Cleveland Guardians
HDHP + HSA

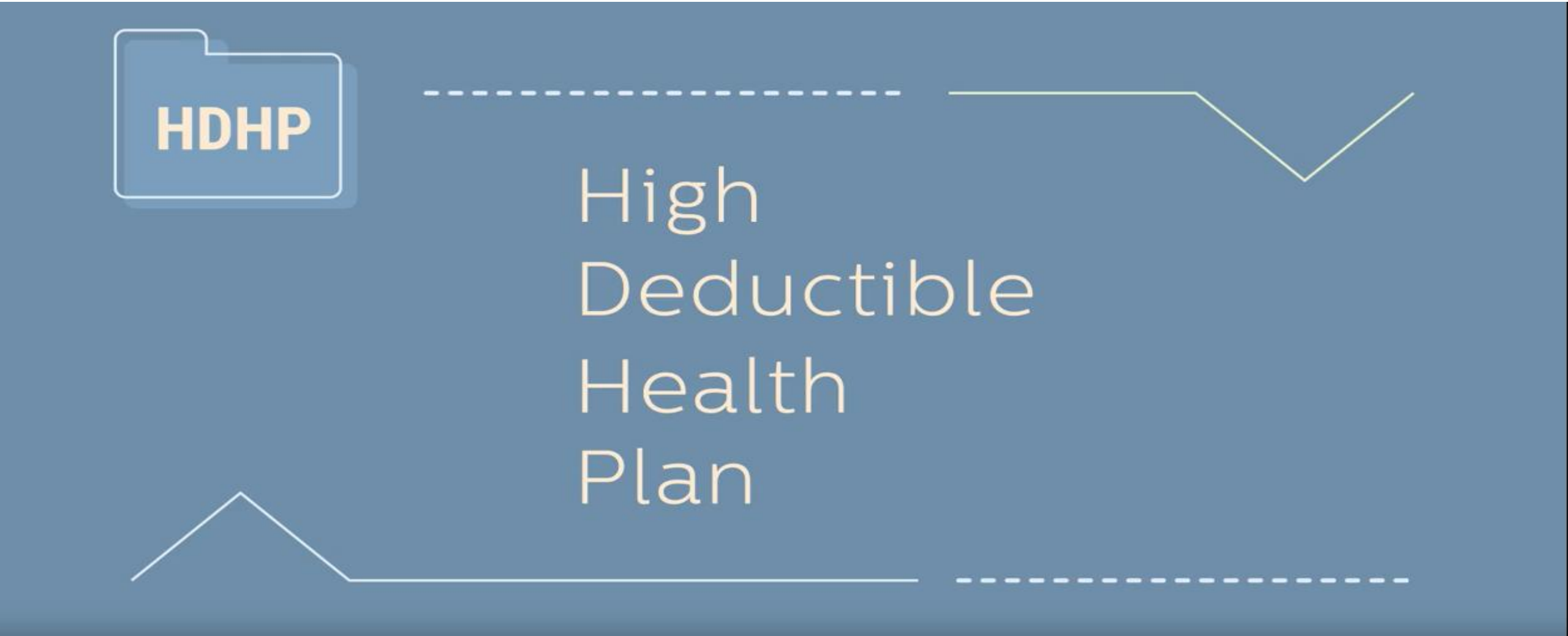
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Why do the Cleveland Guardians offer a HDHP + HSA?

- Multiple plans to meet the individual need of our team members
- Rising healthcare costs
- More flexibility and control over healthcare spending
- Opportunity to save for future medical expenses tax-free

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What is an HDHP?



Features of an HDHP

- Lower monthly premiums – LOWER THAN OTHER PPO OPTIONS
- Higher deductible & out-of-pocket costs before insurance kicks in
- Preventive services (annual physicals, screenings, vaccines) 100% Coverage
- High Deductible Health Plan = lower monthly premiums + higher deductible
- Preventive care covered 100% before deductible (per ACA rules)
- Encourages smart healthcare choices

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What Will The Plan Look Like?

