



University of Virginia Physicians Group

NEW HDHP Medical Plan Offering and
Health Savings Accounts (HSA)

Open Enrollment 2024

Agenda

About McGriff

New HDHP Medical Plan

What is an HSA?

HSA Eligibility & Contribution Information

What is a Limited Purpose FSA?

Plan Selection Help

Technology and Features

- Debit Card
- Mobile App
- Consumer Portal

Questions



Anthem HealthKeepers High Deductible Health Plan

UPG's High Deductible Health Plan (HDHP) will have 90% coverage for services in the HealthKeepers network after meeting the plan year deductible.

- Employee Only coverage
 - \$2,000 Deductible, \$4,725 Out-of-Pocket Maximum
- Family Coverage
 - \$4,000 Deductible, \$9,450 Out of Pocket Maximum
 - Includes any level of coverage with dependents – Child(ren), Spouse, Family

Prescription Drug Copays - \$10/\$40/\$75/20% to \$300 after Deductible

No first dollar coverage except for Preventive Care

Out-of-Network benefits have separate Deductibles and Out-of-Pocket Maximums

Plan Summaries, other plan details and comparisons available at
[UPG Open Enrollment | UVA HR \(virginia.edu\)](#)

Anthem HealthKeepers High Deductible Health Plan

Tiered Plan (current)

HDHP (new)

	Tier 1	Tier 2	In-Network
Deductible	\$750 Individual \$1,500 Family		\$2,000 Individual \$4,000 Family
Member Coinsurance	10% (most services)	20%	10%
Out-of-Pocket Maximum	\$5,000 Individual \$10,000 Family		\$4,725 Individual \$9,450 Family
Office Visit	\$15/\$30 copay	\$20/\$35 copay	10% after deductible
Inpatient Facility	\$300	\$600	10% after deductible
Preventive Care	Covered in Full		Covered in Full
Emergency Room	\$300		10% after deductible
Rx – 30-day Retail	\$15/\$50/\$85/20% to \$250		Deductible + \$10/\$40/\$70/20% to \$300
Bi-Weekly Payroll Deductions			
Employee Only	\$44.76		\$25
Employee + Children	\$142.49		\$50
Employee + Spouse	\$211.05		\$75
Family	\$305.39		\$100

Anthem HealthKeepers High Deductible Health Plan

Comparison with Current HealthKeepers Tiered Plan

What's the same?

- HealthKeepers Virginia-based network
- 100% coverage for Preventive Care, screenings, immunizations, Preventive Care for chronic conditions
- 100% coverage for Enhanced PreventiveRx medications
- \$15 copay for BlueView Vision routine eye exam
- Can use Dependent Care FSA

What's different?

- Not a tiered network benefit – In and Out of Network only
- Must meet Family Deductible and Out-of-Pocket Maximum unless Employee Only coverage
- Deductible must be met for all services except Preventive
- After deductible is met, Rx copays are lower than Tiered plan
- Payroll deductions are lower
- ***Health Savings Account (HSA) and Limited Purpose FSA***

What is a Health Savings Account?

Eligible expenses:

Copays, coinsurance, insurance premiums

Doctor visits and surgeries

Over-the-counter medications (first-aid, allergy, asthma, cold/flu, heartburn, etc.)

Prescription drugs

Birthing and Lamaze classes

Dental and orthodontia

Vision expenses, such as frames, contacts, prescription sunglasses, etc.



It's yours - individually owned portable savings account



Set aside pre-tax funds to pay for healthcare expenses



Contribute, use and invest tax-free



Use funds for your spouse and eligible tax dependents

Eligibility Requirements

- Must be covered under the UPG's HDHP Plan (High Deductible Health Plan).
- Cannot be claimed as a dependent on anyone else's federal tax return.
- If married, your spouse cannot be enrolled in a health/general purpose FSA (Flexible Spending Account).
- If 65 or over, cannot be enrolled in Medicare or receiving Social Security benefits.



HSA Contribution Limit

HSA Maximum Contribution Limits	2024 UPG Employer Contribution	Employee Contribution Limit	Total 2024 Plan Election Limit
Employee Only covered on HDHP Medical Plan	\$750	\$3,400	\$4,150
Employee + 1 or more covered on HDHP Medical Plan	\$1,500	\$6,800	\$8,300
Catch-up Contributions (age 55 by the end of the year)	N/A	+ \$1,000	\$1,000

The UPG HDHP Medical Plan will provide an initial contribution based on the employee's tier at the beginning of the plan year.

Great opportunity as a long-term savings tool with your HSA funds rolling over year to year.

You can increase or decrease your contribution at any time. No qualifying life event needed!



