

THE PRINCIPIA OPEN ENROLLMENT

2022 - PrinCare Plus Base and Buy-Up



What we'll cover:

- Your benefit options for 2022:
 - “Buy-Up” PrinCare Plus plan with a Health Savings Account (HSA) High Deductible Health Plan (\$1,500 deductible on plan);
 - Base PrinCare Plus with a medical deductible of \$1,500 but with Christian Science deductible of \$300;
 - If you elect the Buy-Up plan, Principia will put \$1,500 into the HSA if the employee or covered spouse has a baby during covered period;
 - An employee premium payment is required for the PrinCare Plus plans;
 - No premium or benefit change to dental plan;
 - No premium or benefit change to vision plan;
 - No premium or benefit change to disability plans;
 - Full coverage amount for base life insurance to 75
 - Voluntary Benefits (NEW)
 - Change from Cigna PPO network to Aetna (NEW)

Will my benefits automatically continue if I don't log into the ADP portal system during Open Enrollment?

What is included? What is available to me?

- Health Insurance covering Christian Science treatment and nursing care for you and your dependents, including limited medical care. **You pay a pre-tax monthly premium for the Base plan and a higher cost for the expanded Buy-Up plan.**
- Vacation, Health and Personal Leave
- Social Security & Medicare
- Workers' Compensation Insurance
- Unemployment Insurance
- Tuition Discount
- Retirement savings—Up to **5%** match (subject to cap)
- Life insurance and Income Protection plans—Principia pays half the monthly premium – the employee pays the other half
- Dental & Vision – premiums are paid pre-tax
- Voluntary benefits from Transamerica

Benefit Highlights 2022

Dental Insurance – The Standard Insurance Company

- Rates unchanged for 2022
 - Low and High PPO options
 - Nationwide Dental Network
 - No need to pick a primary dentist

Vision Insurance -- EyeMed

- Rates unchanged for 2022
 - Insight Network

Benefit Highlights 2022

Basic Life Insurance, AD &D, and Income Security – The Standard Insurance Company

- **Life Insurance** –two times annual salary (benefit reduction at 75)
 - \$2,000 coverage for non-employee spouse
 - \$2,000 for each child from birth to age 26
- **Group Short-term Disability Plan** - After all accumulated sick, vacation and other leave is used up, the plan pays 60% of gross salary to plan limits for up to 180 days. (Self-funded by Principia.)
- **Group Long-term Disability Plan** - 60% of gross salary to plan limits from 181 days to Social Security normal retirement age (“SSNRA”).

Benefit Highlights 2022

Voluntary Term Life Insurance – The Standard Insurance Company Employees

- Voluntary Life coverage limited to 5 times your annual salary not-to-exceed \$500,000;
- Rates based on age band; and
- Policy can be converted to individual policy upon termination of employment.

Spouse (if not Principia employee)

- Voluntary Life coverage limited to \$250,000 or 50% of employee additional life insurance coverage.

Children

- Voluntary Life coverage \$5,000 per child up to age 26 with employee additional life coverage.

Benefit Highlights 2022

- **Voluntary Term Life Insurance with The Standard Insurance Company**
 - **Employee**
 - **Elect within 30 days of becoming eligible by completing the Evidence of Insurability (“EOI”) form only for coverage over \$130,000. Later enrollments will require EOI regardless of amount.**
 - **Spouse**
 - **Elect within 30 days of becoming eligible by completing the Evidence of Insurability (“EOI”) form only for coverage over \$40,000. Later enrollments will require EOI regardless of amount.**

Benefit Highlights 2022

- Flex Spending: Renewal or participation is not automatic! If desired, this must be elected annually.
- For the 2022 plan year, the Dependent Care maximum contribution is \$5,000 and the Health Care maximum contribution is \$2,750. [The Dependent Care limit in 2021 of \$10,500 was only temporary.]

Flex Spending Account (FSA)

- Pay for health or dependent care expenses with **pre-tax** dollars.
- Maximum annual election amount: \$2,750 for Healthcare
\$5,000 for Dependent Care

Spending Rules:

Your **health** election amount for 2022 must be incurred by March 15, 2023.

Your **dependent care** election amount for 2022 must be incurred by December 31, 2022.

