

Dear Furman Faculty and Staff:

The Furman University Benefits Committee is a team of faculty and staff chosen to provide Furman with quality, competitive benefit plans. The purpose of this communication is to inform you of changes to Furman's benefit plans (effective January, 2020) and announce the dates for the annual open enrollment process.

This year's open enrollment period will begin on Friday, November 1, 2019 and will end on Sunday, November 17, 2019. Benefits this year will again be selected in Workday. Prior to open enrollment, you will receive detailed instructions on the benefits selection process within the Workday system. The open enrollment period is your opportunity to confirm, change, enroll in or cancel benefits. Any changes in benefits will take effect on January 1, 2020.

Detailed below is a list of coverages offered in our benefits program for 2020. After each coverage, an explanation is provided with the specific changes or other applicable information.

Medical Plan

Premiums

- See attached rate sheet. Total premiums for each plan and tier were adjusted based on historical data and projected expenses provided by the University's health care consultants.

Cost Sharing

- All Basic Plan tiers and all High Deductible Health Plan (HDHP) tiers experienced no increase in cost sharing for 2020.
- All Plus Plan tiers experienced an adjustment in cost sharing to account for the fact that the Plus Plan takes up a disproportionate amount of medical plan resources as compared to the other two health insurance options.

Plan Administrator

- Cigna will continue to serve as our plan administrator.

Plan Design

- No plan design changes will be made to the Plus or Basic medical plans.
- Due to changes in Internal Revenue Service (IRS) regulations, the HDHP individual deductible will increase from \$2,700 to \$2,800. The family HDHP deductible will increase from \$5,400 to \$5,600.

Prescription Plan

Prescription drug cost and usage (particularly generics) continue to increase dramatically. The increase required the Benefits Committee to explore thoughtful solutions to keep drug payments affordable.

- Copays
 - Plus and Basic Plans (Retail 30 day generic maintenance and non-maintenance - \$10 copay)
 - Plus and Basic Plans (Retail 90 day and Cigna Home Delivery 90 day generic maintenance and non-maintenance - \$25 copay)
 - *if the cost of the drug is lower than the copay, you only pay the cost of the drug.
- HDHP Plan (30% of the cost for all non-preferred brand prescriptions)
- Exclusion of Proton Pump Inhibitors (PPIs) and Non-Sedating Antihistamines— i.e. Stomach acids and allergy medications will now be excluded from the medical pharmacy plan as there are drugs within these therapeutic classes that are available over-the-counter for these conditions. If impacted, you will receive a notification from Cigna.
- Step Therapy – Step therapy for **NEW** prescriptions will encourage the use of less costly, yet effective, medications before more costly medications are approved for coverage. This does not apply to existing prescriptions.
- As in previous years, some drugs may experience tier changes, step therapy, prior authorization and quantity limits in conjunction with Cigna's formulary changes that occur primarily in January. Affected members will receive advance notification directly from Cigna.

Telemedicine

Our telemedicine benefit in 2020 will be provided through Cigna. All those enrolled in the medical plan will have access to this benefit. The copay for Plus and Basic Plan members will be lowered from \$15 to \$10 per consultation. HDHP members currently pay \$49(Amwell) or \$45(MDLive).

Health Savings Accounts (HSA) *For those enrolled in the Medical HDHP plans only.

H.S.A. Bank will continue as our vendor for health savings accounts. The HSA employee maximum contribution limits for 2019 are currently \$3,500 and the family maximum contribution limit is \$7,000. In 2020, these amounts will increase to \$3,550 and \$7,100 respectively, for the employee and family maximum contribution limits. Furman will increase contributions to HSA participants' accounts from \$250 to \$375 for employee only coverage and from \$500 to \$750 for dependent coverage. If you wish to participate in these tax-saving programs in 2020, you must re-enroll during Open Enrollment. Remember that all unused HSA funds are rolled over into the next calendar year.

