

Embedded vs. Aggregate (Non-Embedded) Deductibles

HDHP25 Non-Embedded

The family deductible must be met before the plan starts sharing the cost for anyone (preventive care is still covered at 100%)

HDHP4 Embedded

Each person has their own deductible inside of the family deductible. One person can meet their deductible and the plan will start sharing costs for that person.

Example 1: Single Utilizer

One family member has \$4,000 of medical bills early in the year

HDHP4: Embedded

- The family member who has \$4,000 of medical bills early in the year reaches the \$4,000 individual deductible, so the plan can start sharing costs for that person (ex. coinsurance/copays that apply)

HDHP25: Non-Embedded

- The plan generally does not start sharing costs until the family reaches the \$5,000 family deductible



Key Takeaway: If one person in your family expects higher medical needs, an embedded deductible often helps benefits kick in sooner for that person

Example 2: True Family Utilizer (Multiple Family Members)

Two family members each have \$2,500 of medical bills (total \$5,000)

HDHP4: Embedded

- Neither person has hit the \$4,000 individual deductible yet, so they are still mostly in the deductible phase

HDHP25: Non-Embedded

- The family total hits \$5,000, so the plan can begin sharing costs after that point



	HDHP25 Non-Embedded (Employee Only/Employee + Plans)	HDHP4 Embedded (Individual/Family All Plans)
Deductible	\$2,500 / \$5,000	\$4,000 / \$8,000
Out -of-Pocket Maximum	\$4,500 / \$9,000	\$5,000 / \$10,000
When does the plan start to pay on Employee+ plans?	After the family deductible is met. \$2,500 Employee only, \$5,000 all employee + plans	After a person hits the individual deductible (or when the family deductible is met)