

BENEFITS NEWSLETTER



2024-25

Benefits Effective: December 1, 2024-December 31, 2025

Whether you are single or provide benefits for an entire family, you have access to a viable healthcare option that meets your current demands and can help you plan for future needs.

Enrollment Information

If you would like to enroll or have any questions, please contact BenManage at **773.295.2250** or enroll directly at metlife.benselect.com/properties.

Important Information

- Health insurance is available through UnitedHealthcare; please review the summary of benefits and coverage for specific plan details; @properties is not the employer or plan sponsor
- You can access the option of the UHC Choice Plus Network or the UHC Core Network; many of the same physicians and hospitals are considered in-network under both the Choice Plus and Core Networks, and the plan designs are the same, but, you can save significant money by enrolling in the Core option

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Health Plan Notices

Eligibility and Enrollment

Full-time Agents are eligible for health benefits. Eligibility for health benefits is effective on the first day of the month following 30 days waiting period after becoming an Agent. Benefits end on the last day of the month following your termination date.

Under the medical plans, eligible Agents may also cover their spouse, dependent children up to age 26, and domestic partners.

The choice you make during your special enrollment will continue until December 31, 2025, unless you have a separate qualifying event to make changes as described under "Notice of Special Enrollment Rights and Qualifying Events" below.

The current plan designs and rates are guaranteed until December 31, 2025.

Notice of Special Enrollment Rights and Qualifying Events

If you are declining enrollment for yourself or your dependents (including your spouse or domestic partner) because of other insurance coverage, you may be able to enroll yourself or your dependents in the future if you or your dependents lose eligibility for that other coverage (or if the employer stops contributing toward your or your dependents' other coverage).

In addition, if you have a new dependent as a result of marriage, birth, adoption, or placement for adoption, you may be able to enroll yourself and your dependents. You must request enrollment within 30 days from the date of your qualifying life event.



Understanding the Affordable Care Act (ACA)

The Affordable Care Act (ACA) was signed into law on March 23, 2010.

Marketplace/Exchange

A health insurance Marketplace is available for individuals to purchase the required insurance coverage if they do not have access to or do not enroll in employer coverage. There is a restricted Marketplace open enrollment period. The Marketplace will be open to accept new enrollments from November 1, 2024 through January 15, 2025.

Some individuals may be eligible for premium tax credits to purchase coverage through the Marketplace if they:

1. Do not have employer coverage available that provides the minimum coverage or is unaffordable, and
2. Meet specific income requirements

Guarantee Issue

No individuals can be denied coverage due to health status.



Medical Insurance

You may select from two medical plan options with UnitedHealthcare as illustrated in this brief overview. Please refer to the summaries of benefits and coverage in the enrollment materials for more detailed information.

To Find a Medical Provider

1. Visit www.myuhc.com
2. Under "Find a Doctor," click on Find a Provider
3. Select the option "All UnitedHealthcare Plans"
4. Choose the appropriate "Plan Networks"
 - A. HSA: Choice Plus/Core
5. Enter your ZIP code or city and state
6. Search by "doctor name or specialty," "facility name," "clinic name," or "medical group name"
7. Or choose any of the specialties listed
8. Continue and find a list of in-network providers
9. Contact that provider to confirm they are participating in the UHC network and accepting new patients

The prescription drug formulary is regularly reviewed by physicians and pharmacists. Drugs included in the formulary list are selected based on their safety, efficacy, cost, and how they compare to other drugs currently on the formulary. Please review the UHC prescription drug list for covered drugs online at www.myuhc.com.

