



Wespath

BENEFITS | INVESTMENTS

HealthFlex in 2025 and Administrative Updates

HealthFlex Summit | October 2024





Agenda

- No-Cost MDLIVE Sunsets
- Health Accounts Card Update
- Participant Annual Election (AE) Communications
- Other AE Information
- New Health Eligibility and Enrollment System in 2025

No-Cost MDLIVE Sunsets for 2025

- CARES Act telehealth rule expires on 12/31/2024, no-cost MDLIVE to sunset
- Wespath working with the **Church Alliance** and the **Alliance to Fight for Health Care** to lobby for a permanent change
- Will offer again if the law allows



CHURCH
ALLIANCE

BENEFITS FOR FAITH LEADERS
SERVING COMMUNITIES



The Alliance to
Fight for Health Care

Advancing employer-provided coverage



MDLIVE Participant Costs for 2025

Plan	Telemedicine Cost		Tele-Mental Health Cost	
	Before Deductible	After Deductible	Before Deductible	After Deductible
B1000	\$15.00	\$15.00	\$15.00	\$15.00
C2000	\$51.00	\$10.20	\$92.00	\$18.40
C3000	\$51.00	\$25.50	\$92.00	\$46.00
H2000	\$51.00	\$10.20	\$92.00	\$18.40
H2500	\$51.00	\$15.30	\$92.00	\$27.60
H5000	\$51.00	\$0.00	\$92.00	\$0.00

Health Account Cards

- Single, stacked cards are here!
- E-mail notification week of 9/30
- Cards mailed 10/1 to those who didn't have one
- Participants must activate card when received
- Old cards will deactivate October month-end



Health Account Card Stacking Rules

You only have an HSA	You only have an FSA and/or HRA	You have an HSA and an FSA/HRA
<p>All eligible expenses:</p> <ul style="list-style-type: none">• Medical• Pharmacy• Behavioral health• Dental• Vision	<p>All eligible expenses:</p> <ul style="list-style-type: none">• Medical• Pharmacy• Behavioral health• Dental• Vision <p>If you have FSA and HRA, <u>FSA always pays first</u></p>	<p>Card will debit HSA funds for medical, pharmacy, behavioral health expenses and will debit FSA/HRA funds for dental and vision expenses</p> <p>Once you have \$1,650 (single coverage) or \$3,300 (2+ covered) in expenses*:</p> <p>Notify HealthEquity to use FSA/HRA funds so that you can save your HSA until you have exhausted your FSA and/or HRA</p>

* Must provide documentation of expenses to HealthEquity

Participant AE Communications

– Legal Notices

- E-mails to those who opted in for electronic delivery
- USPS for those who opted out of electronic delivery
- All were postmarked by 10/15
- Non-delivered e-mails sent via USPS ~1 week later



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Important HealthFlex Information from Wespath

Under federal laws and regulations, including the Health Insurance Portability and Accountability Act of 1996 (HIPAA), Benefits and Investments (Wespath) is required to provide certain health care notices to you upon becoming eligible into HealthFlex¹ (the "Plan") and at certain other times. The following is a list of the required notices and a brief description of each notice.

- **Coverage for Reconstructive Surgery Following Mastectomy**

This notice describes the mastectomy-related benefits under the Women's Health and Cancer Rights Act of 1993.

- **HealthFlex Notice of Privacy Practices**

This notice explains your rights and the Plan's legal duties with respect to protected health information (PHI) and how we may use and disclose PHI.

- **Important Notice About Your Prescription Drug Coverage and Medicare**

This notice contains information about current prescription drug coverage under the Plan and about options under Part D's prescription drug coverage. It also explains what happens to your Plan coverage if you decide to join Medicare Prescription Drug Plan.

- **Medicaid and the Children's Health Insurance Program (CHIP)**

This notice informs you of the states that offer premium assistance programs that can help pay for health coverage for children. These states use funds from their Medicaid or Children's Health Insurance Program (CHIP) programs to help low-income families who are eligible for employer-sponsored health coverage but need assistance in paying their health insurance premiums.

Annual Election Mailings – Reminder

Postcard for those who can elect benefits online



**Annual Election is
October 30 - November 14, 2024**

Annual Election is your chance to choose your HealthFlex medical, dental, vision and health account options for 2025. Whatever you choose, it's important to review your benefits and make sure they're still right for you. Choosing the right plan could save you hundreds of dollars per year!

