

What Current Plan Participants Say

We surveyed the 120 employees enrolled in the PPO Plus HSA Plan in 2015 to hear their experience of the Plan. We received lots of feedback.

25% of the employees enrolled in the Plan responded to the survey. We're encouraged that 12% of our employee population chose the PPO Plus HSA Plan in 2015. The survey results show that employees appreciate the lower premium rates, as well as the College contribution to their HSA. Continuing the College HSA funding at the same dollar amount for 2016 and 2017, and providing a higher premium percent for the Plan of 77.5% for 2016, (for non-union participants) demonstrates the College's commitment to consumer driven healthcare as a vehicle to engage and educate employees to become better consumers of healthcare. The majority of respondents plan to continue for 2016 and would recommend the Plan to others.

Respondents utilized all of the educational resources at www.wellesley.edu/hr/benefits/medicalplans/HPHC-PPO-Plus-HSA to help them decide which plan was best for them. A proportionate number of respondents accessed the HPHC and WageWorks websites for information. These results are indicative of the success of our educational efforts.

We anticipate more employees will move to this less costly Plan and this will have a positive impact on our health care trends over time. **We've planned sessions with HPHC and WageWorks for the 2016 open enrollment. Consider attending a session. We encourage all employees to take advantage of these resources to gain a better understanding of the benefits and advantages.**

More highlights from the Survey:

- 61% like the less expensive monthly rate
- 84% like the Wellesley College contribution to their HSA of \$750/\$1,500, and 58% like using the HSA to save on taxes
- 65% recommend the Plan to others
- 68% will stay in the Plan

HSA Overview

The PPO Plus HSA plan is paired with a Health Savings Account to help you budget and save for your health care expenses. If you accumulate money in the HSA that you need for medical expenses, you can invest the money and have more for your future medical or retirement expenses.

To demonstrate the College commitment to the Plan, the College will give \$750 to those employees with individual coverage and \$1,500 to those with family coverage. You may contribute your own pre-tax dollars to your HSA. The IRS allows you to put up to \$3,350 a year into your HSA if you have an individual plan and \$6,750 if you have a family plan. You may contribute an additional \$1,000 if you are age 55 or older at the end of 2016, which means \$4,350 for an individual and \$7,750 for a family. **WageWorks administers the HSA, with money held in a BNY Mellon Bank account that you own and is completely portable.**

Advantages of the Plan:

- Monthly premiums are 15% lower than the HMO
- Funds in your HSA grow tax-free and can be used to pay for qualified medical, dental and vision expenses, including deductibles and copays
- There is no "use it or lose it" provision. Unused money stays in your HSA for you
- If you leave the College, your HSA money remains yours
- You may invest your HSA money and benefit from earnings

Learn More about the PPO Plus HSA Plan

■ Attend a presentation and learn:

- What counts as in-network and out-of-network
- How to keep track of your deductible and your HSA & more
 - 11/10, Tuesday 12:30 - 1:30, Library Lecture Room
 - 11/12, Thursday 12:30 - 1:30, Alumnae Ballroom
 - 11/20, Friday 12:30 - 1:30, ~~Alumnae Ballroom~~ Library Lecture Room

■ Look at the following tools at <https://www.harvardpilgrim.org>:

- **Plan Cost/Savings Estimator Tool** – For comparing the HMO and the PPO Plus HSA Plan
- **HPHC** – Now iKnow Tool – To learn more about what HPHC offers
- **HSA Savings Estimator** – For estimating your long-term savings

■ View:

- Your individualized HPHC claims detail for the past 12 months – so you see what you spend now
- The HSA PowerPoint presentation
- The HR College web page with FAQs www.wellesley.edu/hr/benefits/medicalplans/HPHC-PPO-Plus-HSA

- **Attend a one-on-one appointment with our financial planners** in HR (Mary Koeing: 11/9, 11/12, 11/13 & Harry Friedman: 11/16, 11/18, 11/20). RSVP for an appointment by calling 3202 or 2211