- Covers Preventive Services at 100%
- Deductibles
  - All Services Apply
    - Physician Office Visits
    - MRIs & Lab Work
    - Prescription Drugs
- 100% Coinsurance
- Maximum Out Of Pocket

BENEFITS (In-Network)	HDHP 2027
Deductible – Single Deductible – Family	$3,500 $7,000
Coinsurance	0%
Out-of-Pocket Max – Single Out-of-Pocket Max – Family	$3,500 $7,000
Office Visits Primary Care Physician Specialists	 0% after Deductible 0% after Deductible
Inpatient Hospital Services	0% after Deductible
Outpatient Surgical Services	0% after Deductible
Emergency Room Services	0% after Deductible
Urgent Care	0% after Deductible
Prescription Medications	0% after Deductible



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What is an HSA?

- **H**ealth **S**avings **A**ccount

- A tax advantaged savings account that lets you set aside money on a pre-tax basis to pay for qualified medical expenses

- **Employees** can contribute to the account

- **Employers** can contribute to the account

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What is an HSA?

- HSAs are linked to high-deductible health plans (HDHPs).
- HSAs are tax-advantaged accounts that allow individuals to save money to pay for medical expenses.
- HSAs can be used to pay for eligible medical expenses for the account holder, their spouse, or dependents.
- HSAs can be used to pay for non-medical expenses without a tax penalty when the account holder reaches Medicare age.
- HSAs can be used to save money for long-term healthcare need

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Eligibility Requirements

- **You MUST actively open your account**
- **You must be enrolled in a qualified HDHP**
- **You cannot be covered under any other plan that is not an HSA qualified HDHP, including a Health FSA***

  If married, your spouse must not be covered under a general Health FSA.*

  Enrollment in a Limited Purpose FSA, allowing dental and vision expenses only, is permitted.

- **You cannot be enrolled in Medicare**
- **You cannot qualify as a dependent on another person's tax return**



HSA Highlights



NO Use it or Lose it provision

- Balance rolls over
- Contribute up to the annual maximum each year



Triple Tax Savings

- Contributions are tax deductible = reduces taxable income!
- Earnings/Growth are tax-free
- Withdrawals for qualified Medical Expenses are tax-free



Employee Owns the Account

- You keep the money even if you change jobs or insurance
- Comprehensive & easy investment options
- Save for retirement

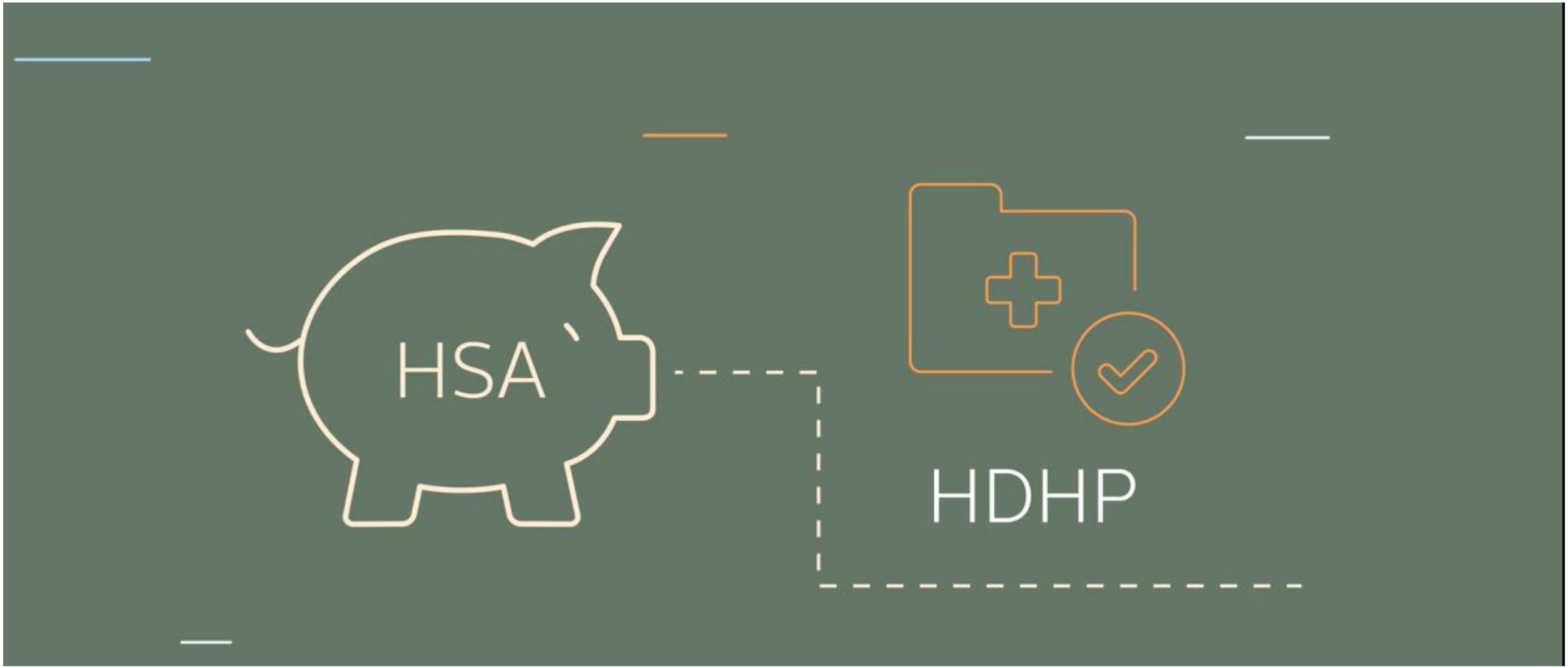
Don't leave money on the TABLE for the IRS