Medical Plan Comparison

Network:	HSA Choice Plus		HSA Core	
	Choice Plus		Core	
	In-Network	Out-of-Network	In-Network	Out-of-Network
Individual Deductible	\$3,200	\$5,000	\$3,200	\$5,000
Family Deductible	\$6,400	\$10,000	\$6,400	\$10,000
Your Coinsurance	20%	40%	20%	40%
Individual Out-of-Pocket	\$6,350	\$10,000	\$6,350	\$10,000
Family Out-of-Pocket	\$12,700	\$20,000	\$12,700	\$20,000
Primary Care Copay	Deductible and coinsurance	Deductible and coinsurance	Deductible and coinsurance	Deductible and coinsurance
Specialist Copay	Deductible and coinsurance	Deductible and coinsurance	Deductible and coinsurance	Deductible and coinsurance
Emergency Room	20% after deductible		20% after deductible	
Wellness Visits	No charge		No charge	
Prescription Drug Coverage (30-day supply)—In-Network				
Tier 1—Lowest Cost	\$10 copay after deductible		\$10 copay after deductible	
Tier 2—Midrange Cost	\$35 copay after deductible		\$35 copay after deductible	
Tier 3—High Cost	\$60 copay after deductible		\$60 copay after deductible	

Mail Order Drug Coverage (90-day supply)

	HSA Choice Plus	HSA Core
Tier 1—Lowest Cost	\$25 copay after deductible	\$25 copay after deductible
Tier 2—Midrange Cost	\$87.50 copay after deductible	\$87.50 copay after deductible
Tier 3—High Cost	\$150 copay after deductible	\$150 copay after deductible

Monthly Contributions

Tier	HSA Choice Plus Monthly Rate	HSA Core Monthly Rate
Agent Only	\$1,300.01	\$1,116.44
Agent + Spouse	\$2,730.06	\$2,344.57
Agent + Child(ren)	\$2,236.05	\$1,920.30
Agent + Family	\$3,926.01	\$3,371.63

If you want to look at alternate individual plans, visit: www.ChooseMylo.com. Please note: Plans listed through this link are individual plans.



Dental Insurance

To locate network providers, go to www.myuhcdental.com select Find a Dentist and search under the National Options PPO 30 network.

UnitedHealthcare Dental PPO Plan		
	In-Network	Out-of-Network
Calendar Year Deductible		
Individual	\$50	\$100
Family	\$150	\$300
Calendar Year Maximum (per person)		
	\$2,000	\$2,000
Preventive Services		
	Plan pays 100%	Plan pays 100%
Basic Services		
	Plan pays 90%*	Plan pays 80%*
Major Services		
	Plan pays 60%*	Plan pays 50%*
Orthodontia		
	Not covered	Not covered

* After you reach the deductible.

UHC DPPO Plan	
Tier	Monthly Rate
Agent Only	\$69.95
Agent + Spouse	\$153.66
Agent + Child(ren)	\$126.81
Agent + Family	\$208.39

Vision Insurance

You also have access to vision coverage through UnitedHealthcare.

UnitedHealthcare | Plan Renews: 12/01/2025 | www.myuhcvision.com | 877.426.9300

Vision Comparison

UHC Vision Plan		
	In-Network	Out-of-Network
Frequency		
Examination	\$10 copay	Up to \$40
Lenses or Contact Lens	\$25 copay	Single vision lenses up to \$40 Lined bifocal lenses up to \$60 Contacts up to \$150
Frame	\$150 allowance	Up to \$45

Monthly Contributions

Agent Only	\$7.67
Agent + Spouse	\$14.57
Agent + Child(ren)	\$17.09
Agent + Family	\$24.05

How to Find a Vision Provider

1. Visit www.myuhcvision.com
2. Use the Provider Quick Search tool on the right-hand side
3. Enter your ZIP code
4. Select any preferred filter option from the menu.
5. Click on "Search"

Health Savings Account

HSA Guidelines

A health savings account (HSA) is a bank account where tax-free or tax-deductible deposits are made to pay for qualified medical expenses. The maximum amount that can be deposited each year is defined by the IRS. In addition to the favorable tax treatment, there are many advantages to opening and funding an HSA.

