Copay	Deductible & Coinsurance	Deductible
Durable Medical Equipment	Deductible & Coinsurance	Deductible & Coinsurance	Deductible
Physical, Occupational, and Speech Therapy	Deductible (60 visit combined limit)	Deductible (60 visit combined limit)	Deductible (60 visit combined limit)
Diagnostic Tests	Deductible & Coinsurance	Deductible & Coinsurance	Deductible

# THE CDHP/HSA PLAN

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## The CDHP Plan Utilizes Blue Cross Blue Shield's PPO Network

- Same provider network as the PPO and MVP plan
- Same covered services as the PPO and MVP plan

### Key points

- Deductible must be met before benefits are paid
  - This includes both medical services/office visits AND pharmacy services
- In-network preventive care is covered at 100%
  - No deductible is applicable
- Always remember to show your Blue Cross health insurance card when seeking medical and/or pharmacy services
  - Obtain the Blue Cross discount
  - Receive credit for your deductible and out of pocket maximum

# HEALTH SAVINGS ACCOUNTS (HSA)

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- **A Health Savings Account (HSA) is a tax-advantaged account**
  - Funds deposited are tax free
  - Interest earned is tax free
  - Dollars spent on qualified expenses are tax free
- **Money in the HSA can help pay for qualified expenses**
  - Medical/Rx, Dental, and Vision
  - COBRA and Medicare Premiums
- **Keep your receipts in the event you are audited**
- **Funds used on ineligible expenses will be taxed and a 20% penalty applied.**
- **Money left in the savings account rolls over year after year**
- **You keep the account if you leave employment with NSK**
- **The IRS publishes the rules for these accounts. Be sure to educate yourself!**
  - Publication **969** and Publication **502**



# HEALTH SAVINGS ACCOUNTS (HSA)

- **NSK provides you with funds to help build your HSA**
  - **Employee only:** \$500 annual (\$19.23 per pay period)
  - **Two person:** \$750 annual (\$28.84 per pay period)
  - **Family:** \$1,000 annual (\$38.46 per pay period)
  - The above figures will be provided bi-weekly through payroll and will be pro-rated for new hires
- Make pre-tax contributions through payroll deductions
- Deposit funds direct into the HSA from another account you own
- You may change payroll contribution amounts at any time
- **2022 IRS Maximum Contribution Limit:**
  - Single: \$3,650
  - Two person / family: \$7,300
  - Catch up contribution age 55 and older: \$1,000
  - This maximum limit includes all funds (NSK and your own)

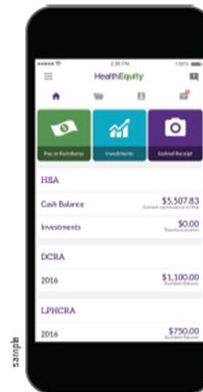


# THE CDHP/HSA PLAN



HealthEquity®

- The first time you enroll in this plan, HealthEquity will mail a packet of information to your home.
- It is important that you open it and learn how to set up and manage your account.



- HealthEquity has many tools for you to make the most out of your HSA account.
- Once you set up your account you can manage online or through their mobile app.

# PRESCRIPTION (RX) ITEMS TO NOTE

- **BCBSM has decided to transition the pharmacy benefit manager from Express Scripts to OptumRx**
  - All individuals who enroll in a medical plan for 2022 will be issued a new insurance cards. Please watch for them to arrive before the end of the year.

The Rx BIN number on your ID card is changing to 610011 as a result of the PBM transition to OptumRx. This number is required for pharmacy claims processing on or after January 1, 2022.

Subscriber Name	
VALUED CUSTOMER	
Subscriber ID	XXX888888888
Issuer (80840)	9101003777
Group Number	007000123
Issued	10/2021
RxBIN	610011
RxGrp	BCBSMRX1
Individual / Family	

Network	Deductible (\$)	Out-of-Pocket Max (\$)
In	XXXXX / XX,XXX	XXXXX / XX,XXX
Out	XXXXX / XX,XXX	XXXXX / XX,XXX

**New Cost Sharing Disclosure:**  
Requires the in-network and out-of-network deductibles and out-of-pocket maximums be included on ID cards

*Sample above is a general reference for the updated card design. Please note this does not represent every card design and amounts reflected are dependent on your group's benefit structure.*

