

2024

OPEN ENROLLMENT



LTD

Enrollment changes are due to UnifyHR by Friday, November 17, 2023.

If you choose not to enroll, your 2023 benefit elections will rollover for the 2024 plan year. Enrollment only needs to be completed if you would like to make changes to your plans or to who you want to cover, but please review the Tobacco Certification and Working Spouse Premium Waiver requirements below.

Note: If you are making changes that will affect your monthly payment amount, you will need to reset your payment arrangement for 2024. Information is enclosed with instructions on how to set a new payment amount to begin in January 2024.

WHAT YOU CAN EXPECT FOR 2024

MEDICAL

All of your current benefits will roll forward for 2024, unless you choose to make any changes.

Changes need to be provided to UnifyHR by **Friday, November 17, 2023**.

Tobacco Certification: It is important that you provide an updated certification regarding tobacco use. If you will be covering a spouse on your medical plan for 2024, you will also need to provide a tobacco certification for your spouse.

Completed certification must be provided by Friday, December 1, 2023 to avoid being charged tobacco rates for your medical coverage in 2024.

Complete the enclosed Tobacco Use Certification Form and return the completed form to Purdue HR - Benefits.

Fax: 765-496-1657

Email: benefitshr@purdue.edu

Mail: Purdue University HR-Benefits, 2550 Northwestern Blvd, Suite 1100, West Lafayette, IN 47906

Working Spouse: If you will be covering a spouse on the medical plan, you need to also review the enclosed Working Spouse Premium Waiver to see if it applies to you. Forms need to be returned to Purdue HR Benefits by Friday, December 1, 2023 in order to have the premium waived for 2024 (See Option #2 above for how to submit).

SEE PAGE 5 FOR DETAILS ON TOBACCO CERTIFICATION & WORKING SPOUSE PREMIUM

MEDICAL

We're able to hold your share of the premiums to the current level, despite rising medical costs nationwide. That means, you won't have an increase in 2024!

The same three consumer-driven health plans (CDHPs) will be available for 2024. Each of the plans will see some increase in the deductible and out-of-pocket maximum amounts for 2024.

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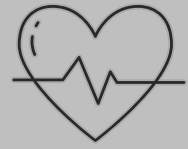
MEDICAL

Center for Healthy Living enhancements

As our onsite health and wellness center on all three campuses, the Center for Healthy Living continues to grow in its offerings and convenience:

- Telehealth medicine program is being added as a convenient sick care option for employees and family members. It will be free for 2024 and you do not have to meet your deductible.
- Health care navigation program will be available to answer health plan questions, set up referrals and connect you to Purdue programs and preferred providers, etc.
- Expanded hours Monday through Thursday (7 a.m. – 7:30 p.m.) at the Purdue West Lafayette campus

PHYSICAL HEALTH 2024 MEDICAL PLANS



You have a choice of three consumer-driven health plans (CDHPs).

All three plans have:

- Free preventive care with an in-network provider and free generic preventive medications
- \$10-or-less generic non-preventive prescriptions after you meet your deductible

PREMIER CDHP

- Highest premiums
- Lowest deductible
- Lowest out-of-pocket maximum

STANDARD CDHP

Middle-of-the-road premiums, deductible and out-of-pocket maximum

LIMITED CDHP

- Lowest premiums
- Highest deductible
- Highest out-of-pocket maximum

MONTHLY PREMIUMS

	Premier CDHP	Standard CDHP	Limited CDHP
LTD			
Employee Only	\$22.63	\$10.14	\$3.73
Employee & Children	\$41.41	\$18.29	\$6.27
Employee & Spouse	\$118.24	\$50.77	\$14.94
Employee & Working Spouse	\$180.74	\$113.27	\$77.44
Employee & Family	\$163.52	\$68.75	\$17.71
Employee & Family (Working Spouse)	\$226.02	\$131.25	\$80.21

These rates do not include:

Additional tobacco-user premium of \$1,000 for employee and \$1,000 for covered spouse

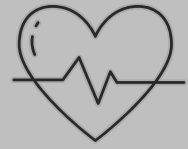
LEGAL NOTICES

Purdue University complies with several laws regarding benefit offerings. You can now [view these notices online at purdue.edu/hr/benefits/medical/hipaa.php](https://www.purdue.edu/hr/benefits/medical/hipaa.php). If you would like to receive a copy of these notices, please contact Purdue to request a copy be mailed to you. These include:

- Healthy Boiler Wellness Program
- Notice of Privacy Practices
- Notice of Special Enrollment Rights
- Women's Health and Cancer Right Act of 1998
- Mental Health Parity Act
- Health Care Reform Notifications
- Premium Assistance under Medicare Children's Health Insurance Program (CHIP)
- Certificate of Creditable Coverage for Medicare Part D

PHYSICAL HEALTH

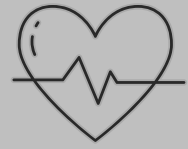
2024 MEDICAL PLANS



		Premier CDHP	Standard CDHP	Limited CDHP
Deductible Medical & Rx Combined	Employee only	\$1,600 (Tier 1/HealthSync) \$2,300 (Tier 2/in) \$4,600 (Tier 3/out)	\$2,050 (Tier 1/HealthSync) \$2,825 (Tier 2/in) \$5,275 (Tier 3/out)	\$3,050 (Tier 1/HealthSync) \$4,075 (Tier 2/in) \$6,650 (Tier 3/out)
	Employee + one or more covered family members	\$3,200 (Tier 1/HealthSync) \$4,600 (Tier 2/in) \$9,200 (Tier 3/out)	\$4,100 (Tier 1/HealthSync) \$5,650 (Tier 2/in) \$10,550 (Tier 3/out)	\$6,100 (Tier 1/HealthSync) \$8,150 (Tier 2/in) \$13,300 (Tier 3/out)
Coinsurance		90%/10% (Tier 1/HealthSync) 80%/20% (Tier 2/in) 60%/40% (Tier 3/out)	90%/10% (Tier 1/HealthSync) 80%/20% (Tier 2/in) 60%/40% (Tier 3/out)	90%/10% (Tier 1/HealthSync) 75%/25% (Tier 2/in) 55%/45% (Tier 3/out)
Out-of-Pocket Maximum Medical & Rx Combined (includes deductible & coinsurance)	Employee only	\$2,400 (Tier 1/HealthSync) \$3,550 (Tier 2/in) \$9,200 (Tier 3/out)	\$4,300 (Tier 1/HealthSync) \$5,325 (Tier 2/in) \$10,150 (Tier 3/out)	\$5,550 (Tier 1/HealthSync) \$7,075 (Tier 2/in) \$13,150 (Tier 3/out)
	Employee + one or more covered family members	\$4,800 (Tier 1/HealthSync) \$7,100 (Tier 2/in) \$18,400 (Tier 3/out)	\$8,600 (Tier 1/HealthSync) \$10,650 (Tier 2/in) \$20,300 (Tier 3/out)	\$11,100 (Tier 1/HealthSync) \$14,150 (Tier 2/in) \$26,300 (Tier 3/out)
Center for Healthy Living Office Visit	West Lafayette	\$25 towards ded.; coins. applies after ded.	\$25 towards ded.; coins. applies after ded.	\$25 towards ded.; coins. applies after ded.
	Fort Wayne	Ded. & coins.	Ded. & coins.	Ded. & coins.
Primary Care Office Visit		Ded. & coins.	Ded. & coins.	Ded. & coins.
Specialty Care Office Visit		Ded. & coins.	Ded. & coins.	Ded. & coins.
Preventive Care		100% coverage (in) Ded. & coins. (Out)	100% coverage (in) Ded. & coins. (Out)	100% coverage (in) Ded. & coins. (Out)
Emergency Room		Ded. & coins.	Ded. & coins.	Ded. & coins.
Urgent Care Facility		Ded. & coins.	Ded. & coins.	Ded. & coins.

Labs				
Tier 1 Labs, including Center for Healthy Living and PUSH Labs	Preventive	100% coverage	100% coverage	100% coverage
	Non-preventive	Ded. & coins.	Ded. & coins.	Ded. & coins.
Tier 2 Labs (In-network)	Preventive	100% coverage	100% coverage	100% coverage
	Non-preventive	Ded. & coins.	Ded. & coins.	Ded. & coins.
Tier 3 Labs (Out-of-network)		Ded. & coins.	Ded. & coins.	Ded. & coins.