My HSA Planner


My HSA Planner is an easy-to-use decision tool that helps HSA participants learn:

- The benefits of a Health Savings Account
- How much the participant should contribute each year to optimize the benefit
- And their potential savings over time
- You can access this on your **UPG Open Enrollment Webpage**

My HSA Planner

See how much you should contribute to your HSA.

[Learn more](#)

An illustration showing a white hand dropping a green coin into a red piggy bank. The piggy bank is smiling and has a small shadow underneath it. The background is a light yellow circle.

Investing your HSA Funds

Once you meet the minimum cash balance threshold of \$2,000, you can start investing your HSA funds.

- Step-by-step investment enrollment process with access to the Guidance Tool
- Expense analysis dashboard – plan, budget, manage
- Enhanced funding options including “HSA Advance” contribution capability
- Integrated HSA investment goals & analysis
- Account activity & plan details
- Notifications/text alerts

The collage displays four screenshots from a financial portal:

- Investments / Summary:** Shows account balances (Current: \$1,097.88, Beginning: \$787.76, Recent Activity: \$310.12), a Rate of Return of 4.14%, and two donut charts for Portfolio % and Election %.
- Healthcare Savings Goal:** A progress gauge showing 1% completion towards a \$260,000 goal, with \$3,157 currently saved.
- Investments / Manage Investments:** A table showing the investment transfer threshold and eligibility details.
- Investment Account Setup:** A form to set an investment transfer threshold, with a "Submit" button.

Fund Name	Portfolio %	Election %
OPP MAIN SM CAP	19.84%	20.00%
OPPENHEIMER DEVELOPING MKT Y	22.74%	20.00%
PIMCO COMMODITY REAL RETURN	17.87%	20.00%
PIMCO LOW DURATION INTSL	18.15%	20.00%
THORNBURG INTL VALUE	21.40%	20.00%
Total	100.00%	100.00%

Investment Transfer Threshold
\$2,500.00


NEW Limited Purpose FSA Plan Offering

Limited Purpose FSA Plans can only be used with a HDHP Medical Plan and HSA. It is designed to be used for qualified dental and vision for the participant and eligible dependents.

What does it cover?

There are hundreds of eligible items, including:

- Dental and orthodontia office visits and expenses
- Dental implants, veneers, dentures and bridges
- Optometrist and ophthalmologist visits and expenses
- Eyeglasses, contacts, prescription sunglasses, solutions and drops
- Laser eye surgeries

A white ceramic piggy bank is shown from a front-three-quarter view, with several rolled-up US dollar bills protruding from its top. The bills are of various denominations, including \$100 and \$20 bills.

Substantiation Requirements and Qualifying Life Event changes are the same as the Health FSA.

Limited Purpose FSA Benefit Details

Plan Year: July 1, 2024 - June 30, 2025

2024 Benefit Maximums: \$3,200

Claims Filing Deadline: September 30, 2025

Rollover Available 2024/2025: \$640

If you are a current Healthcare FSA participant, up to \$610.00 of this year's unused funds will roll over to the Limited FSA if you elect the HSA benefit.



*Deadlines and Available Election
Amounts Mirror the Health FSA Plan!*



What Plan Fits You?

HDHP Medical Plan w/ HSA and LSA options

- ✓ Lower Medical Premium
- ✓ Higher pre-tax deduction limits
- ✓ HSA carries over year after year
- ✓ Shoebox: Taxpayer must retain all records to prove tax deductible status of withdrawals in case of an IRS audit
- ✓ Employer contributions require enrollment in HSA, Employees not required to contribute
- ✓ All contributions are employee owned regardless of employment status and ongoing plan participation

Tiered Medical Plan w/ Health FSA option

- ✓ Copays
- ✓ Funds are instantly available
- ✓ Use it or lose it (any amount over \$640)
- ✓ Subject to Substantiation
- ✓ Maximum election \$3,200



Technology and Features

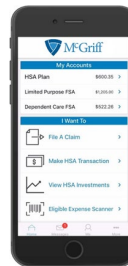
Leveraging Your Account



McGriff Consumer Portal
www.mcgriff.com/flex



Benefit Access Debit Card



McGriff Benefit Access
Mobile app

Forget your Debit Card? You can reimburse yourself or create a distribution to your personal bank account for eligible HSA AND FSA expenses on your McGriff Consumer Portal.

Sign up for text alerts to stay up to date on your account!



Questions?

McGriff Customer Care Team

Flexible Benefits Participant Customer Care Center:

1-800-768-4873 or 1-800-930-2441

Care Center Operation Hours:

8:00 am – 8:00 pm EST, Monday – Friday; Closed on Banking Holidays

Participant Customer Care Center Support E-mail Groups:

General Questions – FlexInquiry@mcgriff.com

Claims Submissions – FlexClaims@mcgriff.com

Debit Card Substantiation – FlexCard@mcgriff.com

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