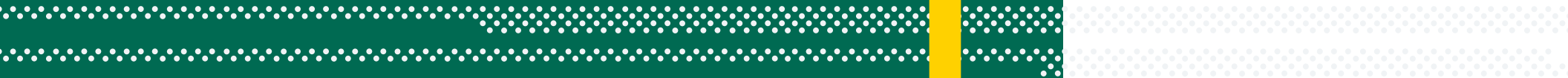
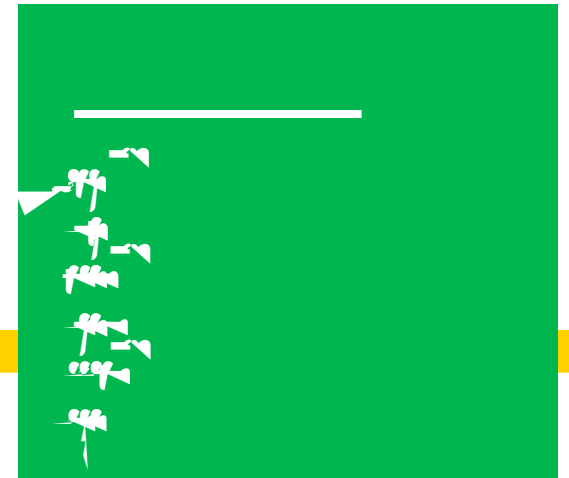


SKIDMORE

You have some choices
to make—a new
medical plan option
is available in 2023!

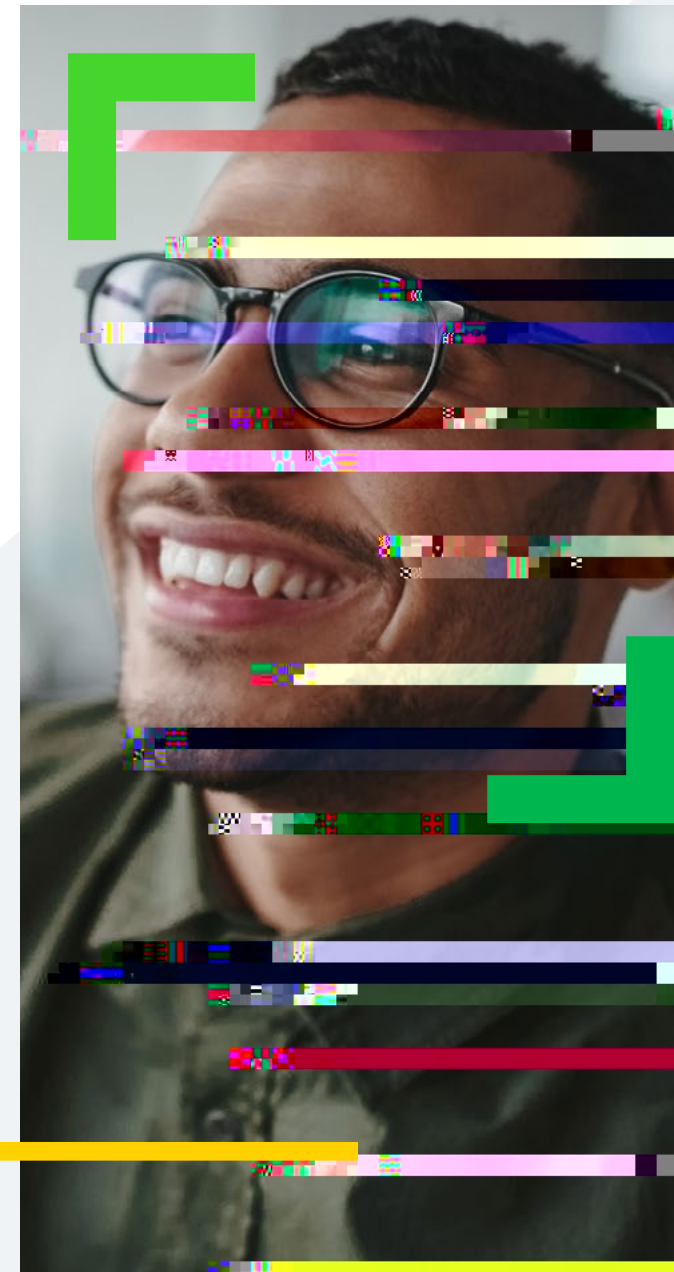


Choose What's Best for You

You asked—we listened. Last year, the Healthcare Working Group asked for input from the Community about possible changes to our health benefits. Many of you responded, and the results showed that