2027 HSA Contribution Limits

Annual Contribution Rules	$4,500 Single / $9,000 Family
Additional Funding	Those 55 years of age or higher, but not entitled to Medicare benefits, can fund an additional $1,000/year "catch-up" contribution!
Amount of Funding	Contributions above the annual limit are subject to income taxes

HDHP + HSA: How They Work Together



HDHP + HSA: How They Work Together

- Enroll in HDHP → Eligible for HSA
- Open your HSA Bank Account with MMO
- Use HSA funds to pay for deductibles and eligible expenses
- Save your receipts!
- Build long-term healthcare savings



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HSA Eligible Expenses

Eligible expenses include costs associated with medical, dental, orthodontia, vision and hearing products and services such as:

- Office visits, procedures and services
- Equipment and supplies
- Lab tests
- Imaging (e.g. MRI, CT scan)
- Prescription medications
- Over-the-counter equipment and supplies
- Over-the-counter (OTC) medicines and drugs such as cough medicine, pain relievers and allergy medicine



HSA for Retirement

- You can contribute into your retirement plan ***and*** your HSA allowing you to use both accounts to plan for expenses during retirement.
- Unlike traditional retirement plans, HSA are free of taxes on contributions *and* qualified distributions.
- From age 55+ you can make additional “catch-up” contributions of $1,000 per year in an HSA
- Working account owners over 65 who don’t enroll in Medicare and meet other HSA eligibility requirements can continue to contribute to their accounts.
- If you’ve paid for qualified expenses out-of-pocket, you can reimburse yourself at any time during your life and not be taxed on the money you receive.
- Your HSA balances aren’t subject to Required Minimum Distributions.
- You determine when to withdraw funds.



Health Savings Account (HSA)

Health Savings Account (HSA)

- The Medical Mutual HSA provides a more efficient and affordable way to manage your healthcare benefits and your HSA.
- Medical Mutual Debit Card
  - Pay for qualified medical expenses, such as doctor's visits and prescriptions.
- Full Online Access 24/7
  - Track HSA and investment balances.
  - Pay for qualified medical expenses.
  - Invest in mutual fund options.
  - Report and reissue a lost or stolen debit card.
  - Access to all the health benefits resources on My Health Plan, such as My Care Compare and Find a Provider.

Health Savings Account (HSA)

- Information Needed to Open your HSA
  - Full name
  - Physical residential address
  - Date of birth
  - Social Security Number or Driver's license number
  - If added authorized signer(s), please have their information available
- Enrollment Steps
  - Go to My Health Plan.
  - Click on My Spending Accounts under the Claims & Balances tab, or My Spending Accounts icon under Quick Links.
  - Accept Terms and click Submit.
  - Select Enrollment.
  - Select Get Started and provide requested information.
  - Click the Enroll button to complete.

