<table>
<thead>
<tr>
<th>Event</th>
<th>Date/Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual Enrollment Begins</td>
<td>October 1, 2022</td>
</tr>
<tr>
<td>Annual Enrollment Ends</td>
<td>November 15, 2022 – 4pm</td>
</tr>
<tr>
<td>Effective Date of Changes</td>
<td>January 1, 2023</td>
</tr>
</tbody>
</table>
• All benefits-eligible employees should have received OE task on 10/1

• Passive Enrollment - current benefits will rollover
  – **EXCEPTION** – Flexible Spending Account(s) (FSA) and Health Savings Account (HSA) elections must be re-elected each year
  – To cancel enrollment in Long Term Disability, Long Term Care, or OGB Life Insurance, please contact benefits@lsu.edu.

• Workday Open Enrollment Event will be active until 11/15/22 @ 4pm CST
  – Changes after OE closes will not be accepted

• New Hires-Need to work **both** their New Hire and Open Enrollment events in Workday
Annual Enrollment materials posted to Benefits website at [www.lsu.edu/ae](http://www.lsu.edu/ae)
Employee Responsibilities during Annual Enrollment

- Review all communications regarding Annual Enrollment
- Educate themselves on plan offerings
- Ensure changes have been properly submitted by deadline
- Confirm your demographic information, including address and phone number, in Workday
- Update beneficiary information, if applicable
- Provide proper documentation, such as adding dependents or submitting Evidence of Insurability (EOI), if applicable
- Verify insurance coverage and premium deductions are correct
• Virtual only:
  • Tuesday, October 18: 10-11 AM
  • Wednesday, November 2: 2-3 PM

• Registration information on HR website
• In-person meetings held regionally

• BR Meeting: 10/25/2022, 9 AM & 2 PM
• State Police Headquarters

• Videos on OGB plans are on LSU HR Annual Enrollment website
Benefits Fair

Wednesday, October 26, 2022
10 am – 2 pm
Royal Cotillion Ballroom, LSU Student Union

Come by and meet benefit and retirement vendors & representatives across campus
Do you have old glasses collecting dust?

- LSU has partnered with Eyemed and OneSight
- OneSight is a global non-profit, dedicated to creating a world where access to vision care is not a barrier
- Collecting old glasses to be recycled or donated
- Eyemed will donate $5 to OneSight for every pair of glasses donated
- Donation box available at Benefits Fair or in HRM @ 110 Thomas Boyd Hall
Voluntary Products
Voluntary Products

• No Plan Design or Premium Changes for 2023
  – Dental, Vision, LTD, Life, Identity Protection, Critical Illness, Accident

• Age banded products- may see premium change if you change age tiers
Voluntary Products

- Voluntary Life UHC
  - **Currently Covered**: may increase coverage by $10,000, up to the maximum limit*
  - **Limit**: 3 times your annual salary or $350,000, whichever is less

*If you have been declined coverage you must re-submit EOI to elect or increase coverage
Voluntary Products

• Voluntary Life UHC

  – Not Currently Covered: may elect $10,000 without EOI*

  – May apply for more coverage with EOI up to plan limits

  – Limit: 3 times your annual salary or $350,000, whichever is less

*If you have been declined coverage you must re-submit EOI to elect or increase coverage
• Voluntary Life UHC

  – Spouse coverage: Must submit EOI to enroll or increase coverage

  – Limit: 50% of Employee’s coverage, up to the maximum of $175,000

  – Child Life: May elect $5,000 to $20,000
Flexible Spending

- Administrative Fee waived for 2023 plan year

- Healthcare Spending Account limit increase from $2750 to $2850

- Dependent Care Spending Account limit remains $5000

- IRS requires re-enrollment each plan year
Office of Group Benefits

• 4.5% Rate Increase across the board for Magnolia and Pelican Plans

• ER Copay on Magnolia Local and Magnolia Open Access increase from $150 to $200

• PBM change to CVS Caremark (except for Pelican HSA775)

• New ID cards

• 5.94% Rate Increase on Vantage Medical Home HMO
• Rate changes on OGB Prudential Life eff 1/1/2023

• New rates not to exceed a total of $3.00 per $1,000 in coverage

• RFP next year
2023 Wellness Credit Reminder

- **Measurement Period**
  - 11/1/21 – 10/31/22
- **$25/month**
  - Employee/Retiree Only

