

# 2021 Annual Benefits Enrollment Guide

UCOR ELIGIBLE SALARIED EMPLOYEES (ACTIVE AND LTD)



## 2021 ANNUAL BENEFITS ENROLLMENT

Each year during our Annual Benefits Enrollment period, you have the opportunity to review your Health and Welfare benefit choices, consider your needs, and choose benefits coverage for the next year. The information you and your family members need to make informed decisions about your 2021 Annual Benefits Enrollment is available in this guide and online at [www.ucor.com/benefitsRMP.html](http://www.ucor.com/benefitsRMP.html). Through this site, you may also submit questions and view responses to Frequently Asked Questions (FAQs) related to your 2021 benefits.



### 2021 Annual Benefits Enrollment Dates: October 26 – November 6, 2020

You can enroll by telephone at **(888) 890-5631** or online at [www.hrbenefitsadvantage.com](http://www.hrbenefitsadvantage.com). Enrollment instructions and a statement of your current benefit coverages will be provided to you in advance of the 2021 enrollment period.



## ENROLLMENT ACTION

If you want to keep the same benefits you have now, you are not required to take action during the 2021 Annual Benefits Enrollment period. If you don't take action, you will automatically be re-enrolled in the same medical, dental, vision, life, and long-term disability benefits you had in 2020, at the 2021 premium rates.

**However, enrollment action is required if you want to:**

- Change your benefit coverage or coverage levels for 2021, and/or
- Contribute to a Flexible Spending Account (Health Care FSA or Dependent Care FSA) in 2021

The benefit election choices you make for January 1, 2021 will remain in place for the entire plan year unless you experience a qualifying life event such as a marriage, divorce, birth or adoption of a child, etc.

### MAKING CHANGES DURING THE YEAR

Typically, the elections you make during Annual Enrollment will stay in effect until December 31, 2021. However, in certain circumstances, you may be able to make changes to your benefits during the year. If you experience a qualified life event, such as a marriage, divorce, or birth or adoption of a child, you can make benefit changes directly related to that life event. You must initiate your qualified life event change within 31 days of the qualifying event by calling Mercer Single Source 1™ (SS1) at **(888) 890-5631**.

# ? WHAT'S NEW FOR 2021?

## MEDICAL PLANS

You have two medical plan options for 2021.

1. **The PPO Plan:** This is the same medical plan that you were offered in 2020. ***There will be no increases to your monthly PPO premiums for 2021.*** Remember, your costs for medical care through the PPO Plan will be lower if you use an in-network provider. This plan includes the Aetna Premier Plus 4-Tier Drug Formulary. For details on which medications are covered, please go to [www.ucor.com/benefitsRMP.html](http://www.ucor.com/benefitsRMP.html).
2. **The Consumer Directed Health Plan (CDHP):** This is the same medical plan that you were offered in 2020. ***There will be a small increase to your monthly CDHP premiums for 2021.*** This plan meets all the qualifications for an affordable medical plan under the Affordable Care Act. A CDHP has a higher deductible than the PPO Plan, but also has lower premium rates. Like the PPO Plan, there's also a cap on how much you pay in a given year, called the out-of-pocket maximum. If you select the CDHP, you may be eligible to participate in an individual Health Savings Account, or HSA, through your bank. An HSA can be used to pay for eligible medical expenses—with tax-free dollars. This medical plan includes the Aetna Value Plus Drug Formulary. *This formulary is different from the Aetna Premier Plus 4-Tier Drug Formulary, which is available through the PPO Plan. Before electing the CDHP, please go to [www.ucor.com/benefitsRMP.html](http://www.ucor.com/benefitsRMP.html) to review prescription drug coverage under the Value Plus Formulary.*

The 2021 monthly premiums are on page 6.



**Don't forget that you have access to the following resources to help save money on your healthcare expenses.**

**Health Advocate:** Get free, personalized assistance to help you navigate the healthcare system, from understanding claims to choosing providers and negotiating fees. See page 7 for information sources.

**Teladoc:** If you're enrolled in UCOR Health and Welfare medical benefits, you can access virtual support from board-certified doctors through Teladoc, the telehealth provider in partnership with Aetna. With Teladoc, you'll be able to speak to a doctor by phone or video 24/7, for a diagnosis of minor, short-term issues such as a fever or the flu. Teladoc provides adult and pediatric general medical care, and the physicians can prescribe short-term medication for a wide range of conditions when medically appropriate. You pay only your doctor visit copay (or deductible) for Teladoc consults. See page 7 for Teladoc information sources.

**MinuteClinic:** If you're enrolled in UCOR Health and Welfare medical benefits, you can access in-person non-emergency care at a MinuteClinic, available inside select CVS Pharmacy and Target stores – walk-in or by appointment. You can get treatment for a variety of illnesses, injuries or conditions or even receive a prescription (if appropriate). MinuteClinics are open seven days a week (including evenings and weekends), and you can pick up your prescriptions on-site. See page 7 for information sources.