Advantages for You!

- Lower monthly premiums = more money in your paycheck
- Only pay for the insurance coverage you need, save the difference!
- Tax savings through HSA contributions
- Control & flexibility in managing healthcare spending
- Long-term savings for retirement healthcare needs

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Items to Consider

- Higher upfront costs until deductible is met
- Need to plan for unexpected medical expenses
- Requires active budgeting and use of HSA
- Tip: Start by contributing a little each paycheck

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How Do I Know What Services Cost?



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Member Tools and Resources

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My Health Plan Member Portal

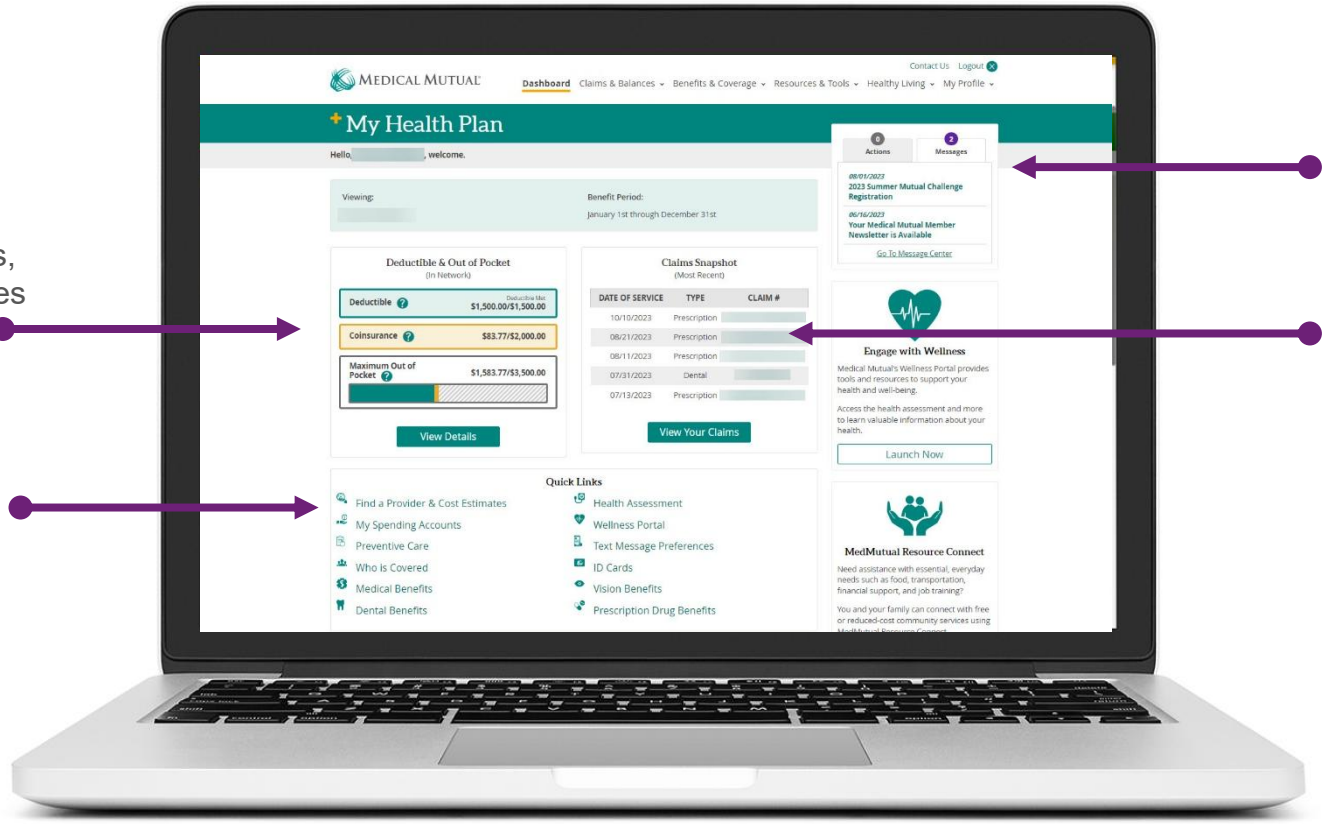
- 24/7 access to your health insurance plan