Follow these simple steps to make an informed choice for 2025:

1. Understand your coverage options and learn about 2025 plans at my.benefitsaccess.org/HealthFlexBenefits
2. Get personalized plan recommendations by using ALEX® Benefits Counselor
3. Make your elections between October 30 and November 14



WESPATH



Letter for those who cannot elect benefits online

Annual Election is Your Opportunity* to Select 2025 HealthFlex Benefits!

- 1) Use ALEX Benefits Counselor to find the plan that might be the most cost effective for your family or individual needs.
- 2) Select medical/pharmacy, dental and vision plans.
- 3) Choose which eligible dependents to cover—contact your benefits office if you don't see your dependents listed.
- 4) Utilize health accounts for pre-tax savings this year and to save for future needs.

2025 Highlights

- Benefits Access has everything you need for Annual Election, including helpful resources and plan comparisons, videos, and much more at my.benefitsaccess.org/HealthFlexBenefits
- Call your Wespath Care Coordinator if you have questions about what your claims might cost if you choose a different plan in 2025
- Use the Optimize Drug Pricing tool to help you estimate your pharmacy costs for 2025

Make Your Elections Online

Scan the QR code to access my.benefitsaccess.org/HealthFlexBenefits
For Annual Election support, call 1-844-688-1375

Use ALEX® Benefits Counselor

ALEX Benefits Counselor uses simple language to explain your plan benefits. Use ALEX to:

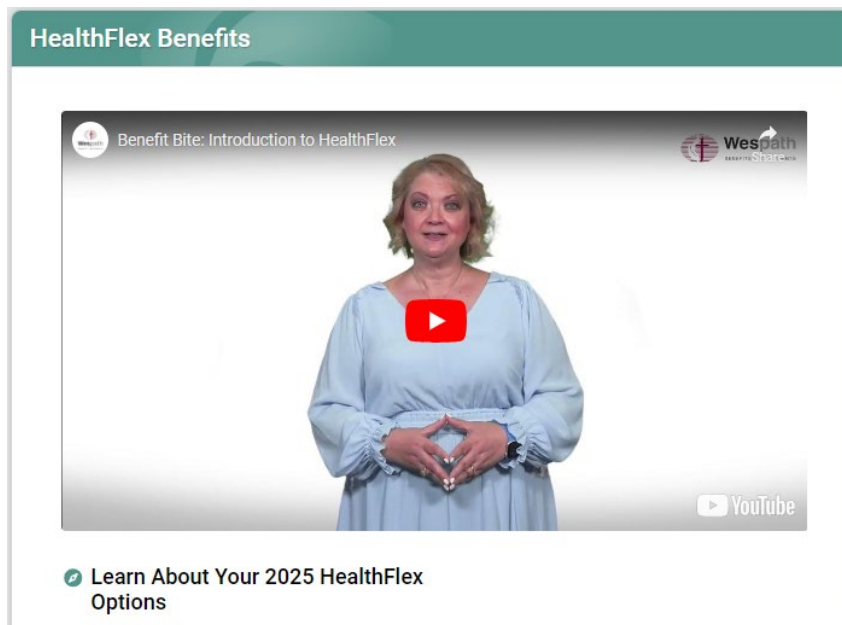
- Compare HealthFlex plans—learn which plan(s) might best suit your needs
- Estimate out-of-pocket costs and how to make the most of health accounts
- Visit my.benefitsaccess.org/HealthFlexBenefits to get started!

*After Annual Election, you can only change benefits under dependent(s), or make new benefit account elections if you experience a qualifying "change of status" event: marriage, divorce, death of a spouse, birth/adoption of a child, or loss of spouse's health coverage. You can change benefit savings account elections any time during the year.

- Retirees
- Disabled
- MSP SEE

Annual Election Info in Benefits Access

Visit the Annual Election webpage for basic information about plan options, helpful tools and resources, and more.



