

Hello Everyone!

MBI's annual benefits "Open Enrollment" period is set to begin today, November 1st... This event is your once-a-year opportunity to make changes to any of your current MBI insurance coverages. Items that you may want to consider changing might be: adding/dropping a dependent; adding/dropping supplemental life insurance, flexible spending account, or transit benefit.

**The Open Enrollment period will begin on November 1, 2021 and will continue to run through November 19, 2021.** *Please note that Open Enrollment will not be extended to November 30 this year.* Any change that you make to your coverage will take effect on January 1, 2022. All resources ("Benefits Guide" that includes 2022 monthly premium rates, medical and dental comparison charts, copies of the PowerPoint presentations, forms, etc.) are posted on the MBI portal. Once logged into my.moody.edu, you can go to the HR Homepage > General Information > [Announcements](#) to find all of the resource materials.

The Institute will continue to offer 3 different health plans through CIGNA, including the Choice Fund (HDHP) with a Health Savings Account (HSA). This Choice Fund HSA coverage works in the same manner as CIGNA's Open Access Plus (PPO) plan with the same network of doctors and features, but with higher deductibles and lower employee monthly premiums. The Choice Fund HSA plan is linked to a health savings account where employees will receive funds from the Institute to assist them with the higher deductible. This plan provides triple tax benefits with a portable health savings account.

Beginning next year, MBI will start to offer a new standalone vision program through EyeMed. This plan will offer you affordable vision coverage for eye exams, eyeglasses, and contact lenses. You will be able to shop directly or online from popular in-network retail stores. Please see the information and FAQs posted on the my.moody.edu portal about this new benefit.

Other CHANGES for January 1, 2022:

- CIGNA's Open Access Plus & Choice Fund HSA Plan will add in a "Preventative Plus (Rx) Package". Medications for conditions like asthma, depression, diabetes, blood pressure, heart disease, etc. that were not covered in the past, these prescription drugs will now be considered an eligible expense and fall into either a co-pay or co-insurance.
- CIGNA Dental PPO Plan – the annual benefit maximum will be increasing from \$1,250 to \$1,500 per year. Implants will also now be covered as an eligible expense.
- Flexible Spending Account (FSA) administration will be moving from PayFlex to Wex Health, Inc. Debit Cards will now be given to employees who enroll into the program.

If you are interested in seeing which medical plan is best for you, you should look at Cigna's online support, "Easy Choice Tool" to see a side-by-side comparison of the costs. You will also be able to see which doctors are considered in-network. To log in, go to [www.decisionsupport.cigna.com](http://www.decisionsupport.cigna.com) and enter the appropriate code:

- Chicago (With HMO/OAP/Choice Fund HSA) – Wellness: RGHY4LZH
- Chicago (With HMO/OAP/Choice Fund HSA) – Non-Wellness: NKKU9G3U
- Outlying Locations (With OAP/Choice Fund HSA) – Wellness: RAYFM7N9
- Outlying Locations (With OAP/Choice Fund HSA) – Non-Wellness: Q9K2AK49

If you have any questions about Cigna's medical or dental coverage, you can also call Cigna's Open Enrollment toll-free hotline at (888) 806-5042.

Here are some other important reminders:

Cigna's HDHP Plan will integrate a health savings account (HSA) through HSA Bank. The following rules and IRS limits will apply in 2022:

- \$3,650 – Single Coverage
- \$7,300 – All other coverage levels
- Age 55 or older can increase their contribution by \$1,000 (considered a "catch-up" contribution)
- You can only contribute net of what MBI contributes: \$600 Single; \$1,200 All other levels
- You can invest your funds with an account balance of \$1,000 or more; investment selections are self-directed
- You cannot open a HSA account if they have a \$0.01 balance as of December 31, 2021 in your Flexible Spending Account.

The Flexible Spending Account (Health & Dependent Care) benefit will be moving to Wex Health, Inc. next year. By participating in this program, you may set aside between \$120 and \$2,750 on a pre-tax basis to assist in paying for unreimbursed medical, dental, and vision expenses. This is an easy and effective way to save money by reducing your taxable income.

- 2022 IRS Limits: Healthcare - \$2,750; Dependent Care - \$5,000
- 2021 funds may continue to be used through March 15, 2022 and claims must be submitted by March 31, 2022. Balances carried over during this grace period from 2021 will not count against the \$2,750 limit in 2022.
- 2022 funds may be used for the period from January 1, 2022 through March 15, 2023.

MBI will continue to offer 3 voluntary benefits through Guardian Life Insurance Company. These benefits will help you off-set medical expenses and is coverage on top of your existing medical coverage through MBI. The plans that are available are:

- Accident – Covered Injury/Services include: fractures, cuts, physical therapy, emergency room, concussions, etc.
- Critical Illness – Covered conditions include: ALS, heart attack, cancer, MS, Parkinson's disease, paralysis, etc.
- Hospital Indemnity – Provides a benefit if confined in a hospital due to accident, illness, injury, or pregnancy.
- Value Add College Tuition Benefit – Earn \$2,000 tuition rewards per plan for each year enrolled

### **Transit Benefit**

If you are currently participating in the pre-tax Transit Benefit program, you will *automatically be enrolled* for 2022! If you wish to adjust or discontinue your current transit benefit election, you will need to complete the proper form available on the myMoody portal. New participants must fill out an enrollment form in order to begin participation. All employees participating are permitted to make up to two changes per year to their benefit election. The maximum allowance for the pre-tax transit benefit will stay at \$270 per month.

### **MBI Wellness Program**

The Institute's wellness program, "LiveWellMBI", is a great way to move towards healthy lifestyle and to earn a discount on your health insurance premiums at the same time. MBI will continue to partner with Navigate Wellness to provide wellness portal services to you. Here is an overview of how the program will work:

- If you were hired on or before June 30, 2021, you are to complete the Wellbeing Survey and Biometric Screening for 30 points – and an additional 45 points for a total of 75 points by November 30, 2021 to qualify for the premium discount in 2022.
- If you were hired between July 1 and September 30, 2021, you are to complete the Wellbeing Survey and Biometric Screening for 30 points – and an additional 20 points for a total of 50 points by November 30, 2021 to qualify for the premium discount in 2022.
- If you were hired between October 1 and November 30, 2021, you are to complete the Wellbeing Survey for 15 points by November 30, 2021 to qualify for the premium discount in 2022.
- The Wellness program is always working a year ahead, thus you must complete the above activities by November 30, 2021 in order to earn your premium discount in 2022.

There is a full library of personal challenges, recipes, yoga and meditation videos on the [mbi.livehealthyignite.com](http://mbi.livehealthyignite.com) portal. If you haven't already set up your portal access, please follow the instructions below. Once logged in, you may choose from a full list of various activities to help you earn the premium discount.

### **Virtual Open Enrollment Meeting**

There will be a virtual Open Enrollment presentation held on the following date:

- Wednesday, November 3 at 1:30-2:30pm CST
- The meeting will be recorded and posted on the my.moody portal

We hope you found this information helpful as you begin to plan your benefit decisions for next year. If you have any questions regarding the material, please contact Erica Loring ([erica.loring@moody.edu](mailto:erica.loring@moody.edu); 312-329-4233) or Kris Akut ([kris.akut@moody.edu](mailto:kris.akut@moody.edu)) in Human Resources - Benefits.

**Please be sure to turn in your completed forms by no later than Friday, November 19, 2021!**