Track Expenses

Out-of-pocket costs, including deductibles and coinsurance

Provider Search/Estimate Costs

Find providers or price services based on a variety of search criteria



Message Center

Custom alerts and messages just for you

Track Claims

See current and past claims and status

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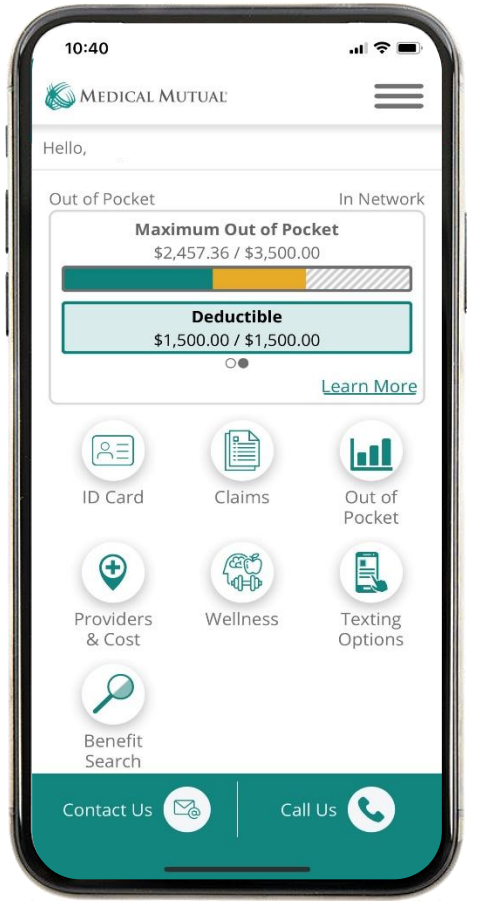
MedMutual Mobile App

Features

- Swipe to view the back of the card
- Email ID Card
- Fax ID Card
- Contact Us shows phone numbers based on what's on the ID Card

Provider Search

- Search by address
- Mirrors My Health Plan provider search
- Many search filters available (gender, language spoken, etc.)
- One click to call
- Add to phone contacts



Available on the App Store

iPhone (iOS 11.0 and above)

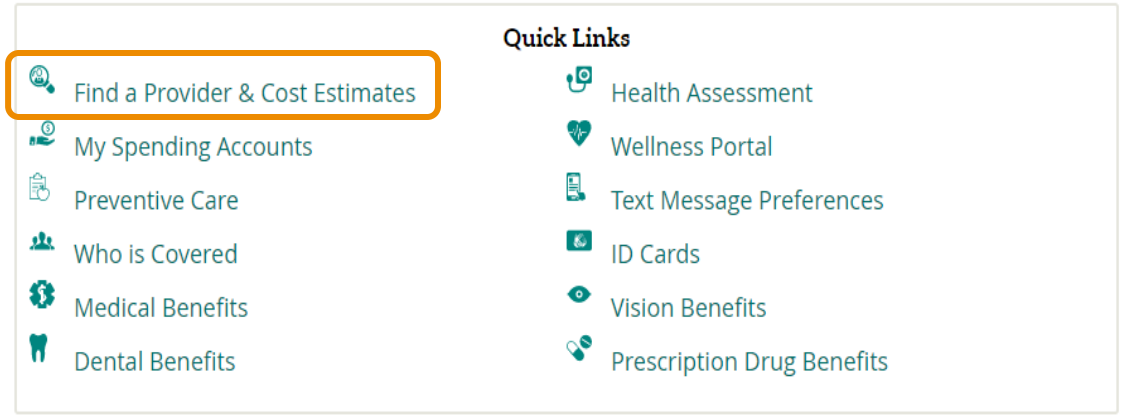
GET IT ON Google play

Android (7.0 and above)