Submission of Receipts for Reimbursement Rules:

2022 Dependent Care Claims must be **submitted** by March 15, 2023

2021 Health Expense Claims must be **submitted** by May 15, 2023

FSA's can be used for expenses such as:

- ✓ Covered Prescription Co-pays
 - ✓ Christian Science treatment
 - ✓ Doctor and Emergency Room Co-pays
 - ✓ Orthodontics
 - ✓ Health plan Deductibles and Coinsurance
 - ✓ Lasik Surgery
 - ✓ Out-of-pocket Dentist or other provider fees
 - ✓ Eyeglasses
 - ✓ Chiropractic and acupuncture
- Dependent Care ■ Latch Key ■ Adult Day Care

Dental Plans

Principia Dental Plans				
	PRINCIPIA FULLY INSURED DENTAL PLANS ALTERNATIVES			
Carrier	Standard Insurance Company			
DHMO PPO	PPO		PPO	
Plan Name	High Plan		Low Plan	
Coverage Tier	In-Network	Out-of-Network	In-Network	Out-of-Network
Waiting Period	No Waiting Period if not late		No Waiting Period if not late	
Individual Deductible	\$50 [shared expenses]	\$100 [shared expenses]	\$50	
Family Deductible	Three times	Three times	Three times	Three times
Is the deductible waived for preventive?	Yes		Yes	
Annual Maximum [non-ortho]	\$1,500		\$1,000	
Orthodontia Lifetime Limit	\$1,000		N A	
Preventive, Diagnostic, & Cleanings	\$0	20%	\$0	\$0
Basic Services	Ded. + 20%	Ded.+ 30%	Ded. + 20%	Ded. + 20%
Periodontia	Ded. + 50%	Ded. + 50%	Ded. + 50%	Ded. + 50%
Endodontia	Ded. + 50%	Ded. + 50%	Ded. + 50%	Ded. + 50%
Major Servcies	Ded. + 50%	Ded. + 50%	Ded. + 50%	Ded. + 50%
Orthodontia	50%	50%	Not Covered	
Orthodontia Age Limit	None		N A	
UCR Percentile	N A	90th	N A	90th
Exam and Cleaning Limits	Twice in 12-month period		Twice in 12-month period	
Sealants limit	Up to Age 16		Up to Age 16	
Annual Open Enrollment?	Yes		Yes	
Minimum Participation	50% combined		50% combined	
Hearing Aid Discount Program?	No		No	
Hourly Work Requirement/Week	20		20	
	2022		2022	
	(Add 2% for COBRA)			
Rates:				
—Employee Only	\$52.60		\$32.18	
—Employee+Spouse	\$95.42		\$64.98	
—Employee+Child(ren)	\$112.02		\$81.48	
—Family	\$160.58		\$121.98	