To be eligible to open an HSA, you must be:

- Enrolled in a qualified high-deductible health plan (HDHP)
- Not covered by any other non-HDHP plan including Medicaid, Tricare, HRA, or FSA; including spouse's FSA (enrollment in a "limited FSA" is permitted)
- Not enrolled in Medicare Part A or B
- Not claimed as a dependent on another person's tax return
- Agents may elect to open their own personal health savings account at an institution of their choice

Establishment of an HSA

- The account is not considered established until funded
- Distributions from the account may not be taken for any services provided prior to the establishment of the account

HSA Contributions

- Anyone may contribute to the HSA of an eligible person
- The IRS sets the maximum contributions which are indexed every year; the maximum contributions for 2025 are:
 - \$4,300 for individuals
 - \$8,550 for families
- Individuals who are 55 or older may contribute an additional "catch-up" amount of \$1,000
- Contributions into health savings accounts by Agents are typically deducted from taxable income at the time of tax preparation and filing as they are deposited as post-tax dollars

HSA Distributions

- Only funds already in the account are available for distributions
- Eligible expenses for distribution include:
 - Health plan deductibles and out-of-pocket expenses
 - Dental plan deductibles and out-of-pocket expenses or dental expenses if not covered by a dental plan
 - Vision plan deductibles and out-of-pocket expenses or vision expenses if not covered by a vision plan
 - Eligible expenses for immediate family members even if they are not covered on your health plan, as long as they are federally recognized dependents
 - Eligible expenses are defined in IRS Section 213(d) and outlined in detail in IRS Publication 502
 - Distributions used for ineligible expenses are subject to an IRS penalty of 20% and income taxes at your normal tax rate

Advantages of HSAs

Security

High deductible insurance and the HSA account provide protection against high or unexpected medical bills. Preventive services are covered at 100% to help you maintain your health and avoid illness and disease.

Affordability

HSAs make health insurance more affordable by lowering your health insurance premiums. The savings can be substantial which can help you fund your HSA account.

Flexibility

HSA funds can pay for current medical expenses, including expenses that insurance may not cover. Funds can also be saved for future needs, such as health insurance or medical expenses if no longer working, out-of-pocket expenses, and premiums when covered by Medicare or long term care expenses and insurance.

Control

You make all of the decisions about your HSA account. You can make choices that are best for you and physicians can be more effective patient advocates, with less intrusion from insurance companies.

Portability

HSA accounts are completely portable. You maintain your account even if you change jobs.

Ownership

You own the funds in your account. The funds in the account remain permanently and roll over from year to year. There are no “use it or lose it” rules for HSAs.

Tax Savings

HSAs provide triple tax savings:

1. Tax savings/deductions when you contribute
2. Tax-free earnings through investment
3. Tax-free withdrawals for qualified medical expenses



Disadvantages of HSAs

Change

You must switch to a high deductible insurance plan from traditional insurance.

Insecurity

Switching from traditional first-dollar coverage makes some people uncomfortable. High deductible plans may be unfamiliar.

Other Coverage

If you or a family member has other insurance coverage that is not HSA-qualified; or has an FSA or HRA through their employment or spouse's employment, this may make you ineligible to contribute to an HSA until you are no longer enrolled in that plan.

Control

Some people prefer to have a third party (e.g., insurance company) manage their health coverage for them.

Emergencies

When you have an urgent situation or emergency, it is inconvenient and sometimes impractical to consider "comparison shopping." Thankfully, most healthcare is provided in non-emergency situations. You can do some pre-planning for emergencies by locating urgent care and emergency facilities in your area.

Information

Sometimes it is difficult to get good information on healthcare prices and quality of services so you can comparison shop for good value in healthcare.

How Does Having an HSA Account Benefit You Financially?

If you are in the 25% tax bracket, for every \$100 you contribute into your HSA account, you will save \$35.

	No HSA	HSA
Salary Earned	\$100	\$100
Deposit to HSA	\$0	\$100
Federal Tax	\$25	\$0
State Tax	\$3.75	\$0
SS Tax	\$6.20	\$0
Net funds available	\$65	\$100

To pay for a \$100 prescription drug without the HSA, you must earn \$153.75 to have \$100 left after taxes.

To pay for a \$100 prescription drug with the HSA, you need only earn \$100 to pay for the medical expenses.