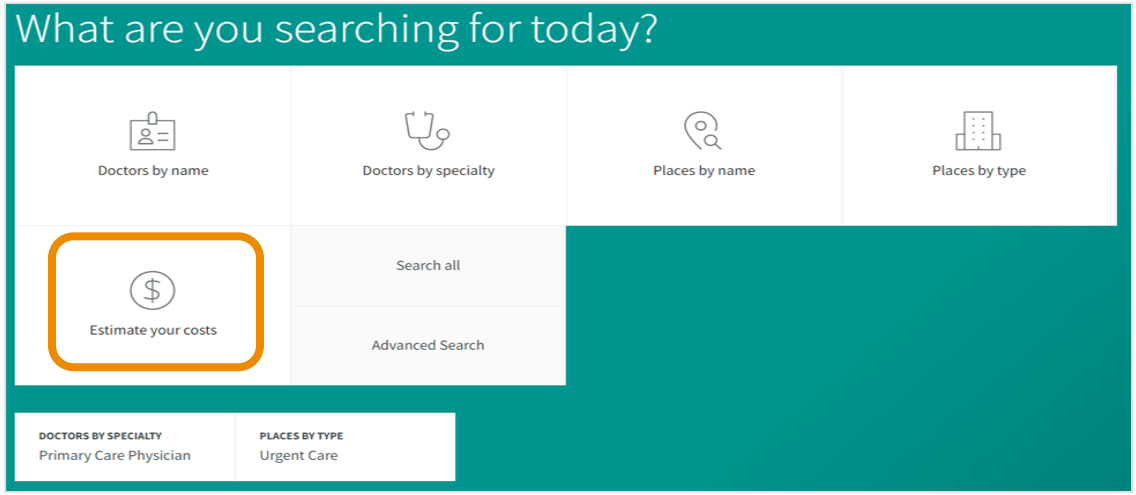
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Cost Estimator Tool

Located within the Find a Provider link on My Health Plan.



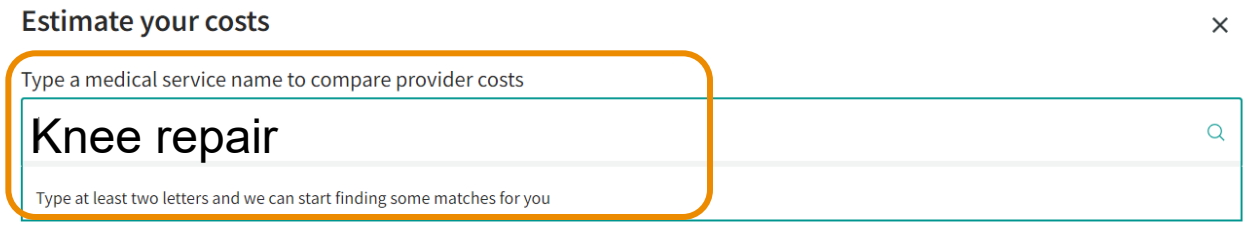
Click on Estimate your costs.



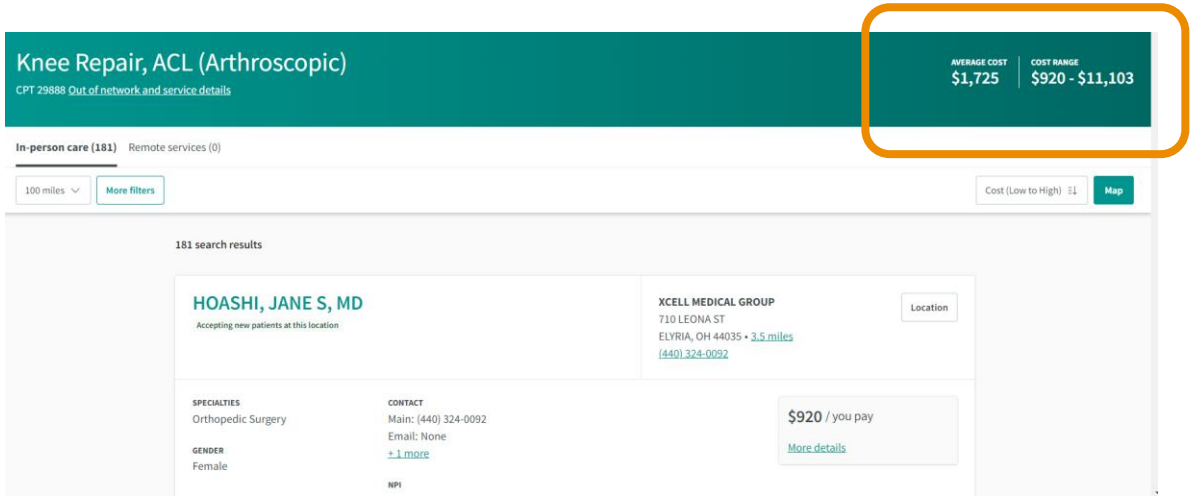
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Cost Estimator Tool

