Open Enrollment

Changes made will be effective January 1, 2024

Open Enrollment is your annual opportunity to review and make changes to your benefits. We encourage you to thoroughly review this brief summary of important information. Visit the HR Open Enrollment webpage to learn more about the benefits offered and changes for 2024.

ENROLLMENT OPPORTUNITIES
- Medical Mutual Medical & CVS Caremark Prescription – A choice to enroll in the CDHP with HSA/HRA plan.
- Superior Dental Care - Three options with different levels of coverage available. (Network, Core, Enhanced)
- EyeMed Vision - A choice of one vision plan.
- Unum Optional Life/AD&D Insurance – Additional coverage is available for yourself & qualified dependent(s).
- Health Savings Account (HSA) - A choice to contribute pretax dollars into your HSA account through payroll.
- WageWorks Dependent Care Flexible Spending Account (FSA-DC) - A choice to enroll in FSA-DC.
- Charitable Contributions – A choice to contribute to Oberlin or to one of our charitable organizations.

IMPORTANT REMINDERS
- Do you cover a spouse on your medical/prescription plan? If so, a Spousal Coordination of Benefits form must be completed and submitted to HR by the end of open enrollment.
- Do you contribute to your HSA or FSA account through payroll deduction? You must re-enroll during open enrollment for contributions to begin in January 2024. Changes may be done any time throughout the year.

HOW? Online Enrollment or Paper Forms Available
- Go to OberView Open Enrollment. Click here to access a guide that will help you navigate your way around. Click, “Complete” even if you do not make any changes.
- Forms are available below:
  - Benefits Enrollment form
  - Spousal Coordination of Benefits form
  - HSA Contribution form
  - Optional Life/AD&D Enrollment form
  - Benefits Cancellation form
  - FSA-DC Enrollment form
  - Charitable Donation form
- Email forms to human.resources@oberlin.edu for scanning and processing by Friday, October 27th.
  - HR Confidential Fax: (440) 775-8438 and a lockbox is available after hours.

View your Benefit Summary
Go to OberView - Employee Dashboard. Click on Benefits. Click on Current Summary. Select January 1, 2024 to see the benefits you are enrolled in for 2024. If it does not align with the changes you made online, you may need to restart online open enrollment.
What’s changing and not changing in 2024?

Medical Benefits – Medical Mutual

The Summary of Benefits and Coverage (SBC) and Summary Plan Description (SPD) is available online.

<table>
<thead>
<tr>
<th>PREMIUMS</th>
<th>Single Employee</th>
<th>1.75%</th>
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</thead>
<tbody>
<tr>
<td>Employee + Spouse/DP</td>
<td>3.50%</td>
<td></td>
</tr>
<tr>
<td>Employee + Child (ren)</td>
<td>3.50%</td>
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<tr>
<td>Family</td>
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<td></td>
</tr>
<tr>
<td>Employee + Spouse/DP + Child(ren)</td>
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No changes to the cost of coverage that must be paid for medical and prescription benefits.

- The IRS announced inflation-adjusted minimum deductibles for 2024. As a result, the IN-Network deductible amount for Employee + Spouse/Domestic Partner or Employee + 1 child or more has been increased from $3,000 to $3,200.
- All other deductible amounts will not change in 2024.

<table>
<thead>
<tr>
<th>DEDUCTIBLES</th>
<th>IN-NETWORK</th>
<th>OUT-OF-NETWORK</th>
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<tr>
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<td>$2,000</td>
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<td>Employee + Spouse/DP</td>
<td>$3,200</td>
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<td>Employee + Child (ren)</td>
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<td>$8,000</td>
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<tr>
<td>Family</td>
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<td>$8,000</td>
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</table>

- No changes to the coinsurance amount.

<table>
<thead>
<tr>
<th>MEDICAL COINSURANCE</th>
<th>IN-NETWORK</th>
<th>OUT-OF-NETWORK</th>
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</thead>
<tbody>
<tr>
<td>80% plan</td>
<td>60% plan</td>
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</tr>
<tr>
<td>20% employee</td>
<td>40% employee</td>
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</table>

<table>
<thead>
<tr>
<th>OUT-OF-POCKET MAXIMUMS</th>
<th>IN-NETWORK</th>
<th>OUT-OF-NETWORK</th>
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</thead>
<tbody>
<tr>
<td>Single Employee</td>
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<td>$8,000</td>
</tr>
<tr>
<td>Employee + Spouse/DP</td>
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<td>$12,000</td>
</tr>
<tr>
<td>Employee + Child (ren)</td>
<td>$8,000</td>
<td>$16,000</td>
</tr>
<tr>
<td>Family</td>
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</tr>
</tbody>
</table>

- No changes to the coinsurance amount.
Health Savings Account (HSA)/Health Reimbursement Account (HRA)

- For 2024, the IRS increased the annual combined contribution limit (employer + employee amount).
  - In 2023, the combined contribution limit was: Single $3,850  Family $7,750
  - If you are age 55 or will be age 55 in 2024, you may contribute an additional $1,000

**Oberlin will contribute the above annual amounts in 2024. Funds will be deposited into your HSA account in January 2024. No action is required on your part.**

- Due to the timing of the IRS increase in the deductible amount for the Employee + Spouse/Domestic Partner or Employee + 1 child or more, the College has increased the HSA contribution for that group by $200.
  - In 2023, the amount was $1,500.

**Prescription Benefits - CVS Caremark**

- Beginning, 1/1/24 Caremark Cost Saver, a new enhancement to lower out-of-pocket drug costs for members will be available. Cost Saver provides automatic access to GoodRx's prescription pricing that allows lower prices, when available, on generic medications. When you visit the pharmacy to collect a prescription, you only need to present your ID card to your preferred in-network pharmacy. The amount paid will automatically be applied to the deductible and out-of-pocket thresholds. No action is required by you.

- Formulary changes happen from time to time when drugs are recalled, replaced by a new generic drug, or clinical restrictions are added, such as prior authorization, step therapy, and quantity limits. For a list of 2024 changes visit [https://www.oberlin.edu/human-resources/open-enrollment](https://www.oberlin.edu/human-resources/open-enrollment) go to the bottom of the page, click on + to expand the CVS Caremark Prescription Coverage section.

- As a reminder, modifications became effective July 2023 to enhance support for managing diabetes. For specific details, click here to review the RX Updates MEMO issued by HR in May.

**Vision - EyeMed**

- No changes to the plan design or cost of coverage.
- Beginning January 1, 2024, the maximum dependent age limit for vision will be 26. Previously was age 23.

**Dental – Superior Dental Care (SDC)**

- No changes to the cost of coverage. Three options are available with different coverage levels.
- Beginning January 1, 2024, the maximum dependent age limit for vision will be 26. Previously was age 23.
Life and Accidental Death/Dismemberment Coverage

- No changes to the cost of coverage.
- If you are newly electing coverage or are increasing your amount of coverage, you may need to Sign In to complete your Statement of Health (Evidence of Insurability) online with Unum.

Flexible Spending Account (FSA)

- All FSA-Dependent Care accounts will terminate on December 31, 2023.
  - You will have until December 31, 2023 to spend the money in your FSA account.
  - You will have until April 1, 2024 to claim reimbursement for dependent care expenses incurred during 2023.
- The annual IRS maximum limit for Dependent FSA has not changed: Single $2,500 and Family $5,000

Open Enrollment Webpage (click here): We encourage you to review the information available online, even if you do not make any changes to your benefits. Helpful resources, forms, and materials are available. You will also find Annual Notices and Summary Annual Reports