



**BUILD
SUCCESS
AT NSM**



Welcome!

2024 Open Enrollment & Benefits Meeting

2024
Employee
Benefits
Guide



Complete Enrollment By 12/12

Enrollment this year is ACTIVE. Meaning you will have to go into Workday and elect/decline your benefits – your benefits will not carry over!

Open Enrollment happens once per year & is the only time you can make changes to your plans without some type of Qualifying Event. If you do experience a Qualifying Event during the year, be sure to notify HR within 30 days.

Choose wisely & be sure you don't miss the deadline!

Key Changes To Benefits in 2024

1. Life, Vol Life, STD, LTD, Accident, Critical Illness and Hospital Indemnity will be moving from Guardian to Lincoln Financial 1/1/24

2024 MEDICAL PLANS

BENEFITS	PPO \$250 PLAN
Deductible – Single	\$250
Deductible - Family	\$500
Coinsurance	20%
Out-of-Pocket Maximum – Single	\$2,500
Out-of-Pocket Maximum - Family	\$5,000
Office Visit Primary Care Physician Specialist	\$25 Copay \$50 Copay
Inpatient Hospital Services	20% after Deductible
Outpatient Surgical Services	20% after Deductible
Diagnostic Services	20% after Deductible
Emergency Room Services	\$350 Copay
Retail Rx (30-day) Mail Order Rx (90-day)	\$3 / \$10 / \$40 / \$70/ 50% to \$500 \$6 / \$20 / \$80/ \$140

HSA \$2800 PLAN
\$2,800
\$5,600
0% after deductible
\$3,500
\$7,000
\$35 Copay after Deductible \$50 Copay after Deductible
0% after Deductible
0% after Deductible
0% after Deductible
0% after Deductible
**Copay applies after Deductible has been met \$3 / \$20 / \$40 / \$70/ 50% to \$500 \$6 / \$20 / \$80/ \$140



NSM will make a monthly contribution to a Health Savings Account for those employees who enroll in the HSA Plan & meet the eligibility requirements for an HSA. Deposits will be as follows:

Employee Only
Monthly Amount \$112.50
Annual Amount \$1,350

EE+SP/EE+CH
Monthly Amount \$210.00
Annual Amount \$2,520

Family
Monthly Amount \$310.00
Annual Amount \$3,720

This is an illustration of In-Network benefits, but please note that these plans also provide coverage outside of the network. Please refer to the plan documents for details & final confirmation of coverage.

Save With The HDHP Plan

Meet Joe

Single Coverage
Low Utilizer of Healthcare



1. Goes for his Annual Physical Exam + Lab Work
2. Visits the Dr. 2x/year for Illness
3. Filled 1 Generic Prescription (monthly basis)

	<u>PPO PLAN</u>	<u>HSA Plan</u>
Monthly Payroll Deduction	\$115.10	\$72.80
ANNUAL PREMIUM	\$1,381.20	\$873.60
Annual Physical	\$0	\$0
2 Doctors Visits (Sick)	\$50	\$200
1 Annual Generic Prescription	\$36	\$60 (\$5 per script)
TOTAL OUT OF POCKET (OOP) MEDICAL COSTS	\$86	\$260
NSM HSA Annual Contributions		\$1350
Total Annual Claims Spend	\$86	\$0
Total Member Healthcare Spend	\$1,467.20	\$873.60
		*Rollover the remaining \$1,090 of unused HSA funds into the following year

*Save ~\$600 enrolling in the HSA Plan

Save With The HDHP Plan

Meet The Smiths

Family Coverage
Medium Utilizers of
Healthcare



1. Family goes for Annual Physical Exam + Lab Work
2. Visits the Dr. 2x/year for Illness
3. Filled 2 Generic Prescription (monthly basis)
4. 1 Surgery + X-Ray

	PPO PLAN	HSA Plan
Monthly Payroll Deduction	\$562.83	\$224.00
ANNUAL PREMIUM	\$6,753.96	\$2,688.00
Annual Physical	\$0	\$0
2 Doctors Visits (Sick)	\$50	\$200
2 Annual Generic Prescriptions	\$72	\$120 (\$5 per script)
X-ray	\$200	\$200
Surgery	\$400	\$2000
TOTAL OUT OF POCKET (OOP) MEDICAL COSTS	\$722	\$2,520
NSM HSA Contribution		\$3,720
Total Annual Claims Spend	\$722	\$0
Total Member Healthcare Spend	\$7,475.96	\$2,688.00
		*Rollover the remaining \$1,512 of unused HSA funds into the following year

*Save ~\$4,800 enrolling in the HSA Plan

WHY AN HSA?