- Type name of service to compare pricing.

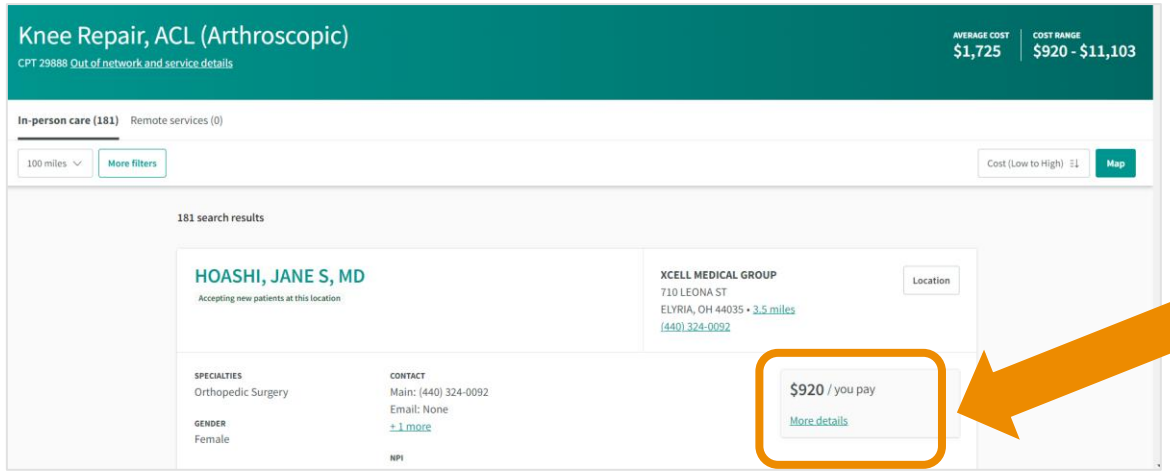


- View average cost in top right corner of screen, along with cost range.

