



BWXT 2021 Benefits

Fall 2020

> BWXT Benefits

Main objectives for providing benefits:

- Provide a comprehensive and competitive benefit offering while maintaining a positive value proposition for employees
- Comply with regulatory requirements
- Limit complexity
- Control costs for employees and BWXT
- Must have executive approval
 - The BWXT health plans are “self-funded” – this means that the over \$50 million budgeted spend for medical and dental expenses each year are paid by BWXT
 - » For example, Anthem, the medical administrator, pays for a hospital stay of a BWXT employee or their covered family member based on the BWXT medical plan. After the claim is paid, Anthem invoices BWXT for the amount that was paid to the hospital.

➤ 2021 Benefits – Medical Coverage Overview

The Consumer Choice Plan

If you enroll in the comprehensive, high deductible Consumer Choice Plan:

- Employee (payroll) contributions will be lower than the PPO Plan
- Eligible medical and pharmacy expenses will accumulate towards the deductible and out-of-pocket maximums
- You will receive a company contribution to your Health Savings Account (HSA)
 - \$500 for “Single” and \$1,000 for “Family” deposited in January of 2021
 - If an employee “waives” the option to do a HSA deferral of their own monies it is saying you are not eligible for the company contribution. Enter a deferral of \$0 instead.
- You may contribute your own, pre-tax monies through payroll deductions to your HSA
- Healthcare Flexible Spending Account (FSA) can only be used to help pay for eligible dental and vision expenses – unless the HSA is not opened
- Your HSA monies are never forfeited – they are yours to spend, even if you change plans or after you retire / terminate employment
- If you have Medicare, Veterans Affairs (VA), TriCare or other coverage that deems you ineligible for an HSA, you may still enroll in the Consumer Choice Plan but the IRS will not allow for company contributions or your own deferrals into an HSA account
 - ‘Disability’ rating from the VA and not enrolled in TriCare = HSA-eligible

➤ 2021 Benefits – Medical Coverage Overview

The PPO Plan

If you enroll in the comprehensive PPO Plan:

- The employee (payroll) contributions are higher than the Consumer Choice Plan because the plan pays more for up-front expenses
 - The PPO Plan has copayments which do not exist in the Consumer Choice Plan and lower deductibles than the Consumer Choice Plan
- Out-of-pocket expenses for each visit are more predictable because of copayments
- Medical and Prescription drug copays apply only to the out-of-pocket maximum
- The Healthcare Flexible Spending Account (FSA) can be used to get reimbursement for medical, dental and vision out-of-pocket expenses
- The IRS requires that if you elect the Consumer Choice Plan (HSA) while you have a remaining balance in your HRA, the HRA funds are forfeited

> 2021 Benefits – What’s New?

Medical Plan

- Hearing Aid Coverage — BWXT will now cover medically necessary hearing aids under the prosthetic benefit on the Medical Plan. Benefits include one hearing aid per 36 months and Pre-Authorization will be required.
- The medical plan deductions will increase by under 4% for 2021:

	PPO	Consumer Choice	PPO	Consumer Choice	PPO	Consumer Choice	PPO	Consumer Choice
Tier	Monthly		Weekly		Bi-Weekly		Semi-Monthly	
Employee only	\$5.00	\$2.00	\$1.15	\$0.46	\$2.31	\$0.92	\$2.50	\$1.00
Employee + spouse	\$10.00	\$4.00	\$2.31	\$0.92	\$4.62	\$1.85	\$5.00	\$2.00
Employee + child(ren)	\$8.00	\$3.00	\$1.85	\$0.69	\$3.69	\$1.38	\$4.00	\$1.50
Employee + family	\$12.00	\$4.00	\$3.00	\$0.92	\$6.00	\$1.85	\$6.00	\$2.00

> 2021 Benefits – What's New?

Other Plans

- Dental
 - No rate or plan changes

- Vision
 - No rate or plan changes
 - Adding Warby Parker

- No plan design or rate changes for Vision, Long-Term Disability (LTD), Supplemental Life or Personal Accident Insurance (PAI)
 - On LTD, employees interested in the buy-up option can do so during open enrollment without having to provide evidence of insurability (EOI)

Survey

- Short, voluntary survey in the enrollment process asking for feedback from employees on potential voluntary products to offer and an open-ended question of benefits to consider

➤ 2021 Benefits – Medical Support Refresher

BWXT Medical Support			
Vendor	Anthem BlueCross BlueShield	Health Advocate	BWXT Enrollment Center <small>provided by bSwift</small>
Overview of Service(s)	Medical claims pay, medical benefit support and education	BWXT benefits support & Medicare-related questions	Online or phone enrollment
Phone	844-344-7419	866-695-8622	844-708-1088
Website	www.anthem.com	www.healthadvocate.com/members	www.bwxt.com/enrollment
List of Typical Services	Answering claim payment and medical benefit questions	Resolving claims and provider related issues	Annual enrollment
	Ordering ID cards	Pre-service pricing guidance	New hire enrollment
	Confirming member enrollment	Coordinate care	Life event enrollment - Marriage - Divorce - Newborn or adoption - Ineligible dependent
	Obtaining pre-certification (all cost containment)	Assist with Medicare questions	
	Locating network providers	Locating network providers	