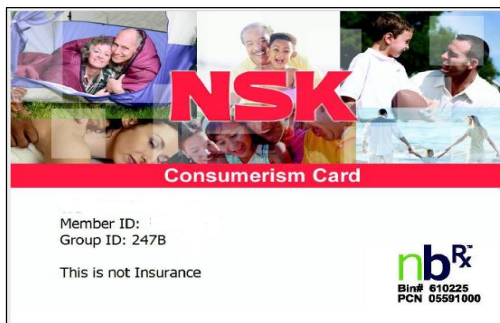
- **NSK has excluded two medication classes due to the extreme costs of these medications.**
  - The excluded drug classes are gene & cellular therapies and enzyme replacement therapies, which are prescribed for rare and complex diseases.
- **PillarRx (current) and ImpaxRx (new as of January 2022)**
  - Patient Assistance Programs - Help save \$ on select *high-cost* medications



# TELADOC ONLINE VISITS



- The Teladoc service is provided to you through the Consumerism Card Benefit.
- The Consumerism Card is provided at no cost to all employees who elect it and have enrolled in a NSK medical plan.
- If you waive you can purchase this benefit for \$9.50 a month.
  - 24/7 access to U.S. board-certified physicians
  - Access via phone, website, or smartphone
  - Use for minor illnesses, such as cold and flu symptoms, pink eye, sinus problems, ear infections, skin rashes, etc.
  - Prescriptions will be sent to the pharmacy of your choice
  - No cost to you! \$0 copay!



## Contact Info:

Phone 800-800-7616

Website: [www.MyBenefitsWork.com](http://www.MyBenefitsWork.com)

Mobile App: MyBenefitsWork

# LIVONGO – A DIABETES SUPPORT PROGRAM



If you and/or your family members have been diagnosed with diabetes, you will have the opportunity to join **Livongo**, at **no cost**, if enrolled under the company medical plan.

## What you will get for FREE:

1. **Connected Meter:** Automatically uploads your blood glucose readings to your secure online account and provides real-time personalized tips.
2. **Support from a Coach When You Need It:** Communicate with a Livongo coach anytime about diabetes questions on nutrition or lifestyle changes.
3. **Unlimited Strips at No Cost to You:** When you are close to running out, Livongo ships more strips and lancets right to your door. No more having to go to the pharmacy!

**NSK**



**As of January 1, 2022!**



# MEDICAL PLAN EMPLOYEE CONTRIBUTIONS

## BI-WEEKLY PER PAY COST

The 4 tier payroll brackets are based on **base wage**.

<b>Under \$40k</b>	<b>PPO</b>	<b>CDHP/HSA</b>	<b>MVP</b>
Single	\$61.80	\$54.26	\$30.00
Two Person	\$131.49	\$104.37	\$90.00
Family	\$209.06	\$161.97	\$180.00
<b>\$40k - \$79k</b>	<b>PPO</b>	<b>CDHP/HSA</b>	<b>MVP</b>
Single	\$67.05	\$59.25	\$30.00
Two Person	\$142.00	\$114.36	\$90.00
Family	\$228.78	\$180.71	\$180.00
<b>\$80k - \$119k</b>	<b>PPO</b>	<b>CDHP/HSA</b>	<b>MVP</b>
Single	\$72.31	\$64.25	\$30.00
Two Person	\$155.16	\$126.86	\$90.00
Family	\$248.51	\$199.45	\$180.00
<b>\$120k</b>	<b>PPO</b>	<b>CDHP/HSA</b>	<b>MVP</b>
Single	\$74.94	\$66.74	\$30.00
Two Person	\$163.04	\$134.35	\$90.00
Family	\$260.34	\$210.68	\$180.00

This chart assumes that no surcharges apply. NSK does have a **wellness program** that has different levels of **wellness surcharges** as well as a **spousal surcharge**.



