



Benefits Open Enrollment 2021

January 11, 2021 - January 25, 2021

Plan Year: February 1, 2021 – January 31, 2022

What is Changing in 2021?

- ❖ Our medical insurance has a few changes for 2021:
 - ❖ Certain asthma medications will be covered with no copayment – see the benefits guide for details!
 - ❖ Easy Dose is a new prepacked prescription delivery program available to those taking 5 or more chronic medications;
 - ❖ Rates will be increasing for 2021;
 - ❖ Haartz will no longer be covering divorced spouses – all employees with a spouse on the medical plan will be required to sign off on an affidavit confirming current marriage status (the last flier in this packet); if you do have a divorced spouse currently on the plan they will be able to elect COBRA coverage for 36 months.
- ❖ Matrix will be taking over all leave administration for The Haartz Corporation – you will be able to contact Matrix for approval on disability, family or medical leaves as of 1/1/2021;
- ❖ Supplemental life insurance coverage can be elected for you and/or your spouse up to guaranteed issue amounts without medical questions during this open enrollment.

Where Can I Find More Information?

- ❖ Open Enrollment Benefits Guide;
- ❖ Open Enrollment Brainshark Video (<https://www.brainshark.com/hayscompanies/vu?pi=zIHzmMmfDzROyLz0>):
 - ❖ Since we are not able to safely gather in large groups due to COVID-19, we are not able to have large informational sessions like we have done in the past, however, we have prepared a video that you and your family can view at your convenience to learn about your benefits for 2021.
- ❖ The Haartz Intranet;
- ❖ Reach out to Alysse Taylor in HR or to your Hays advocate with any questions!

What Do I Need to Do Now?

- ❖ **If you would like to elect supplemental life insurance for you and/or your spouse to the guaranteed issue amount,**
 - ❖ you must complete an enrollment form and return to HR by *January 25, 2021*. This is a special open enrollment that is only happening this year, so be sure to make an election if interested!
- ❖ **If you would like to contribute to the Health Care FSA,**
 - ❖ you must complete an enrollment form and return to HR by *January 25, 2021*. The IRS requires you to make this election each year – your elections do not carry over from year to year.
- ❖ **If you are not making any changes to your medical, dental, vision or legal assistance plan elections,**
 - ❖ there is no action required of you.
- ❖ **If you are adding or dropping coverage for yourself or a dependent,**
 - ❖ you must complete an enrollment form and return to HR by *January 25, 2021*.
- ❖ **If you would like to start or stop paying imputed income tax on your long term disability benefit,**
 - ❖ contact HR for this to be effective April 1, 2021.

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2021 Employee Weekly Contributions

❖ Medical

HAARTZ	Medical Network Plan – EPO	Medical PPO Plan
Up to \$40,000		
Individual	\$15.25	\$31.95
Family	\$50.32	\$105.42
\$40,001+		
Individual	\$20.59	\$43.13
Family	\$67.94	\$142.32
\$60,000+		
Individual	\$25.92	\$54.31
Family	\$85.55	\$179.22
\$80,000+		
Individual	\$31.26	\$65.49
Family	\$103.16	\$216.12
\$100,000+		
Individual	\$37.36	\$78.27
Family	\$123.29	\$258.29

❖ Dental

HAARTZ	Delta Dental PPO+Premier
Up to \$40,000	
Individual	\$3.45
Family	\$9.92
\$40,001+	
Individual	\$3.79
Family	\$10.91
\$60,000+	
Individual	\$4.82
Family	\$13.89
\$80,000+	
Individual	\$5.69
Family	\$16.37
\$100,000+	
Individual	\$6.54
Family	\$18.85

❖ Vision

HAARTZ	EyeMed Insight
All Salary Bands	
Individual	\$0.26
Family	\$0.68

❖ Questions?

Alysse Taylor – HR	978-264-2648 ataylor@haartz.com
Hays Advocate	855-494-4060 haartz@hayscompanies.com