<https://my.benefitsaccess.org/HealthFlexBenefits>

Public HealthFlex Site Still Available

Best option for those without access to Benefits Access



www.wespath.org/health-well-being/AE



Participant Education— Webinars for Annual Election

Annual Election Webinar

October 22 @ 1:30 p.m., CT
(recording available soon)

Rx Coverage Overview and Q&A

October 29 @ 2:00 p.m., CT

Dental Overview and Q&A

October 31 @ 10:00 a.m., CT

AE Reporting For You

- **Annual Election Status**—provided twice during AE
 - Provides who has made active elections
- **Final Election Report**—provided early December
 - Provides who made elections vs. enrolled in default
 - Compares current elections to new elections for existing groups
 - Includes employer/local church information if applicable
 - Reflects data sent to carriers in early December



Don't forget

HSA Reporting Reminder

- Employers (salary-paying units) are required to report HSA contributions on IRS Form W-2
- Wespath provides true-up reports quarterly and the final report for W-2s annually in **December**
- Contact Nicole Valentino with questions nvalentino@wespath.org



IRS W-2 Reporting Responsibilities for Employers (HealthFlex Plan Sponsors)

Guide for Church Treasurers and Payroll Administrators—W-2 Reporting Requirements

Health Savings Accounts (HSAs)

Employers are required to report two types of contributions to HSAs on Form W-2:

1. Employer HSA contributions [includes contributions embedded in the HealthFlex H1500 and H2000 plan designs, i.e., HealthFlex high-deductible health plans (HDHPs)]
2. Employee contributions: any pre-tax HSA contributions deducted from the employee's salary using a Section 125 (cafeteria) plan

Form W-2 Reporting: Report in Box 12—use code W “Employer contributions.” HSA contributions are not taxable income, but must be reported.

Dependent Care Flexible Spending Accounts (DCFSA)s

Dependent care DCFSA (also called “dependent care accounts” or DCAs)—must be reported.

Form W-2 Reporting: Report the amount of salary-reduction contributions elected by the employee** in Box 10 “Dependent Care Benefits.”

Note: Cafeteria plan health care flexible spending accounts (also called “medical reimbursement accounts” or MRAs) are not taxable income and are not reported on the employee's IRS Form W-2.

Please note that the amount in Box 1 (“Wages, Tips and Other Compensation”) will be less than it otherwise would be, since the employee is receiving less compensation as a result of the salary reductions for health care and dependent care FSAs.

Health Reimbursement Accounts (HRAs)—

No W-2 Reporting Requirements

HRAs are funded solely by the plan sponsor; employees may not make contributions to their HRA. Contributions to an HRA are not included in the employee's income and are not reported on the IRS Form W-2. Employees do not pay federal income taxes or employment taxes on the contributions made to their HRA.

Affordable Care Act: Health Care Cost W-2 Reporting—No Reporting Required During Transition Relief

Starting with the tax year 2011, the Affordable Care Act required employers to report the aggregate cost of coverage under an employer-sponsored group health plan on Form W-2. For church plans, however, there was and continues to be transition relief from the requirement to report the value of coverage. Thus, employers that participate in HealthFlex do not have to report the cost of coverage on the W-2 at this time.

** Technically, the employer should report the total reimbursements to the employee from the dependent care account for dependent care expenses provided during the year, but since HealthFlex allows a run-out period for submission of claims, and since the W-2 is generally due by January 15, the IRS has indicated that employers may estimate a reasonable amount, in the case of a salary reduction cafeteria plan like HealthFlex, the amount of salary reductions (plus, any DCAP matching or seed contributions from the employer, if applicable) is considered to be a reasonable estimate.



HealthFlex plans include three types of contributions to reimbursement accounts that require W-2 reporting to the Internal Revenue Service (IRS) by the employer:

- 1. HSAs* employer contributions
- 2. HSAs* employee contributions
- 3. FSAs* dependent care flexible spending accounts only

This document outlines the employer W-2 reporting requirements for these contributions. Employers that have even one participant who has elected a HealthFlex plan with one of these contributions should complete this W-2 reporting. All reporting should be completed on IRS Form W-2, unless indicated otherwise.

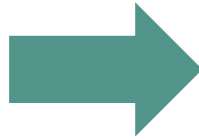
* HSAs—health savings accounts
FSAs—flexible spending accounts

Disclaimer: These updates are provided by Wespath Benefits and Investments as a general informational and educational service to its plan sponsors. The updates should not be construed as, and do not constitute, legal advice or accounting, tax, or other professional advice or services on any specific matter. Readers should create an attorney-client relationship. Readers should consult with their counsel or other professional adviser before acting on any information contained in these documents. Wespath expressly disclaims all liability in respect to actions taken or not taken based on the contents of this update.

Administrative Experience Improvement Coming in 2025



business**solver**™



EMPYREAN

2025



Why Make a Change?

Many challenges have impacted plan sponsors:

- Invoice delays
- Limited self-service reporting
- AE customer service support issues
- Disconnect with Via Benefits data
- Errors impacting participants

Why Make a Change?