# HEALTHCARE EXPERIENCE EXAMPLE – MODERATE USE

- **Scenario: enrolled couple**
- Employee contributions assume a NSK Salary wage bracket of under \$40k.
- Each person used preventive care services. (Covered at 100%)
- Only one person used all the other medical / pharmacy services listed
- **Services and costs: 6 primary care visits (\$650), tests and labs (\$990), 25 generic prescriptions (\$360), 18 brand formulary prescriptions (\$3,660), and preventive care (\$618)**

		CDHP / HSA	PPO Plan	MVP Plan
Deductibles		\$4,000.00	\$950.00	\$5,660.00
Coinsurance		\$0.00	\$8.00	\$0.00
Medical Copays		\$0.00	\$240.00	\$0.00
Rx Copays		\$280.00	\$880.00	\$0.00
<b>Total Employee Plan Cost Share</b>		<b><u>\$4,280.00</u></b>	<b><u>\$2,078.00</u></b>	<b><u>\$5,660.00</u></b>
<b>Annual Employee Contributions</b>		\$2,713.62	\$3,418.74	\$2,340.00
<b>NSK HSA Funding</b>		<u>-\$750.00</u>	<u>\$0.00</u>	<u>\$0.00</u>
<b>Total Employee Plan Cost Share</b>		<b>\$6,243.62</b>	<b>\$5,496.74</b>	<b>\$8,000.00</b>

Illustrates total healthcare cost for the ENTIRE year.



**DISCLAIMER:** The above example is a GENERAL “high-level” example and **is not** meant to be analyzed in great detail for 100% accuracy. The purpose of this slide is to encourage ALL participants to review their own personal healthcare expenses and situations carefully. There are many variables that need to be considered and a brief / overview presentation cannot successfully accomplish this. Note: The above example, also **does not** factor in any wellness or spousal surcharges that may be applicable based on your own personal situation.

# HEALTHCARE EXPERIENCE EXAMPLE – HEAVY USE

- **Scenario: Single individual**
- Employee contributions assume a NSK Salary wage bracket of \$40,000 - \$79,999.
- Used preventive care services. (Covered at 100%)
- One person used all the services listed
- **Services and costs: 5 primary care & 5 specialist visits (\$950), tests and labs (\$325), \$45,000 surgery, and preventive care (\$618)**

		CDHP / HSA	PPO Plan	MVP Plan
Deductibles		\$2,000.00	\$950.00	\$6,550.00
Coinsurance		\$2,000.00	\$4,550.00	\$0.00
Medical Copays		\$0.00	\$0.00	\$0.00
Rx Copays		\$0.00	\$0.00	\$0.00
<b>Total Employee Plan Cost Share</b>		<b><u>\$4,000.00</u></b>	<b><u>\$5,500.00</u></b>	<b><u>\$6,550.00</u></b>
<b>Annual Employee Contributions</b>		\$1,540.50	\$1,743.30	\$780.00
<b>NSK HSA Funding</b>		<u>-\$500.00</u>	<u>\$0.00</u>	<u>\$0.00</u>
<b>Total Employee Plan Cost Share</b>		<b>\$5,040.50</b>	<b>\$7,243.30</b>	<b>\$7,330.00</b>

Illustrates total healthcare cost for the ENTIRE year.



**DISCLAIMER:** The above example is a GENERAL “high-level” example and **is not** meant to be analyzed in great detail for 100% accuracy. The purpose of this slide is to encourage ALL participants to review their own personal healthcare expenses and situations carefully. There are many variables that need to be considered and a brief / overview presentation cannot successfully accomplish this. Note: The above example, also **does not** factor in any wellness or spousal surcharges that may be applicable based on your own personal situation.

# WHAT YOU NEED TO DO

- **All employees are required** to make a benefit election even if you have no changes or do not want coverage.
- BenXpress, NSK's online benefits portal, will be open between **10/25** and **11/8**
- **Review** your benefit offerings and ask questions
- **Provide** documentation for dependents
  - (i.e. marriage certificates for spouses and birth certificates for dependent children)
- **Login** to BenXpress to **make your selections** and **update** beneficiaries
- **Print** and **save** your confirmation statement for your records

Website: [www.benxpress.com/nsk](http://www.benxpress.com/nsk)

- **Username:** First 6 letters of Last Name/First Initial  
(Example for John Smith: smithj)
- **(Initial) Password:** First *full, legal* name/Birth Year/Last 4 digits of Social Security Number (Example: john19754567)

**NOTE:** Please use **lowercase** letters for both your Username and Password when initially logging in.

**NSK** If you fail to enroll during open enrollment, you **will not** have coverage in 2022!