## MEDICAL AND PRESCRIPTION DRUG COMPARISON

2021 Medical Plan Options				
Plan Design Provisions	Salaried & ATLC Y12 PPO Plan		CDHP	
	In-Network	Out-of-Network	In-Network	Out-of-Network
<b>Annual Deductible (Single/Family)</b>	\$400/\$800	\$1,000/\$2,000	\$2,800/\$5,600	\$5,000/\$10,000
<b>Plan Pays</b>	80% after deductible	60% after deductible	50% after deductible	50% after deductible
<b>Annual Out-of-Pocket Maximum</b> Single/Family (Includes deductible, coinsurance and copays paid by you)	\$5,100/\$10,200	\$13,200/\$26,400	\$6,550/\$13,100	\$13,100/\$26,200
<b>Physician Office Visits</b> Participant pays per visit	\$30 Primary \$60 Specialist	Deductible + 40%	Deductible + 50%	Deductible + 50%
<b>Inpatient Hospital</b> Participant pays	\$300 copayment + deductible + 20%	\$300 copayment + deductible + 40%	Deductible + 50%	Deductible + 50%
<b>Outpatient Surgery</b> Participant pays	\$300 copayment + deductible + 20%	Deductible + 40%	Deductible + 50%	Deductible + 50%
<b>Emergency Room</b> Participant pays per visit	\$200 copayment + deductible + 20%	\$200 copayment + deductible + 20%	Deductible + 50%	Deductible + 50%
<b>Lab/X-Rays/Diagnostics</b> Participant pays	Deductible + 20%	Deductible + 40%	Deductible + 50%	Deductible + 50%
<b>Urgent Care Facility</b> Participant pays	\$75 copayment + deductible + 20%	Deductible + 40%	Deductible + 50%	Deductible + 50%
2021 Prescription Drug Coverage (In-Network)				
	Retail (30-day supply)	Mail (90-day supply)	Retail (30-day supply)	Mail (90-day supply)
	\$100/\$200		Integrated with medical	
<b>Formulary</b> (Please see <a href="http://www.aetna.com">www.aetna.com</a> for prescription formulary details.)	Premier Plus		Value Plus	
<b>Tier I - Generic</b> Participant pays	30% after deductible, to a max of \$150	30% after deductible, to a max of \$300	30% after deductible	30% after deductible
<b>Tier II – Formulary Brand Name</b> Participant pays	30% after deductible, to a max of \$150	30% after deductible, to a max of \$300	30% after deductible	30% after deductible
<b>Tier III – Non-Formulary Brand Name</b> Participant pays	30% after deductible, to a max of \$300	30% after deductible, to a max of \$600	45% after deductible	45% after deductible
<b>Tier IV – Specialty</b> Participant pays	30% after deductible, to a max of \$400	Not covered	45% after deductible	Not covered
<b>Annual Out-of-Pocket Maximum</b> Single/Family	\$1,500/\$3,000 (Includes pharmacy deductible and coinsurance for retail and mail order prescriptions)		Integrated with medical	



## SAVINGS AND SPENDING ACCOUNTS

### Health Savings Account (HSA)

If you enroll in the high-deductible medical plan (CDHP), you may be eligible for an individual Health Savings Account (HSA), which is a savings account for qualified medical expenses. With an HSA, you can deposit, grow, save, and pay for qualified expenses today, while saving for future qualified expenses, tax-free. This means account holders get triple tax savings. You may contribute **up to \$3,600** per calendar year for yourself and **up to \$7,200** for family coverage. The HSA can be set up with any qualified trustee or custodian such as a bank, credit union, insurance company, or other financial institution. You can use the money in your HSA to pay for any eligible medical, dental, and vision care expenses you have, including expenses that count toward your annual deductible and coinsurance.

**Note:** An HSA is available only to employees enrolled in an IRS-qualified high-deductible health plan, like the CDHP. If you are enrolled in the PPO Plan or Medicare, you are not eligible for an HSA. For more details on HSA requirements, visit [www.irs.gov](http://www.irs.gov).



### Flexible Spending Accounts (FSAs) – REQUIRES RE-ENROLLMENT FOR 2021

UCOR offers both Health Care and Dependent Care Flexible Spending Accounts (FSAs) to eligible active employees. You must re-enroll for the Health Care Flexible Spending Account and/or Dependent Care Flexible Spending Account during the 2021 Annual Benefits Enrollment to participate in the 2021 FSAs.