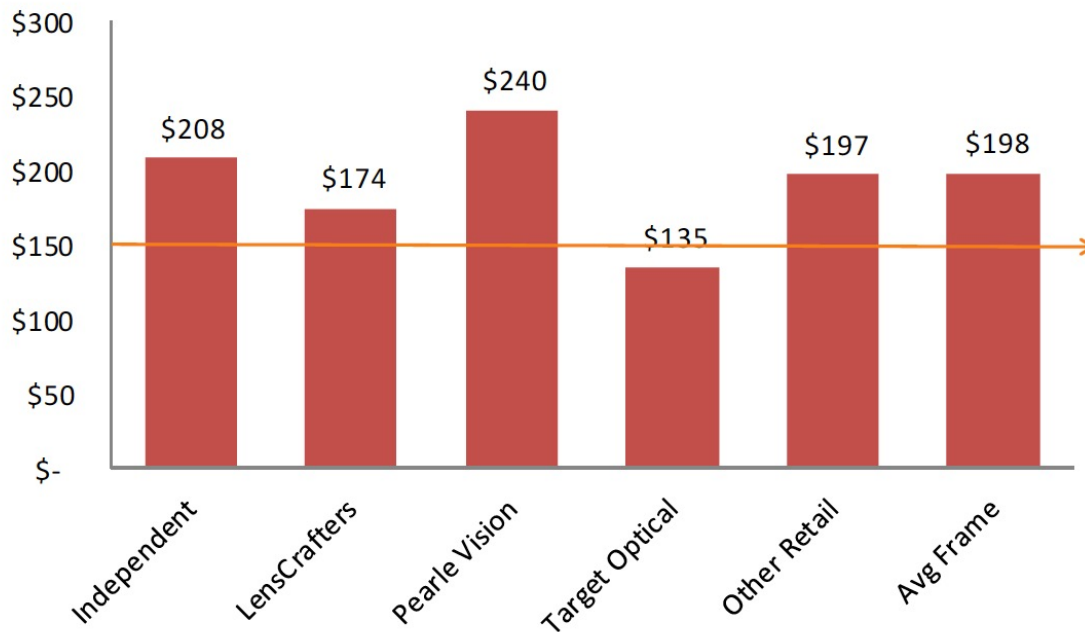
Vision Plan

Principia Vision Plan		
	PRINCIPIA FULLY INSURED VISION PLAN 2022	
Carrier	EyeMed — Insight Network	
Coverage Tier	In-Network	Out-of-Network
Waiting Period	N A	
Deductible	N A	
Annual Maximum	N A	
Frequency	Exam 12 mos. Lenses 12 mos. Frames 24 mos.	
Eye Exam	\$10 copay	\$40 max plan payment
Single Vision Lenses	\$10 copay	\$30 max plan payment
Bifocal Lenses	\$10 copay	\$50 max plan payment
Trifocal	\$10 copay	\$70 max plan payment
Lenticular	\$10 copay	\$70 max plan payment
Frames (Conventional + Disposables)	\$0 copay [up to \$150 retail]	\$105 max plan payment
Medically Necessary Frames	\$0 copay [paid in full]	\$210 max plan payment
Dependent Age Limit	26	
Hearing Aid Discount Program?	Yes	
	2022	
Rates:	(Add 2% for COBRA)	
—Employee Only	\$7.16	
—Employee+Spouse	\$13.60	
—Employee+Child(ren)	\$14.30	
—Family	\$21.04	

Vision Plan (where to shop for frames)

How choice impacts frame spend

Your average frame price by location



Your benefits

- \$150 frame allowance
- 35.4% purchase frames above their allowance
- \$198 Average Frame Spend

Employee Assistance Plan (EAP)

Your program includes up to three face-to-face assessment and counseling sessions per issue. EAP services can help with:



Depression, grief, loss and emotional well-being



Family, marital and other relationship issues



Life improvement and goal-setting



Addictions such as alcohol and drug abuse



Stress or anxiety with work or family



Financial and legal concerns



Identity theft and fraud resolution



Online will preparation

Contact EAP

888.293.6948

TDD: 800.327.1833

24 hours a day, seven days a week

www.healthadvocate.com/standard3

Benefits are provided
at no cost, including
face-to-face visits

Health Insurance for you and your family

PrinCare Plus Base remains the same except the Cigna network is replaced by the Aetna network which should provide greater savings. The Buy-Up also remains the same but changes to the Aetna network. It is a Health Savings Account (HSA) compatible plan, with a combined \$1,500 deductible for medical and Christian Science care; it also provides outpatient mental health coverage and coverage for generic drugs from Walgreens and Costco. **Both plans have a monthly cost in 2022, and costs are broken out on a four-tier basis.**

Claims are covered for Christian Science treatment by a Christian Science Nurse, Christian Science Practitioner, or Christian Science Facility. If listed in the *Christian Science Journal*, Principia pays 80% of the claim after the annual deductible is met. Costs of care by non-*Christian Science Journal*-listed providers are covered at 50% (i.e., in-network versus out-of-network).

Principia is offering an HSA through payroll deduction through PayFlex.

The two plans are described on a later slide.

How Does an HSA Work?

- 1] Money that goes into the HSA (whether paid by the employer or employee) goes in on a tax deductible/pre-tax basis. Money withdrawn for eligible medical expenses comes out tax-free.
- 2] The HSA is a separate account with a banking institution. It is not affected by termination of employment or change in health plans. The HSA vendor does not ask if the expenses are for medical reasons (but keep records in case you are ever audited). Generally the money may be withdrawn through a variety of means, e.g., ATM as a debit card.
- 3] The “High Deductible Health Plan (HDHP)” (1) must have a deductible of at least \$1,400 (\$2,800 family); (2) must not cover any medical care below the deductible other than preventive care (which means no drug card copay, for example); and (3) When a PPO is used, the statutory limits apply to PPO-preferred providers only.
- 4] Contributions into the HSA may only be made if the individual is covered by an HDHP and not covered by other non-HDHP medical coverage, including Medicare. Thus, being double covered can prevent being able to make contributions into the HSA. At Principia, you can only have an HSA or a Health Flex plan (one or the other) each year—but it is possible to have a dependent care FSA along with an HSA. The 2022 maximum contribution is \$3,650 single or \$7,300 family, with an additional \$1,000 for those age 55 or older.