Other challenges have impacted Wespath's ability to serve you:

- Manual processes
- Manual reporting to provide our plan sponsors with what you need
- Testing and retesting files to avoid/correct errors



Why Now?

- **HealthFlex should continue to be a best-in-class health plan**
 - Eligibility and enrollment vendor is a key relationship
- Delaying won't solve ongoing issues

How Will This Impact You (Plan Sponsor)?

- Most processes will be the same or similar
- Continue to access through Benefits Access Portal
- Job aids will be provided/updated
- Better reporting



Go to Menti.com

On your mobile device:

- Go to **Menti.com** or scan the **QR code**
- Passcode: **2517 3129**



Are you currently entering elections or using forms?

0

Entering elections

0

Using forms

0

Something else



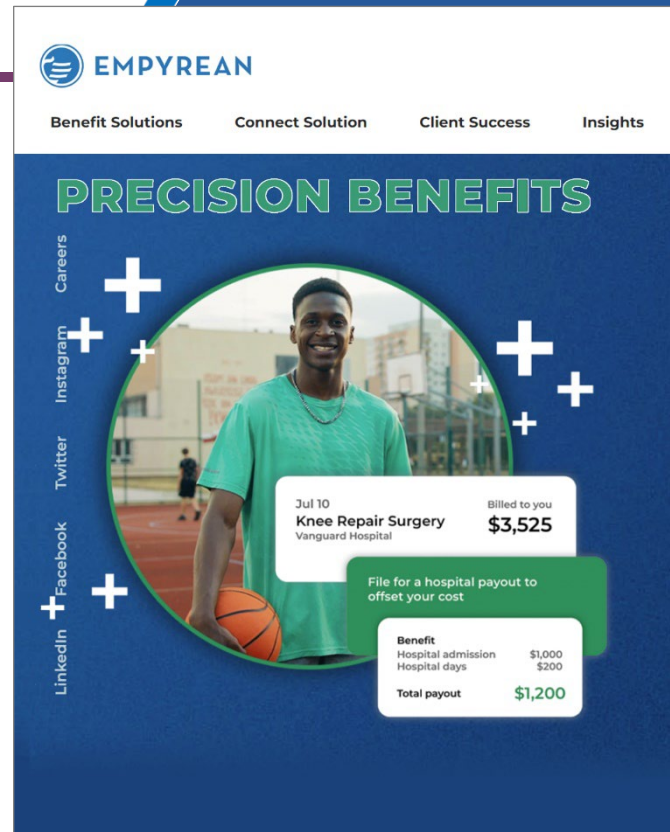


How Will This Impact Participants?

- No impact for most until Annual Election 2026
- Most participants are not using self-service for life events or during the hiring process
- Exploring an embedded decision support tool to replace ALEX
 - May use historical claims to customize and improve recommendations

Benefits of Empyrean

- User-friendly interface
- Experience with clients like us
- Reliable and proven test and QA processes
- High client retention
- Recently acquired clients from Businessolver and other vendors



The screenshot displays the Empyrean website interface. At the top, the Empyrean logo is followed by navigation links: "Benefit Solutions", "Connect Solution", "Client Success", and "Insights". The main heading "PRECISION BENEFITS" is prominently displayed in green. Below this, a vertical sidebar on the left lists social media and career links: "Careers", "Instagram", "Twitter", "Facebook", and "LinkedIn", each accompanied by a plus sign icon. The central focus is a circular image of a smiling man in a green t-shirt holding a basketball. Overlaid on this image are two informational boxes. The first box, titled "Billed to you", shows a date of "Jul 10", the service "Knee Repair Surgery", the provider "Vanguard Hospital", and a total amount of "\$3,525". The second box, titled "File for a hospital payout to offset your cost", lists "Benefit" details: "Hospital admission" for \$1,000 and "Hospital days" for \$200, resulting in a "Total payout" of "\$1,200".

EMPYREAN

Benefit Solutions Connect Solution Client Success Insights

PRECISION BENEFITS

Careers
Instagram
Twitter
Facebook
LinkedIn

Jul 10
Knee Repair Surgery
Vanguard Hospital

Billed to you
\$3,525

File for a hospital payout to offset your cost

Benefit	
Hospital admission	\$1,000
Hospital days	\$200
Total payout	\$1,200

How are you feeling about this announcement? What would be on your wishlist?

All responses to your question
will be shown here

Each response can be up to
200 characters long

Turn on voting to let
participants vote for their
favorites



Q&A





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