- **A Health Care Flexible Spending Account (HCFSA)** allows you to be reimbursed for medical expenses for yourself or any IRS-eligible dependents. These premiums are deducted from your paycheck on a pre-tax basis. Withdrawals from the account are tax-free as long as they are used for eligible medical expenses. Employees may contribute **up to \$2,750** per calendar year to an HCFSA. UCOR will continue to use the PayFlex HCFSA Debit Card in 2021.
- **A Dependent Care Flexible Spending Account (DCFSA)** is a pre-tax payroll deduction which allows you to be reimbursed for eligible expenses (tax-free) for the care of one or more qualifying IRS dependents that enables you (and a spouse, if applicable) to work or look for work. Eligible employees may contribute **up to \$5,000** per calendar year (household maximum) into a DCFSA.

Highly compensated employees (HCE) are not eligible to participate in the DCFSA. For 2021 DCFSA participation purposes, the 2020 HCE gross earnings threshold is \$130,000. This rule does not apply to non-highly compensated employees.

For more details or questions, call PayFlex at **(888) 238-6226** or visit [www.ucor.com/benefitsRMP.html](http://www.ucor.com/benefitsRMP.html).



### VISION PLAN

2021 vision benefits will remain unchanged, and **monthly premiums will remain the same for 2021**. No enrollment action is needed if you want to keep the same vision benefits you have now. The 2021 monthly premiums are on page 6. Please visit [www.ucor.com/benefitsRMP.html](http://www.ucor.com/benefitsRMP.html) for additional information.



### DENTAL PLAN

There are no changes to the dental plan design for 2021, and **dental plan monthly premiums will remain the same for 2021**. For your 2021 coverage, no enrollment action is needed if you want to keep the same dental benefits you have now. The 2021 monthly premiums are on page 6.

Note, it is important to check whether your dental providers are in the Cigna network. You may use any dentist, but you will generally pay less for in-network providers. To view dental providers in the Cigna network, go to [www.mycigna.com](http://www.mycigna.com). To view your applicable dental plan summaries, visit [www.ucor.com/benefitsRMP.html](http://www.ucor.com/benefitsRMP.html).



## LIFE INSURANCE

The Basic and Optional Life Insurance Plans for 2021 will continue to be offered through Securian. There will be no changes to the life insurance provisions for 2021, **and monthly premiums will not change**. For your 2021 coverage, no enrollment action is needed if you want to keep the same life insurance coverage you have now. The 2021 monthly premiums are on page 6.

### Basic Life

There are no changes to the Basic Life benefit, which is currently 2x your annual earnings. **Basic Life premiums will not change in 2021**. If you have Basic Life Insurance, but choose to drop that coverage for 2021, you will no longer be eligible for the optional employee and dependent life coverages. In addition, if you drop coverage and want to re-enroll at a later time, you will be required to submit Evidence of Insurability (EOI).

### Optional Life *(includes Employee, Spouse and Dependent Child Optional Life Plans)*

You must be enrolled in Basic Life to have Optional Life coverage.

- **Optional Employee Life – There will be no changes to monthly premiums for 2021.** If you would like to increase your coverage, you will be subject to EOI requirements.
- **Optional Spouse Life – There will be no changes to monthly premiums for 2021.** If you would like to increase your coverage, you will be subject to EOI requirements.
- **Optional Child Life – There will be no changes to monthly premiums for 2021.** No EOI is required for Optional Child Life.



## ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D)

The AD&D Plan for 2021 will continue to be offered through Securian. **There will be no changes to AD&D coverage or rates for 2021**. For your 2021 coverage, no enrollment action is needed if you want to keep the same AD&D benefits you have now. The coverage will be provided at the 2021 premium levels.



## DISABILITY INSURANCE

### Short-Term Disability (STD)

The STD plan is administered through UNUM. UCOR provides this benefit at no cost to you. **There will be no changes to UCOR STD coverage for 2021**. Claims and certification pertaining to STD and/or FMLA are managed by the UNUM Customer Response Center, available Monday through Friday 8:00 a.m. – 11:00 p.m. Eastern Time by calling **(800) 421-0344** or by logging on to the website at [www.unum.com/claims](http://www.unum.com/claims).

### Long-Term Disability (LTD) Plan – Basic Benefit

There will be no changes to the Company-paid Salaried LTD 40% basic benefit plan.

### Long-Term Disability (LTD) Salaried Buy-Up Plan

The LTD benefit is provided through UNUM. There are no changes to the LTD plan provisions for 2021. **Monthly premiums for the LTD Buy-Up option will not change in 2021**. For your 2021 coverage, no enrollment action is needed if you want to keep the same LTD benefits you have now. The coverage will be provided at the 2021 premium levels. Please refer to the 2021 monthly premiums, which are on page 6.

**NOTE:** If you are currently on LTD, you are not eligible for Flexible Spending Accounts or Accidental Death and Dismemberment (AD&D).