USE IT OR **KEEP IT**

NO Use it or Lose it provision

- Balance rolls over
- Contribute up to the annual maximum each year



Triple Tax Savings

- Contributions are tax deductible = reduces taxable income!
- Earnings/Growth are tax-free
- Withdrawals for qualified Medical Expenses are tax-free



Employee Owns the Account

- You keep the money even if you change jobs or insurance
- Comprehensive & easy investment options
- Save for retirement



Don't leave
money
on the **TABLE** for the
IRS

2024 HSA Contribution Limits

Annual Contribution Rules

2024 Limit:
\$4,150 for individuals
\$8,300 for families*

Additional Funding

Those 55 years of age or higher, but not entitled to Medicare benefits, can fund an additional \$1,000/year "catch-up" contribution!

Amount of Funding

Contributions above the annual limit are subject to income taxes and a 20% penalty. Please review your YTD contributions so not to exceed!

Please note these contribution limits are inclusive of what NSM contributes to the HSA account on your behalf

Flexible Spending Accounts (FSA)

An FSA is an employee benefit which results in tax savings for most employees. The plan reduces your taxable income by allowing you to pay for health care expenses and dependent care expenses with pre-tax dollars.

Healthcare FSA: You can contribute \$3,200 on a pre-tax basis to pay for certain health care costs if you enroll in the PPO Plan

Limited Purpose FSA: You can contribute \$3,200 on a pre-tax basis to pay for dental or vision expenses only if you enroll in the HDHP.

Dependent Care FSA: Pre-tax benefit account used to pay for eligible dependent care services, such as:

- preschool
- summer day camp
- before or after school programs
- child or adult daycare.

Contributions are available January 1. The maximum contribution in 2024 is \$5,000 per family/\$2,500 if filing separate taxes.

Commuter/Parking FSA: Contribute up to \$315/month pre-taxed into your account.

Things to consider before contributing to an FSA:

1. You have a 2.5 grace period to reimburse/file claims for the prior year under the Healthcare/Limited Purpose FSA
2. Dependent care FSA dollars are use it or lose it (no roll over allowed).
3. You cannot stop or change your FSA contribution(s) during the plan year unless you experience a qualifying life event.

Dental

BENEFITS	Dental PPO Plan	
	In-Network	Out-of-Network
Deductible (Single/Family)	\$50/\$150	\$50/\$150
Annual Maximum	\$2,000	\$2,000
Preventive & Diagnostic	100%	100%
Basic Services	100%	100%
Major Services	50%	50%
Orthodontia (adult & children)	50%	50%
Orthodontia Lifetime Maximum	\$2,000	\$2,000

After deductible for both INN & OON

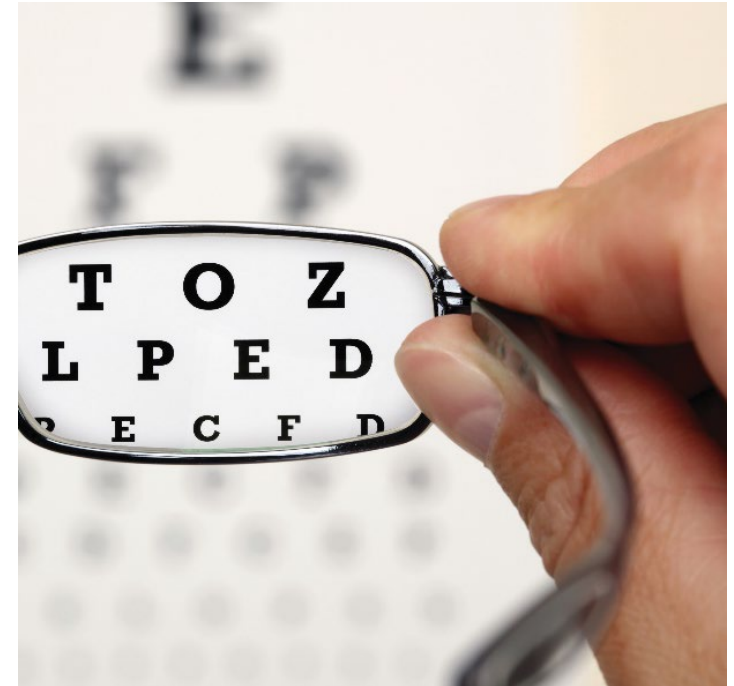


- Lincoln DentalConnect Network
- Go to lfg.com to find a provider

Vision

BENEFITS	EyeMed	
	In-Network	Out-of-Network
Eye Exam	\$10 Copay	N/A
Lenses	100%	Up to \$80
Frames	\$130 Retail	Up to \$45
Contacts – Medically Necessary	100%	Up to \$210
Contacts – Elective	Up to \$125	Up to \$150
Exam Frequency	12 months	
Lens Frequency	12 months	
Frame Frequency	24 months	