- **Requirements:**
  - Preventive PCP visit
  - Biometric Screening
  - Mandatory Care Coordination
    - if identified in 2022 Plan Year
- Self Funded Health Plan
- Consumer Driven
- Medical Inflation: 6%
- Pharmacy Inflation: 9%
- Average Rate Increases in Market: 7%
1.5% Premium Increase for all tiers

<table>
<thead>
<tr>
<th>Tier</th>
<th>2022 Rate</th>
<th>2023 Rate</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Only Only</td>
<td>$202.64</td>
<td>$205.68</td>
<td>$3.04</td>
</tr>
<tr>
<td>Employee + Spouse</td>
<td>$595.62</td>
<td>$604.55</td>
<td>$8.93</td>
</tr>
<tr>
<td>Employee + Child(ren)</td>
<td>$313.84</td>
<td>$318.56</td>
<td>$4.72</td>
</tr>
<tr>
<td>Family</td>
<td>$730.82</td>
<td>$741.79</td>
<td>$10.97</td>
</tr>
</tbody>
</table>
What’s New for 2023

- HRA and Deductible no longer apply to prescription drugs
- HRA will be adjusted by half to account for pharmacy change
- New ID Cards
<table>
<thead>
<tr>
<th>Benefit Design</th>
<th>EE Only</th>
<th>EE+SP</th>
<th>EE+CH</th>
<th>Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>HRA (Medical)</td>
<td>$500</td>
<td>$750</td>
<td>$750</td>
<td>$1000</td>
</tr>
<tr>
<td>Deductible (Medical)</td>
<td>$500</td>
<td>$750</td>
<td>$750</td>
<td>$1000</td>
</tr>
<tr>
<td>Pharmacy</td>
<td></td>
<td></td>
<td>Generics covered 100% Brand &amp; Specialty 20%; max $150 per 30-day supply</td>
<td></td>
</tr>
<tr>
<td>Max Out-of-Pocket In-Network Medical (includes HRA, Deductible, and Coinsurance)</td>
<td>$4,500</td>
<td>$6,750</td>
<td>$6,750</td>
<td>$9,000</td>
</tr>
<tr>
<td>Max Out-of-Pocket Out-of-Network Medical</td>
<td>Unlimited</td>
<td>Unlimited</td>
<td>Unlimited</td>
<td>Unlimited</td>
</tr>
<tr>
<td>Max Out-of-Pocket Prescription Drugs</td>
<td>$4,500</td>
<td>$6,750</td>
<td>$6,750</td>
<td>$9,000</td>
</tr>
</tbody>
</table>
• HRA Change
  • Old plan design: Generics would spend down your HRA

• No More Surprises at the Pharmacy!
  • No Deductible for pharmacy

• HRA will only apply to medical expenses
## How Will This Work?

- **$500 Brand Name Medication**  
  
<table>
<thead>
<tr>
<th></th>
<th>2022</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>January</strong></td>
<td>$500 (HRA – Plan Paid)</td>
<td>$100 (20% Coinsurance)</td>
</tr>
<tr>
<td><strong>February</strong></td>
<td>$500 (HRA – Plan Paid)</td>
<td>$100 (20% Coinsurance)</td>
</tr>
<tr>
<td><strong>March</strong></td>
<td>$500 (Deductible)</td>
<td>$100 (20% Coinsurance)</td>
</tr>
<tr>
<td><strong>April-December</strong></td>
<td>$100/month (20% Coinsurance)</td>
<td>$100/month (20% Coinsurance)</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$1,400 - EE Cost</td>
<td>$1,200 - EE Cost</td>
</tr>
</tbody>
</table>

Employee Only
2024 Wellness Credit

**LSU First Population Count**

- Employee: 8,401
- Dependent: 5,485
- Spouse: 2,815
- All Members: 16,701

**Risk Score**

- Employee: 1.48
- Dependent: 0.55
- Spouse: 1.75
- All Members: 1.22
2024 Wellness Credit

- Measurement Period
  - 11/1/22 – 10/31/23
- $25 to $35/month
  - Employee and covered Spouse

- Requirements:
  - Preventive PCP visit
  - Biometric Screening
  - Mandatory Care Coordination – if identified in 2024 Plan Year
National Retirement Security Month
Retirement Security Month

- **LASERS**
  - Early Career & General Session

- **Teachers’ Retirement (TRSL)**
  - Early Career, Mid-Career, Ready to Retire

- **HRM** - Roadmap to Retirement

- **Fidelity**
  - Retirement Income Planning for Her
  - Turn your Savings into Retirement Income
Register for retirement meetings through HRM Training & Development

Annual Enrollment materials posted to Benefits website at www.lsu.edu/ae
THANK YOU