Note:
always
refer to
plan
documents
for official
language.

PRINCIPIA 2022				
	PrinCare Plus plan		PrinCare Plus Buy-Up plan with HSA	
Eligibility Requirement	Meets CS Church Membership Req.		Meets CS Church Membership Req.	
Coverage Tier	In-Network	Out-of-Network	In-Network	Out-of-Network
Network	Aetna		Aetna	
HSA Eligible Plan?	No		Yes	
Must a PCP provide referral to specialist?	No		No	
Is Christian Science care covered?	Yes [\$300 \$900 deductible—combined with med. ded.s.]		Yes, combined with Medical costs	
Coinsurance by Member	20% [includes CS care]	50% [Includes CS care—not CSJ]	20% [includes CS care]	50% [Includes CS care—not CSJ]
Individual Deductible [non-CS]	\$1,500	\$1,500	\$1,500 [embedded]	\$1,500 [embedded]
Family Deductible [non-CS]	\$3,000 (i.e., 3X \$1,000)	\$3,000 (i.e., 3X \$1,000)	\$3,000 (i.e., 2X \$1,500)	\$3,000 (i.e., 2X \$1,500)
Is the deductible waived for maternity?	Yes	Yes [20% cost for home del. + mid-wife]	No, but \$1,500 paid for birth to employee or spouse [20% coinsurance applies in and out of network]	
Ind. OOP Limit [incl. ded.]	\$5,000	\$7,500	\$5,000	\$7,500
Family OOP Limit [incl. ded.]	\$10,000	\$22,500	\$10,000	\$22,500
Primary Care OV	Ded. + 20% [Ded. waived maternity]	Ded. + 50% [Ded. waived maternity]	Ded. + 20%	Ded. + 50% (UCR)
Specialist OV	Ded. + 20% [Ded. waived maternity]	Ded. + 50% [Ded. waived maternity]	Ded. + 20%	Ded. + 50% (UCR)
ACA Preventive Care	No Cost	Ded. + 50% [Women's Prev. Care only]	No Cost	Ded. + 50% [Women's Prev. Care only]
Hospital Admission	Ded. + 20% [60-day CS limit]	Ded. + 50% [30-day CS limit]	Ded. + 20% [60-day CS limit]	Ded. + 50% (UCR) [30-day CS limit]
Outpatient Surgery ASC	Ded. + 20%	Ded. + 50% (UCR)	Ded. + 20%	Ded. + 50% (UCR)
ER Visit	Ded. + 20%	Ded. + 20% (UCR)	Ded. + 20%	Ded. + 20% (UCR)
Urgent Care	Ded. + 20%	Ded. + 50% (UCR)	Ded. + 20%	Ded. + 50% (UCR)
Mental Health SA Inpatient	NO COVERAGE	NO COVERAGE	NO COVERAGE	NO COVERAGE
Mental Health SA Outpatient	NO COVERAGE [3 office visits EAP]	NO COVERAGE	Ded. + 20% [No cost EAP 3 visits]	Ded. + 50% (UCR) [No cost EAP 3 visits]
Durable Medical Equipment	Ded. + 20%	Ded. + 50% (UCR)	Ded. + 20%	Ded. + 50% (UCR)
Chiropractic Care Limit	NO COVERAGE		NO COVERAGE	
RETAIL RX				
Rx Generic Pref. Brand Non-Pref. Brand	NO COVERAGE [20% limited excepts]	NO COVERAGE	\$10 Generic Only (or actual cost if less) AFTER DEDUCTIBLE	No coverage outside of Walgreens & Costco
Rx Specialty	NO COVERAGE	NO COVERAGE	NO COVERAGE	NO COVERAGE
MAIL ORDER RX				
Rx Generic Brand	NO COVERAGE [20% limited excepts]	NO COVERAGE	\$20 [90 days] Generic Only AFTER DEDUCTIBLE	NO COVERAGE
Rx Specialty	NO COVERAGE	NO COVERAGE	NO COVERAGE	NO COVERAGE