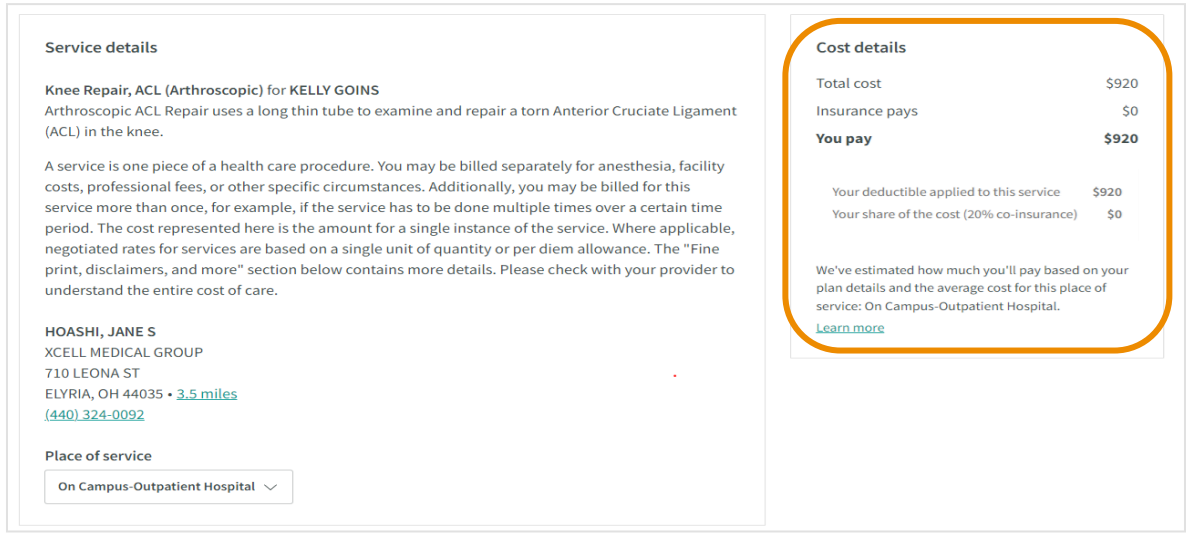


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Cost Estimator Tool



- To view cost by provider, click on More Details on their card



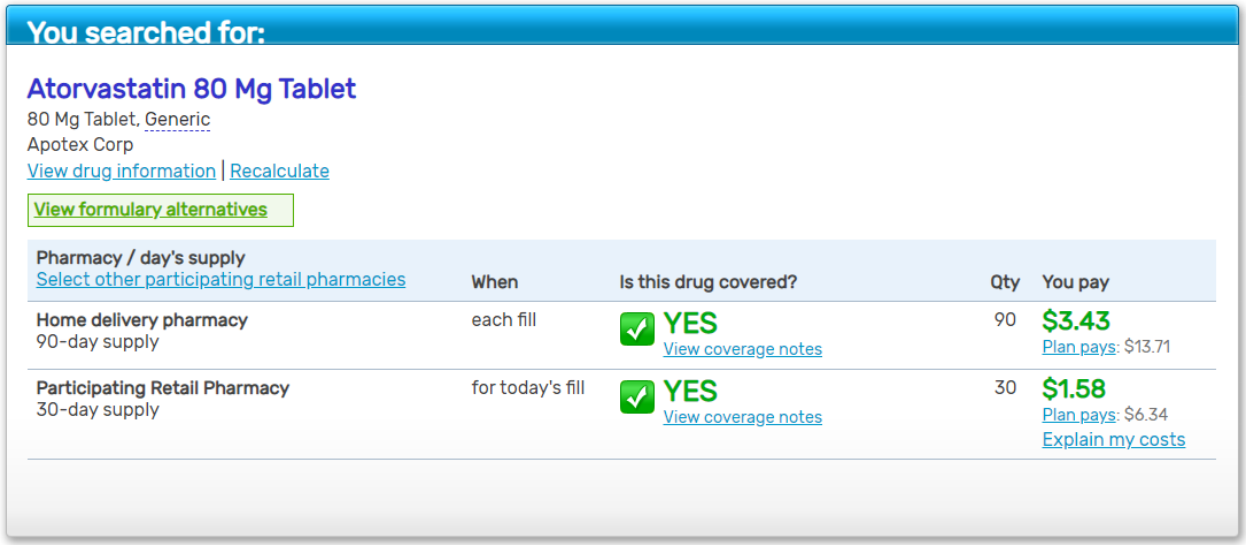
- See cost breakdown for you based on plan chosen

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Price a Medication & Check Formulary Status

- Find out if your medication is covered and how much it will cost by logging in to **My Health Plan**:
  - Click on the Benefits & Coverage tab.
  - Select Prescription Drug Benefits.
  - Click the Sign on to Express Scripts button. 

  - You will be securely re-directed to the Express Scripts website.
  - From there, click on Prescriptions, then select Price a Medication.
  - You will be asked to enter the name of the drug and the quantity.



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Helpful Resources

- Visit MedMutual.com
  - Look up doctors and hospitals.
  - Check out My Health Plan.

- Contact our Customer Care Advocate team for help and information at 1-888-636-3622.
  - **Mon – Thurs:** 7:30 AM to 7:30 PM
  - **Fri:** 7:30 AM to 6 PM
  - **Sat:** 9 AM to 1 PM

- Email and chat live with a representative.

- Contact your benefits professional or Medical Mutual with questions about your plan.

Website Information:

https://mycleguardiansbenefits.com/hsa/



Questions?

Personal Email Support

TOBenefits@TaylorOswald.com

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