➤ 2021 Benefits – Employee Resources Refresher

LiveHealth Online

- This service can help covered members avoid using emergency rooms, after-hours care or waiting in doctor's offices for service for specific ailments

ConsumerMedical

- This vendor assists with treatment decisions through high-touch clinical support or you can discuss surgery decisions for specific surgeries

> 2021 Benefits – Refresher

Health Care Flexible Spending Account (FSA)

- The Health Care FSA allows employees to carry over up to \$500 of unused monies into the following year
 - This option allows greater flexibility and reduces the amount lost as a result of the IRS ‘use-it-or-lose-it’ rule

2021:

2021 Annual contribution amount:	\$1,000
Amount used:	<u>- \$700</u>
Carry over balance to 2022:	\$300
“Lost” contribution:	\$0

2022:

Carry over balance from 2021:	\$300
+ 2022 Annual contribution amount:	<u>\$700</u>
Total Available 2022 Healthcare FSA:	\$1,000
Amount used:	<u>- \$200</u>
Ending balance, Dec 31, 2022:	\$800

2023:

Carry over balance from 2022:	\$500
“Lost” 2022 contribution:	(\$300)

➤ 2021 Benefits – Administration

Annual Enrollment period will be Oct 12th through Oct 23rd

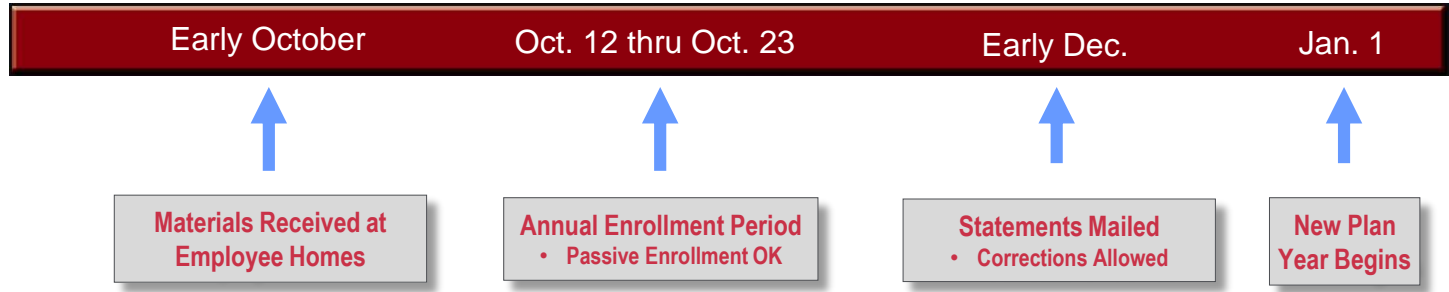
- BWXT Enrollment Center, provided by bSwift, is the provider of our on-line and phone enrollment process
 - Electronic distribution of ERISA disclosures notice
 - Ask Emma – *optional Enrollment Decision Support Tool*
 - Complete the survey to provide BWXT with your feedback

If you do not enroll during Annual Enrollment, your 2020 elections will rollover to 2021 except for the following, which must be selected for 2021:

- Health Care Flexible Spending Account (FSA) elections {limited to \$2,700}
- Dependent Day Care FSA elections {limited to \$5,000}
- Health Savings Account (HSA)
 - If you are electing to defer your own, pre-tax monies, you must go through annual enrollment
 - » Including BWXT Contributions ... EE Only limited to \$3,100; All Others limited to \$6,200
 - Employees at or above age 55 in 2020 can contribute an additional \$1,000 to either limit
 - If you elect the Consumer Choice Plan, your HSA account is re-activated or activated (if new enrollee) as a part of the enrollment process
 - If you do not go through annual enrollment you must activate/re-activate your 2021 account by calling bSwift at 1-844-708-1088 any time after annual enrollment
- Group Legal

> 2021 Benefits – Summary

Annual Enrollment Overview



Service / Questions

- Anthem BCBS – call 844-344-7419 or visit www.anthem.com
- Express Scripts – call 844-567-8518 or visit www.express-scripts.com
- Health Advocate – call 866-695-8622 or visit www.healthadvocate.com/members
- LiveHealth Online – call 888-548-3432 or email help@livehealthonline.com or visit www.livehealthonline.com
- BWXT Enrollment Center – call 844-708-1088 or visit www.bwxt.com/enrollment