2022 Health Insurance Payroll Deductions

	Base PrinCare Plus Plan	PrinCare Plus Buy-Up
	<u>Monthly Equivalent</u>	<u>Monthly Equivalent</u>
Employee Only	0.5% of Monthly Pay	Base Cost + \$29
EE + Child(ren)	1.00% of Monthly Pay	Base Cost + \$44
EE + Spouse	1.25% of Monthly Pay	Base Cost + \$49
Family	1.5% of Monthly Pay	Base Cost + \$73

Voluntary Benefits (New)

Starting in 2022 Principia will be offering new voluntary benefits that are employee paid. The company, Transamerica, currently administers the 403(b) retirement plan and will lower its internal fees, which will help those in that plan.

The premiums are all pre-tax through salary reduction. Coverage is portable.

The three voluntary plans are:

Critical Illness: Up to \$15,000 benefit (smoker | non-smoker age rates). \$50 wellness benefit.

Hospital Indemnity: Level rates (not available to those contributing to HSA)

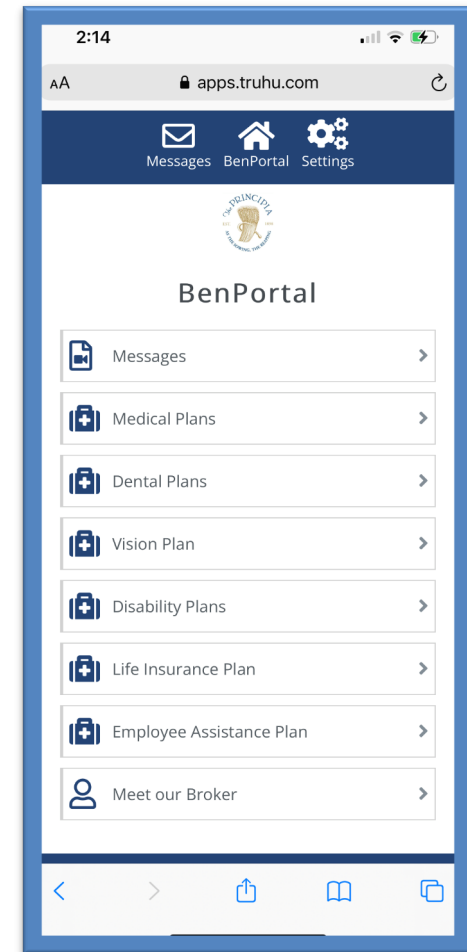
Accident Insurance: Level rates, 24-hour coverage. \$50 wellness benefit.

Note: each of the above policies must have at least two employees to sign up to be offered. Coverage is guaranteed issue with no pre-existing condition exclusions.

VitalConnexion communication platform (New)

With the increased use of cell phones, text messaging has replaced email for many people. A new communication platform called **VitalConnexion** will offer the following advantages—*including direct private concierge contact with our broker Arrow Benefits Group:*

- Principia and/or Arrow can communicate with you via email or text
- Principia can send out surveys as needed on an individual or group basis
- Members will have smart phone or computer access to customized employee benefits summaries, including what is needed at a medical provider's office.



- ADP Portal Opens: Monday, November 1 at 12:01 am.
- ADP Portal Closes: Friday, November 19 at 10:59 pm.

Login to: <https://workforcenow.adp.com>

User ID: first initial of first name last [plus]
name@ThePrinci

Contact Marcella Lehr [Elsah] or June Brill [St. Louis] with any questions.

Carrier Resources

- Third Party Admin: www.BASHealth.com
- Dental link - www.standard.com/dental
- Vision link - www.EyeMed.com
- FSA - www.myFlexonline.com
- HSA - www.mypayflex.com

- Aetna providers -

https://www.aetna.com/dsepublic/#/contentPage?page=providerSearchLanding&site_id=dse&language=en

Logon and Register above to obtain:

- Benefit Information
- Claim Information and Status
- ID card Copies
- In-Network providers and locations