Dear Furman Faculty and Staff:

The purpose of this communication is to inform you of changes to Furman’s benefit plans effective January 1, 2023, and announce the dates for the annual open enrollment process.

This year’s open enrollment period will begin on Sunday, November 6, 2022 and will end on Saturday, November 19, 2022. 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, 2023. Benefit selections will be made in the Workday system. Step-by-step instructions will be made available for your use.

Detailed below is a list of coverages offered in our benefits program for 2023. After each coverage, an explanation is provided with the specific changes or other applicable information.

**Medical Plan**

**Plan Administrator**
- Blue Cross Blue Shield (BCBS) of South Carolina will remain the provider for the 2023 calendar year.

**Plan Type**
- After a thorough market analysis, Furman will convert from a self-insured plan to a fully-insured plan for the 2023 plan year.

**Premiums**
- Based on the move to fully-insured, total premiums were adjusted based on figures provided by BCBS. Premium increase amounts are 2.5% for all plans and all tiers. See medical rate sheet attached.

**Cost Sharing**
- Based on new premium amounts and the 2.5% increase for all plans and all tiers, there were adjustments made to cost sharing percentages.

**Plan Design**

There are some plan design changes that are relevant to moving to a fully-insured plan. They include but are not limited to the following:
- Lower family deductibles for the Plus plan from $2,400 to $1,600 and for the Basic Plan from $4,500 to $3,000.
- Lower Plus plan urgent care copay from $75 to $50.
- Per IRS regulations, the High Deductible Health Plan (HDHP) individual deductible will increase from $2,800 to $3,000.
- Routine preventive care outside of mandated health care reform under the Affordable Care Act will be covered up to $500 per member per year.
- Chiropractor visits are subject to the deductible and will be covered up to $500 per year.

**Prescription Plan**

There are some prescription changes that are relevant to fully insured plans. They include the following:
- Changes in prescription copays
- Under fully insured, BCBS has a program where regardless if the physician writes “dispense as written” if there is a generic available and the member still chooses the brand name, they will pay their regular cost-sharing PLUS the difference in the cost between the generic and brand name.
- As in previous years, some drugs may experience tier changes, step therapy, prior authorization and quantity limits in conjunction with BCBS’s formulary changes that occur primarily in January. Affected members will receive notification directly from BCBS. For the most current information on what your specific plan covers, login to the BCBS myhealth toolkit.

**New Concierge Benefit**

A new concierge benefit will be available to benefits eligible faculty and staff effective January 1, 2023. This benefit consists of registered nurses, medical directors, and other health care experts who will provide support to members who are navigating the complex healthcare system. Health Advocate is the provider and Furman will cover all cost related to this new benefit. This benefit is also available for spouses/domestic partners, parents, and parents-in-law.
Teledmedicine
Our teledmedicine benefit in 2023 will continue to be provided through BCBS. All those enrolled in the medical plan will have access to this benefit. The copay for Plus and Basic Plan members will be $30 per consultation. Telemedicine visits for HDHP members will be subject to the deductible.

Health Savings Accounts (HSA) *For those enrolled in the HDHP only.
Accrue Health will continue as our HSA vendor. The Internal Revenue Service (IRS) HSA employee maximum contribution limits for 2023 are $3,850 and the family maximum contribution limit is $7,750. Furman will continue to make contributions to HSA participant accounts of $500 for employee only coverage and $1,000 for dependent coverage. If you wish to continue participation in these tax-saving programs in 2023, you must re-enroll during open enrollment. Remember that all unused HSA funds roll over into the next calendar year.

Medical and Dependent Care Flexible Spending Accounts (FSAs)
Flores will remain the provider for both the medical and dependent care flexible spending accounts. The IRS maximum contribution limits for 2023 are $3,050 for medical and $5,000 for dependent care. If you wish to participate in these tax-saving programs in 2023, you must re-enroll during open enrollment. Remember that only $550 of unused medical FSA funds can be rolled into the next calendar year. Any excess will be lost.

Dental Plan
The 2023 dental benefit will be provided by Unum. Premium rates and plan design will remain the same.

Vision Plan
The 2023 vision benefit will be provided by Unum. Premium rates and plan design will remain the same.

Basic & Supplemental Employee and Dependent Life and Accidental Death and Dismemberment (AD&D)
Unum will remain the provider for life insurance coverage. There are no premium increases for 2023. Furman will pay the premiums for the Basic Employee Life and AD&D for all benefits eligible employees.

- Faculty and staff may choose to 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 initial elections for existing faculty and staff, or amounts above the guaranteed issue will require evidence of insurability (EOI). **

Disability
Unum remains the provider for both Short- and Long-Term Disability.
- Short Term Disability (STD) premium rates will remain the same. Two STD options are available: 7-day waiting period or 30-day waiting period. New enrollees will be subject to EOI.
- Long Term Disability (LTD) premiums rates will remain the same. LTD is a mandatory benefit for all benefits eligible employees.

Accident
Unum remains the provider for the accident plan. Premium rates and plan design will remain the same.

Critical Illness
Unum remains the provider for the critical illness plan. Premium rates and plan design will remain the same.

Hospital Indemnity Plan
Unum will remain the provider for the hospital indemnity plan. Premium rates and plan design will remain the same.
Whole Life
Unum remains the provider for the whole life plan. Premium rates will remain the same. Faculty and staff interested in enrolling in this coverage, making changes to current coverage, or who wish to decline will need to contact Unum directly. Contact information will be provided in the Workday system.

Legal and Identity Theft Coverage
MetLife will remain the provider for our Legal and Identity Theft plan. 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 (EAP)
Health Advocate will remain the provider for our EAP plan. 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
• Review personal contact information such as home address and contact numbers.
• 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 December 1, 2022 to get the 2023 medical premium discount.
• Offsite Biometric Screening Forms and HCP forms are available on the HR website.

We trust you will find this information helpful in selecting benefits for 2023.

Kristin Austin
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