

HEALTHY BOILER



KEEPING THE FOCUS ON YOU: A SMARTER APPROACH TO HEALTHCARE

TOTAL HIP & KNEE JOINT REPLACEMENTS FAQ

Purdue is partnering with Franciscan Health to offer its employees and their families quality hip and knee care at more affordable rates.

WHY DID PURDUE SEEK OUT SPECIAL ARRANGEMENTS FOR HIP AND KNEE PROCEDURES?

The partnership is a direct result of Purdue's claims data analysis, which reflected extreme cost variations for knee and hip replacement surgeries across the board without cost transparency or quality guarantees. Claims data showed knee replacement costs ranged from \$21,000 to \$67,000. Even more startling is the claims data for hip replacements with prices ranging from \$19,000 to \$91,000. Musculoskeletal services continue to be a top cost year after year for the university and its plan members, with knee and hip replacements contributing 25 percent to the total.

WHY FRANCISCAN CENTER FOR HIP & KNEE SURGERY?

Franciscan's Center for Hip & Knee Surgery, located in Mooresville, is ranked as the No. 1 Hospital in Indiana for Medical Excellence in Joint Replacement and is ranked Top 10 percent in the nation for Joint Replacement by CareChex.® The hospital network also has a Carmel location for joint replacement. Surgery will be performed at one of these locations.



WHAT IS THE INCENTIVE PROGRAM?

Employees and their dependents enrolled in a Purdue health plan, who need a hip or knee replacement, are encouraged to receive this service through the Franciscan Center for Hip and Knee Surgery. As an incentive for having this service completed at the Center, the university will provide travel for the individual's preoperative appointment, travel and overnight accommodations for the surgery and a cash payment after the surgery is complete.

HOW DO I PARTICIPATE?

Once it is determined by the Franciscan Center for Hip & Knee Surgery that you will need a knee or hip replacement and surgery is scheduled, you must contact HR Benefits at 765-494-2222.

Once your surgery has been approved by Anthem and scheduled you will discuss your surgery arrangements with HR benefits. They will ask you several questions to understand the details of your surgery (i.e. location, date, time) and then will make accommodations for travel and hotel on your behalf. Arrangements will be communicated back to you by HR benefits.

HOW WILL I RECEIVE MY CASH INCENTIVE?

The cash incentive will be paid out to the Purdue employee through their payroll. Once your surgery is completed, HR benefits will process the cash incentive through payroll. HR benefits will contact you after your surgery to confirm this and let you know when the Purdue employee will receive the payment.

WILL ANY PART OF THE INCENTIVE BE TAXED?

Yes, this incentive program is considered taxable income and will be reported on your W-2. The cash payment, along with the travel and lodging expenses, will be grossed up to account for additional taxes you incur on this benefit.

IS THE FRANCISCAN CENTER FOR HIP & KNEE SURGERY, LOCATED IN CARMEL AND MOORESVILLE, PART OF THE HEALTHSYNC NETWORK?

Yes, in addition to the incentive program you will also have a lower deductible and out of pocket for the procedure at these locations.

WHAT IS THE PROCESS TO MAKE THE TRAVEL ARRANGEMENTS?

Once your surgery has been approved by Anthem and scheduled you will discuss your surgery arrangements with HR benefits. They will ask you several questions to understand the details of your surgery (i.e. location, date, time) and then will make accommodations for travel and hotel on your behalf. Arrangements will be communicated back to you by HR benefits.

WILL I NEED TO TRAVEL FOR FOLLOW-UP APPOINTMENTS?

Yes, the surgeon will schedule a follow-up visit.

WILL PURDUE ARRANGE TRAVEL FOR FOLLOW-UP VISIT?

No. The follow up visit will not be part of this program.

WHERE WILL I HAVE PHYSICAL THERAPY?

Franciscan will refer your physical therapy visits to a physical therapist that is local to you.

WHAT IF I CHOOSE NOT USE FRANCISCAN FOR MY PROCEDURE?

The University's health plan designates The Franciscan Center for Hip & Knee Surgery as a "preferred center of excellence." This designation entitles Purdue employees and their dependents to preferred pricing and other benefits when using the Center. If you choose to use a different facility for your surgery, you will be required to file an appeal in order to opt out of the care and treatment of the Franciscan Center.

WHAT HAPPENS IF I MAKE ALL THE ARRANGEMENTS AND THE SURGERY IS CANCELED?

Please notify HR benefits as soon as possible so we can cancel the travel and overnight accommodations.

IF I HAVE A FRIEND DRIVE ME, CAN THEY BE REIMBURSED?

No, reimbursement can only be paid to the employee.

DO I NEED TO SUBMIT RECEIPTS?

No. Purdue will handle the travel and overnight accommodations, and Purdue will be billed directly.

DO I HAVE TO USE THE VISA GIFT CARD FOR GAS ONLY?

The benefit is intended for gas reimbursement but there are no restrictions on how you use the money.

DO I HAVE TO USE MY SICK/ VACATION TIME?

Yes, you will still need to make arrangements with your department for your leave time. Employees who have been employed for a year or more are encouraged to submit for Family and Medical Leave.

WILL MY REIMBURSEMENT CAUSE HIGHER TAX WITHHOLDING?

Yes, there will be additional tax withholding as a result of these taxable payments however Purdue will be grossing up the amounts you receive to account for this additional withholding.

WILL I HAVE TO PROVIDE MY PERSONAL CREDIT CARD TO THE HOTEL?

Yes; Purdue will cover the overnight accommodation with the hotel, but the hotel will require credit card information for any incidentals you may incur during your stay.