Medical and Dependent Care Flexible Spending Accounts (FSAs)

Flores will remain our vendor for both the medical and dependent care flexible spending accounts. The maximum contribution limits for 2019 are currently \$2,700 for medical and \$5,000 for dependent care. We have yet to receive any guidance on changes for 2020. If you wish to participate in these tax-saving programs in 2020, you must re-enroll during Open Enrollment. Remember that only \$500 of unused medical FSA funds can be rolled into the next calendar year. Any excess will be lost.

Dental Plan

Metlife will remain the provider for our dental plan. The premium rates increased minimally with a 2 year rate guarantee. A minor change will be made in the plan design to include moving endodontic and periodontics services to the Major category (50% coverage).

Vision Plan

Our vision benefit in 2020 will be provided by Metlife with a 2 year rate guarantee. The vision plan will now have two options. The Low Plan most closely matches our current offering and is slightly below current rates and the High Plan option is available for those desiring a richer plan with a higher frame allowance.

Basic & Supplemental Employee and Dependent Life and Accidental Death and Dismemberment (AD&D)

Unum will remain the vendor for life insurance coverage. There are no premium increases and the Benefits Committee secured a 3 year rate guarantee. Furman will pay the premiums for the Basic Employee Life and AD&D for all benefits eligible employees.

- Faculty and staff will choose from the following options:
 - Faculty and staff can elect 1½ times salary up to a maximum of \$400,000 or a flat amount of \$50,000.
 - Faculty and staff are responsible for paying the imputed tax on any insured amounts over \$50,000. Per IRS regulation, there is no imputed tax on coverage amounts equal to \$50,000 or less.
- Basic dependent life coverage and additional supplemental life and AD&D for faculty, staff, dependent spouses and children (up to age 26) remain the same. Any increases in coverage, initial elections for existing faculty and staff, or amounts elected above the guaranteed issue for those who are newly eligible will require evidence of insurability (EOI).

Disability

Unum remains the provider for both Short and Long Term Disability. There are no premium increases and the Benefits Committee secured a 3 year rate guarantee.

- Short Term Disability has two options: a 7-day waiting period and a 30-day waiting period.
- Long Term Disability will have no changes to the plan design or premium.

Voluntary Benefits – Accident, Critical Illness & Whole Life

Unum remains the provider for our voluntary products. There are no premium increases and the Benefits Committee secured a 3 year rate guarantee.

New Voluntary Benefit: Legal and Identity Theft Coverage

Hyatt Legal, a Metlife Company, will provide new Legal and Identity Theft coverage as a voluntary benefit for faculty and staff. Individuals who enroll will have access to legal advice and representation for many personal legal matters. Identity theft's comprehensive coverage scours records at all three major credit bureaus to help uncover and minimize fraud.

Employee Assistance Program (E.A.P)

An employee assistance program is offered through Unum. The program includes counseling services, referrals and resources for work-life needs as well as legal and financial information. The services are free and confidential. Faculty and staff are automatically enrolled in this benefit and are eligible for up to 6 free in-person counseling visits per calendar year.

Reminders:

- Open Enrollment is a good time to verify that your enrolled dependents are still eligible for coverage
- Review your beneficiary designations
- Assess and determine if any coverage changes need to take place
- Don't forget to complete the Health Risk Assessment (HRA), Biometric Screening and Health Coach Provider (HCP) visit (if needed) no later than 12/31/19 to get the 2020 medical premium discount. 2019 HRAs and appointments for on-site biometric screenings will now be completed using the Prisma Health (GHS) MyChart application.

>**HRA Link:** <https://mychart.ghs.org/mychart/> * Please see instructions provided by the Office of Human Resources via email*

>Offsite Biometric screening and HCP forms can be found on MyFurman.

- **During the month of October, open enrollment information sessions will be offered to answer questions and provide additional information. These sessions will be held in Burgiss Theater on October 8th at 1:00pm and October 10th at 10:00am and 2:00pm.**

We trust you will find this information helpful in selecting benefits for 2020.