# 2021 BENEFIT PREMIUMS

## MEDICAL

Employee Monthly Premiums		
	PPO Plan	CDHP
Single	\$182.20	\$104.52
Dual	\$386.28	\$219.57
Family	\$564.88	\$313.67

## VISION

Employee Monthly Premiums	
Single	\$2.04
Dual	\$3.00
Family	\$5.36

## DENTAL

Employee Monthly Premiums	
Single	\$13.26
Dual	\$27.45
Family	\$41.73

## ACCIDENTAL DEATH & DISMEMBERMENT

Monthly rate per \$10,000 of principal sum	
Single	\$0.022
Family	\$0.042

## LONG-TERM DISABILITY BUY-UP

Rate per \$100 of covered monthly pay	
20% Buy-Up Option	\$0.37*

\* Note that employees with annual earnings in excess of \$200,000 may be subject to an earnings cap for purposes of LTD. Please contact Mercer Single Source 1 for more information.

### Important Disclosures

This summary information provides an overview of some of the main features of the benefit plans for eligible employees but does not reflect all of the benefits, exclusions, and limitations of the plans. For all of the plan rules, details, and coverage provisions, the terms of the plans are governed by the Plan Documents and insurance contracts. Should there be any inconsistencies between the Plan Documents and this summary information, the Plan Documents and insurance contracts will prevail. The Company reserves the right to amend or terminate any of the plans, in whole or in part, at any time.

## LIFE

Employee Basic Life (Rate per \$1,000 per month)	
Employee cost share	\$0.140
Optional Employee Life (Rate per \$1,000 per month)	
<30 years old	\$0.060
30-34	\$0.080
35-39	\$0.090
40-44	\$0.100
45-49	\$0.190
50-54	\$0.300
55-59	\$0.505
60-64	\$0.800
65-69	\$1.270
70-74	\$2.060
75-79	\$3.340
80-84	\$5.410
85-89	\$8.760
Optional Dependent Life – Spouse (Rate per \$1,000 per month)	
<30 Years Old	\$0.060
30-34	\$0.080
35-39	\$0.110
40-44	\$0.170
45-49	\$0.270
50-54	\$0.420
55-59	\$0.660
60-64	\$1.070
65+	\$1.720
Optional Dependent Life – Child (Rate per month for \$10,000)	
All ages	\$0.990

# INFORMATION SOURCES

The 2021 Annual Benefits Enrollment is handled by Mercer Single Source 1™ (SS1). Mercer Single Source 1™ is available to answer questions via email at [ETTP@Mercer.com](mailto:ETTP@Mercer.com) or by telephone at **(888) 890-5631**, Monday – Friday from 9:00 a.m. to 6:00 p.m. Eastern Time.

Prior to the 2021 Annual Benefits Enrollment period, you will receive a personalized Benefits Statement with a summary of the 2020 Health and Welfare Benefits for which you are currently enrolled. This summary will be useful in determining what benefits you may need for the coming year and whether you need to take action.

At the conclusion of the 2021 Annual Benefits Enrollment period, you will receive a personalized 2021 Benefits Confirmation Statement from SS1. **Please review it carefully to ensure that it accurately reflects your benefit elections for 2021.** Evidence of Insurability (EOI) forms may be required for new or additional life coverage, and such coverage will not be effective until your application is approved by the insurance carrier.

Benefit	Resource	Phone	Website
Benefits Enrollment	Mercer Single Source 1™	(888) 890-5631	<a href="http://www.hrbenefitsadvantage.com">www.hrbenefitsadvantage.com</a>
Medical	Aetna	(888) 238-6203	<a href="http://www.aetna.com">www.aetna.com</a>
Vision	Vision Services Plan (VSP)	(800) 877-7195	<a href="http://www.vsp.com">www.vsp.com</a>
Dental	Cigna	(800) 244-6224	<a href="http://www.mycigna.com">www.mycigna.com</a>
Life	Securian	(888) 658-0193	<a href="http://www.lifebenefits.com">www.lifebenefits.com</a>
AD&D	Securian	(888) 658-0193	<a href="http://www.lifebenefits.com">www.lifebenefits.com</a>
LTD	UNUM	(800) 421-0344	<a href="http://www.unum.com/claims">www.unum.com/claims</a>
STD/FMLA	UNUM	(800) 421-0344	<a href="http://www.unum.com/claims">www.unum.com/claims</a>
Flexible Spending	PayFlex	(888) 238-6226	<a href="http://www.payflex.com">www.payflex.com</a>
AbleTo Behavioral Health	AbleTo (Aetna)	(855) 773-2354	
Health Advocacy	Health Advocate	(866) 695-8622	<a href="http://www.HealthAdvocate.com/members">www.HealthAdvocate.com/members</a>
Telehealth	Teladoc (Aetna)	(855) Teladoc (835-2362)	<a href="http://www.Teladoc.com/Aetna">www.Teladoc.com/Aetna</a>

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