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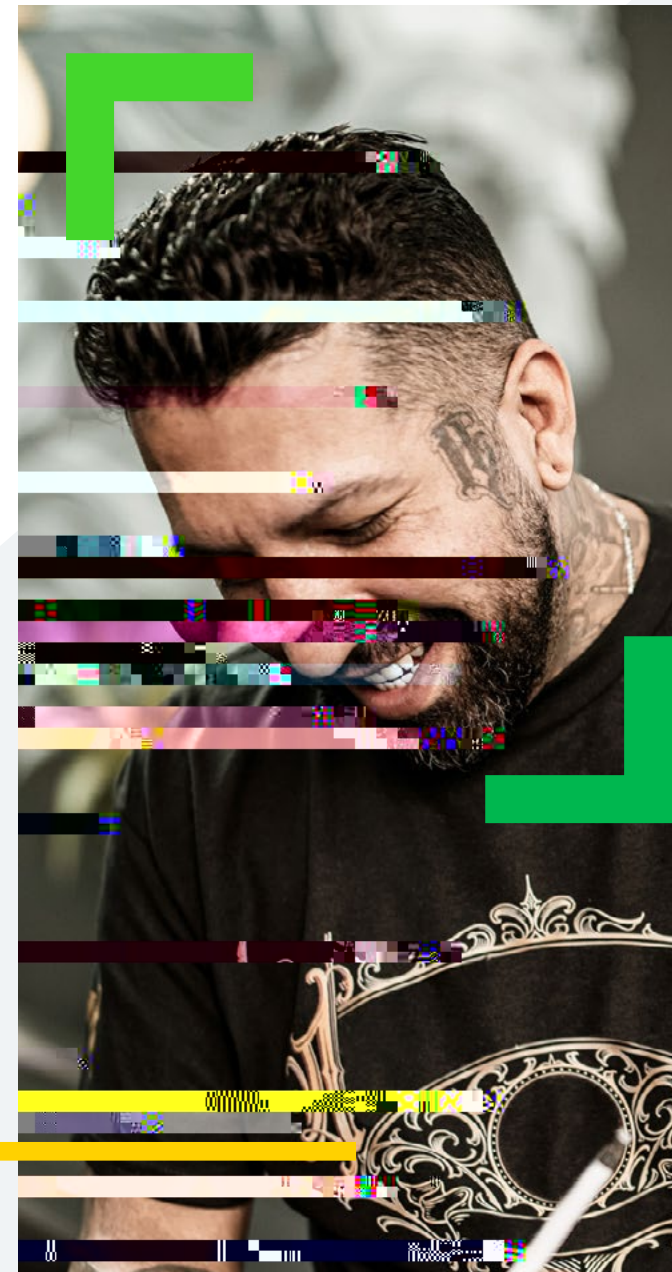
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Your Skidmore Medical Plan Options

With the introduction of the new medical plan, you now have three options to choose from during open enrollment, all administered by MVP Health Care:

- The new high-deductible health plan (HDHP) with a health savings account (HSA)
- The EPO Plan
- The PPO Plan



WHAT'S DIFFERENT?

While the plans share many similarities, they also have a few key differences:

- **Per-paycheck contributions.** The cost of coverage under the PPO Plan and the EPO Plan are higher than the cost of coverage under the HDHP.
- **Annual deductibles.** The HDHP has a higher deductible but lower per-paycheck contributions, whereas the EPO Plan and the PPO Plan have lower deductibles (new this year) but higher per-paycheck contributions.
- **In-network and out-of-network providers.** The PPO Plan and the HDHP pay benefits for care from in-network and out-of-network providers. The EPO Plan does not cover out-of-network care (except for emergencies, routine immunizations, and frames and lenses for vision care).
- **Savings and spending accounts.** Your ability to participate in a health savings account (HSA) or health flexible spending account (health FSA) will vary, depending on which plan you enroll in.

WHAT'S SIMILAR?

With all three plans, you'll have access to a national network of participating doctors, hospitals, labs, and other health care facilities through the MVP Participating Provider Network. Each plan pays 100% of the cost of preventive care received from in-network providers (e.g., adult routine physical, routine ob-gyn visit, etc.). The plans are similar in many other ways too. All plans provide:

- Comprehensive medical and prescription drug coverage
- A cap on what you will pay in a calendar year (known as an out-of-pocket maximum)

The High-Deductible Health Plan

At Skidmore, we want to empower you to make the best choice for your and your family's needs. The new high-deductible health plan (HDHP) gives you more choice over how you pay for health care. By using the HDHP, you'll benefit from tax-advantaged savings that you can use now or save for the future.