Furman University Benefits Committee

Furman University
2020 Premium Rate Sheet

2020 Medical Insurance Premiums: CIGNA

HDHP H.S.A Plan (Monthly Rates)	Furman University Cost Sharing		Employee Pays (with BIO & HRA)		Employee Pays (without BIO & HRA)	
	2020	2019	2020	2019	2020	2019
	Employee	88%	88%	\$44.30	\$43.00	\$144.30
Employee + Child(ren)	88%	88%	\$74.38	\$72.00	\$174.38	\$172.00
Employee + Spouse	85%	85%	\$112.60	\$109.00	\$212.60	\$215.00
Employee + Family	85%	85%	\$175.61	\$170.00	\$275.61	\$276.00

Basic Plan (Monthly Rates)	Furman University Cost Sharing		Employee Pays (with BIO & HRA)		Employee Pays (without BIO & HRA)	
	2020	2019	2020	2019	2020	2019
	Employee	79%	79%	\$90.13	\$84.00	\$190.13
Employee + Child(ren)	85%	85%	\$116.96	\$109.00	\$216.96	\$209.00
Employee + Spouse	78%	78%	\$206.02	\$192.00	\$336.02	\$314.00
Employee + Family	78%	78%	\$313.32	\$292.00	\$443.32	\$414.00

Plus Plan (Monthly Rates)	Furman University Cost Sharing		Employee Pays (with BIO & HRA)		Employee Pays (without BIO & HRA)	
	2020	2019	2020	2019	2020	2019
	Employee	80%	80%	\$178.61	\$165.00	\$278.61
Employee + Child(ren)	78%	80%	\$346.28	\$288.00	\$446.28	\$388.00
Employee + Spouse	76%	77%	\$456.54	\$396.00	\$656.54	\$596.00
Employee + Family	76%	77%	\$674.01	\$604.00	\$874.01	\$804.00

HDHP H.S.A Plan (Bi-Weekly Rates)	Furman University Cost Sharing		Employee Pays (with BIO & HRA)		Employee Pays (without BIO & HRA)	
	2020	2019	2020	2019	2020	2019
	Employee	88%	88%	\$20.45	\$19.85	\$66.60
Employee + Child(ren)	88%	88%	\$34.33	\$33.23	\$80.48	\$79.38
Employee + Spouse	85%	85%	\$51.97	\$50.31	\$98.12	\$99.23
Employee + Family	85%	85%	\$81.05	\$78.46	\$127.20	\$127.38

Basic Plan (Bi-Weekly Rates)	Furman University Cost Sharing		Employee Pays (with BIO & HRA)		Employee Pays (without BIO & HRA)	
	2020	2019	2020	2019	2020	2019
	Employee	79%	79%	\$41.60	\$38.77	\$87.75
Employee + Child(ren)	85%	85%	\$53.98	\$50.31	\$100.14	\$96.46
Employee + Spouse	78%	78%	\$95.09	\$88.62	\$155.09	\$144.92
Employee + Family	78%	78%	\$144.61	\$134.77	\$204.61	\$191.08

Plus Plan (Bi-Weekly Rates)	Furman University Cost Sharing		Employee Pays (with BIO & HRA)		Employee Pays (without BIO & HRA)	
	2020	2019	2020	2019	2020	2019
	Employee	80%	80%	\$82.44	\$76.15	\$128.59
Employee + Child(ren)	78%	80%	\$159.82	\$132.92	\$205.98	\$179.08
Employee + Spouse	76%	77%	\$210.71	\$182.77	\$303.02	\$275.08
Employee + Family	76%	77%	\$311.08	\$278.77	\$403.39	\$371.08

^The HDHP 2020 Furman University Monthly Premium does not reflect the Employer H.S.A. Contribution of \$375 for individual and \$750 for dependent coverage and does not include the Hospital Indemnity Benefit Furman is paying for the H.S.A. participants only.

Note: 2020 Premiums for all insurance plans may be reviewed in the 2020 Benefits Guide once available.