PHYSICAL HEALTH VISION & DENTAL



VISION COVERAGE

	Description	Cost
Well Vision Exam	<ul style="list-style-type: none"> Eligible each calendar year 	\$5
Frames	<ul style="list-style-type: none"> Eligible every other calendar year \$150 allowance for a wide selection of frames, \$200 for featured frame brands 20% savings on the amount over your allowance 	\$10, included in prescription glasses
Lenses	<ul style="list-style-type: none"> Eligible each calendar year Single, lined bifocal, lined trifocal lenses Polycarbonate lenses for dependent children 	\$10, included in prescription glasses
	<ul style="list-style-type: none"> Standard progressive lenses UV coating 	Covered in full at in-network providers
Contacts (instead of glasses)	<ul style="list-style-type: none"> Eligible each calendar year \$130 allowance for contacts; copay does not apply Contact lens exam (fitting and evaluation) 	Up to \$60
Primary EyeCare Plan	<ul style="list-style-type: none"> Supplemental medical eye care services (i.e., detection/treatment of ocular/visual condition) 40% off additional pairs of glasses 	\$20 copay

2024 Monthly Vision Premiums

Employee Only	\$7.91
Employee & Children	\$15.30
Employee & Spouse	\$14.34
Employee & Family	\$23.15

RESOURCES

Learn more about your vision coverage on the [benefits website](#) or at [vsp.com](#).

Ways to Find a VSP Doctor



Call VSP at 800-877-7195.

Visit [vsp.com](#) and click on the Members tab.

New Users: Click on **Create An Account** and enter the last four digits of your SSN. Enter other required information and follow the on-screen instructions.

MONTHLY DENTAL PREMIUMS

Delta Dental has two dental networks: PPO and Premier. Our plan has the same coverage for both networks.

	Delta Dental Preventive Only	Delta Dental Option 1	Delta Dental Option 2
2024 Monthly Dental Premiums			
Employee Only	\$8.61	\$32.70	\$16.73
Employee & Children	\$25.15	\$85.57	\$44.22
Employee & Spouse	\$17.32	\$66.29	\$33.94
Employee & Family	\$36.88	\$128.76	\$66.77

RESOURCES

For plan details:



Visit the Benefits website at [purdue.edu/hr/Benefits/dental/index.php](#) or visit Delta Dental at [deltadentalin.com](#).



Call Delta Dental at 800-524-0149.

OPEN ENROLLMENT

HOW TO ENROLL

It's time to review your benefit options and soon you will enroll in plans that best meet the needs of you and your family.

1 If you do not need to make any changes to your plans, your enrollments will roll forward for 2024.

2 If you need to make changes to your plans or dependents you cover, you can either log onto the UnifyHR portal and enroll there, or you can complete the enclosed enrollment form and return to UnifyHR by November 17, 2023.

3 You will need to certify your Tobacco Use certification. If you do not complete a tobacco certification by December 1, 2023, you and your spouse (if applicable) will be charged the additional premium in 2024.

Tobacco users will have the option of completing an approved tobacco cessation program to avoid the \$1,000 per person additional tobacco-user annual premium charge.

Certified tobacco users with an approved waiver for 2023 will need to re-certify by submitting a 2024 certificate of completion of an approved tobacco cessation program. Programs must be completed within 2024 in order to waive some or all of the premium for the 2024 plan year. Completed program certificates submitted between Jan. 1 and March 31, 2024, will result in lower premiums for all of 2024.

Completed certifications submitted after March 31, 2024, will reduce premiums for the remainder of the plan year only.

Details: purdue.edu/hr/Benefits/medical/tobaccoCessation.php

4 **Working Spouse Premium:** If you will be covering a spouse with primary coverage through Purdue who is 1) employed or self-employed outside of Purdue, 2) has access to a group health plan where the employer pays at least 50% of the premium, and 3) your spouse does not take that plan, you will pay an additional \$750 for the year for the Working Spouse Premium.

To apply for a waiver, submit a completed Working Spouse Waiver Form to Purdue University no later than December 1, 2023 to avoid the additional premium.

If you have questions about plan coverage, contact Purdue's customer service team at hr@purdue.edu, or by phone at 765-494-2222 or toll free at 877-725-0222.

5 You will receive monthly reminder notices regarding payment of your premiums to UnifyHR. Instructions will be provided and you can set up payments through the UnifyHR portal or by mailing payment to them. Payments are due by the first of each month, beginning January 1, 2024. Remember that if your premium amount will change for 2024, you will need to reset your payment with UnifyHR.

NEW DEPENDENTS?

If you are adding new dependents to your plan for 2024, please contact Purdue to arrange for providing verification documentation.

More information on required dependent documentation:
purdue.edu/hr/Benefits/employeebenefits/eligibility/eligibledependents.php

QUESTIONS?

You can contact UnifyHR regarding any questions about open enrollment or your 2024 billings at 1-800-519-8366 or email COBRA@UnifyHR.com.