- Coverage for exams & materials
- Visit lvc.lfg.com to find a provider



Basic Life and AD&D

- 100% paid for by NSM
- 1x Annual Salary to maximum of \$100,000
- Portability or conversion available upon request

****Please remember to update your beneficiary information during this open enrollment and as necessary through the year!**



Short-Term Disability

- 100% Paid for by NSM
- **Paycheck protection** while you're unable to work due to an off-the-job injury, illness, surgery, or childbirth
- Insure up to 60% of your weekly earnings to a maximum of \$1,250 per week for 13 weeks
- You must be out more than 14 days due to an accident or illness



Without a paycheck, how would you cover these essentials?

- Rent or mortgage
- Utilities
- Groceries
- Car Payments

Long-Term Disability

- 100% Paid for by NSM
- Financial protection for when you will be out of work for an extended period of time due to an illness or injury
- Insure up to 60% of your monthly earnings to a maximum of \$20,000 per month
- You must be disabled for 90 days before LTD benefits start.



Voluntary Term Life and AD&D

- Provides a large, lump sum of money to help replace your income for your family if you pass away
- For this open enrollment, elect up to the Guarantee Issue amount with no medical questions
- Employees can elect up to \$500,000 in coverage in \$10,000 increments
 - Guarantee issue of \$120,000
- Policies for spouse & child(ren) are also available
 - Up to \$100,000 in coverage for spouses
 - Guarantee issue of \$20,000
 - Up to \$10,000 in coverage for children
- If you currently are enrolled in over the GI (guaranteed issue), your coverage will be grandfathered over.



****Please remember to update your beneficiary information during this open enrollment and as necessary through the year!**

Accident Coverage

Elect Voluntary Accident Coverage to you and your family members.

- The plan pays cash benefits directly to you to help cover out-of-pocket expenses associated with an **accidental injury**
- Choose between the low or the high plan. Both plans pay benefits based on the treatment of accidental injuries-benefits are payable for services including hospitalization, emergency treatment, intensive care, fractures, and more.
- \$50 wellness benefit paid per insured for receiving a wellness screening



Critical Illness

- Provides a large, lump sum benefit to help you bounce back when you suffer a major health event
- Voluntary benefit available for you, your spouse, and your children
 - *Children automatically covered at 50% of employee election at no cost!
- Choose a \$10,000 or \$20,000 Benefit
- \$100 wellness benefit paid per insured for receiving a wellness screening
- Paid upon being diagnosed with any of the following:
 - Heart Attack
 - Stroke
 - End Stage Renal Failure
 - Major Organ Failure
 - Severe Burn
 - Invasive Cancer
 - Severe Traumatic Brain Injury
 - Permanent Paralysis
 - Certain Childhood Conditions



Hospital Indemnity

- Provides you a payment for admission and time spent in the hospital
- Example: Normal Delivery of a Baby

First Day Hospital Confinement = \$1,000

Recovery Day \$100

Total Payment \$1,200



Employee Assistance Program

- EmployeeConnect offers a wide range of information and resources you can research and access on your own. Expert advice and support tools are just a click away when you visit GuidanceResources.com or download the GuidanceNow mobile app.
 - In-person help for short-term issues (up to five sessions with a counselor per person, per issue, per year).
 - Information and referrals on family matters, such as child and elder care, pet care, vacation planning, moving, car buying, college planning, and more.
 - Financial guidance on household budgeting and short- and long-term planning
 - In-person consultations with network lawyers, including one free 30-minute in-person consultation per legal issue, and 25% off subsequent meetings.

*EmployeeConnect*SM

EMPLOYEE ASSISTANCE PROGRAM SERVICES

Confidential help 24 hours a day, seven days a week for employees and their family members. Get help with:

- Family
- Emotional
- Relationships
- Parenting
- Legal
- Stress
- Addictions
- Financial

*EmployeeConnect*SM

EMPLOYEE ASSISTANCE PROGRAM SERVICES

To find out more:

- Visit GuidanceResources.com
username: LFGSupport password: LFGSupport1
- Download the GuidanceNowSM mobile app
- Call 888-628-4824



NEXT STEPS FOR ENROLLMENT

Complete Enrollment By 12/12

1. For additional information on your benefits, visit the <https://mysmbenefits.com/2024voe/>
2. Log into the Workday platform to make your 2024 plan elections
3. Don't miss out –the Open Enrollment window closes on December 12th

Choose wisely & be sure you don't miss the deadline!