The HDHP provides you with lower per-paycheck contributions and more control over your health care spending through a health savings account (HSA).



HOW COVERAGE UNDER THE HDHP WORKS

Here's a quick summary on how the plan works. To review all the plan details, view the Summary of Benefits Coverage, located on skidmore.edu/benefits.

- If you enroll in the HDHP, you'll pay less in per-paycheck contributions than the PPO Plan or the EPO Plan. However, you may pay more at the doctor's office, because the plan has a higher deductible. This means that, for non-preventive services, you'll need to meet the annual deductible before the plan starts sharing costs with you.
- After you meet your annual deductible, the plan will share the cost of your medical care and prescription drugs until you meet the annual out-of-pocket maximum, which is a cap on what you'll pay in a plan year for covered services.
- Once you meet your annual out-of-pocket maximum, the plan will pay 100% of eligible

○

Using your HSA

If you enroll in the HDHP during open enrollment, your HSA account will be opened by MVP Health Care. You will have to activate your account online by visiting mvphealthcare.wealthcareportal.com. Select **Register**, then follow the instructions onscreen. Once your account is activated, you'll receive a CareFund debit card in the mail, which can be used to pay for qualified expenses at pharmacies, grocery stores, and more.

Note: If you have a PO box, you'll receive Customer Identification Program (CIP) paperwork that will need to be completed to verify your identity and physical address, prior to account activation. This is a part of the USA PATRIOT Act—if you do not complete and return your paperwork, your HSA will remain inactive.

Eligibility

To be eligible for the HSA, you must be enrolled in the HDHP. You're not eligible for the HSA if:

- You're someone's tax dependent.
- You're enrolled in another Skidmore medical plan, such as the EPO Plan or the PPO Plan; Medicare, including the Skidmore UHC Plan; or medical coverage through a spouse or domestic partner or parent.
- You're enrolling in a health flexible spending account (FSA) for 2023.

Further restrictions may apply. For more details about HSA eligibility, visit irs.gov/publications/p969. Note that all eligibility rules related to the HSA are determined by the IRS.

Funding your HSA

If you enroll in the HDHP, you can elect your HSA contribution amount during open

Your Skidmore Medical Plans:

Need Help Choosing a Medical Plan? Get Support From People Like You!

Choosing a medical plan that best meets the needs of you and your family can be challenging, so it helps to see how each of our medical plans can benefit people in similar life situations to yours.



LAURA

MARRIED / 32 YEARS OLD /
NO CHILDREN / \$90K SALARY

Laura is 32 years old and has been working at Skidmore for seven years. Laura and her husband, John, currently have low health care expenses; however, they'd like to start trying for a baby in the coming months. They've been enrolled in the EPO Plan since Laura started her career with Skidmore but think that their per-paycheck contributions for medical coverage are too high. They like that any visits to their doctors now come with a predictable copay and are afraid of losing that, if they switch to the HDHP—especially because they're expecting to have more maternity visits in the coming months. Laura and John look at their anticipated health care needs for 2023 and compare the EPO Plan to the HDHP. They find that they'll have more future savings opportunities with the HDHP.

EPO Plan

- \$225.28 in per-paycheck contributions
- Annual deductible: \$400
- \$25 copay for maternity-related in-network office visits; \$250 copay and continuous hospital stay for childbirth or delivery facility services
- \$2,850 in personal contributions through the health FSA

HDHP

- \$181.94 in per-paycheck contributions
- Annual deductible: \$3,000
- 10% coinsurance, after the deductible, for in-network maternity care
- \$1,500 in HSA contributions from Skidmore, plus an additional \$6,250 in pretax personal contributions of \$260.42 per paycheck in 2023

Additional Resources for Making Your Medical Plan Decision

Thank you for investing the time to review this guide. You can also go to skidmore.edu/benefits for additional information and resources, including:

- A [high-deductible health plan landing page](#), with links to frequently asked questions (FAQs) and a copy of this medical plan decision guide.
- A [2023 benefits landing page](#), with links to our 2023 open enrollment materials, including our open enrollment meetings.

