

CASCADE DESIGNS®

Open enrollment announcements for 2021

Open enrollment: Nov. 9 – 20, 2020

Open enrollment is your opportunity to review your options and select the health benefits that will meet your needs in 2021. This is the only time that you can make enrollment changes unless you have a status change. Please read this newsletter carefully – there is a lot of important information about benefit changes and what you need to do during open enrollment.

Each year we analyze our plans, the overall cost to CDI, and your premium contributions. As you may already know, we self-insure our health plans, which means that CDI pays the medical, prescription drug, dental, and vision claims submitted by our plan participants. Our plan costs have been somewhat volatile over the past five years. CDI is projected to reach over \$2.6 million dollars in health plan costs in 2021, an 8.3% increase from 2020.

Although CDI has not raised the employee contribution since 2015, due to increased costs, we have decided to raise the employee contribution for 2021 by 7.1%. For an individual, this means an increase of \$3.00 per paycheck (contributions for all other levels of coverage will also go up). On a plus note, we will be able to leave all the deductibles, copays and coinsurance unchanged. We are also making some additions to the alternative medicine coverage.

What's changing?

The following changes will take effect on Jan. 1, 2021.

Medical plan changes

	2020			2021	
	Health Savings Plan	Traditional Plan		Health Savings Plan	Traditional Plan
Acupuncture	Limited to 20 visits / calendar year		→	Limited to 26 visits / calendar year	
Chiropractic services	Limited to 20 visits / calendar year		→	Limited to 26 visits / calendar year	
Massage therapy	Limited to 20 visits / calendar year		→	Limited to 26 visits / calendar year	

- **Mental health and substance use disorder:** We received feedback from employees about how difficult it can be to find an in-network mental health provider, so we are adding out-of-network coverage¹ for mental health and substance use disorder to our plans. The member cost-share will be:

Health Savings Plan	Traditional Plan
10% coinsurance after deductible	\$25 copay/visit

- **Massage therapy:** We recently discovered that RGA has no in-network massage therapists in the Reno area, so we are adding out-of-network coverage¹ for massage therapy to our plans.

Health Savings Plan	Traditional Plan
20% coinsurance after deductible	\$50 copay/visit

¹ Out-of-network claims are processed differently than in-network claims. Typically, you must manually submit the claim yourself to RGA for reimbursement. You could be balance billed because RGA has no control over how much an out-of-network provider charges for services.

HIV PrEP covered at 100%

Pre-exposure prophylaxis (PrEP) antiretroviral therapy is now considered preventive medication that must be covered under the Affordable Care Act (ACA) at no cost to high-risk members. PrEP is a way for people who do not have HIV but who are at very high risk of getting HIV to prevent HIV infection by taking a pill every day. Only those members who meet the criteria will receive a \$0 copay at point of sale, while claims for members who do not meet the criteria will process at a standard cost-share.

Health Savings Account (HSA) changes

The IRS increased the annual maximum contributions for 2021. Keep in mind that CDI's HSA contribution counts towards your maximum contribution amount.

	2020		2021
Annual HSA maximum contribution	\$3,550 for self-only coverage \$7,100 for employee + one or more dependents coverage	→	\$3,600 for self-only coverage \$7,200 for employee + one or more dependents coverage

Cost of coverage changes

The employee premium contributions will increase. Please refer to page 5 of the Benefit Guide for the 2021 cost of coverage. Employees who participated in the Cascade Designs Wellness Program qualify for a \$20 discount on their monthly medical premium for the 2021 plan year.

ID Cards

If you make a change to your medical plan (enroll for the first time, switch plans, or add/drop dependents) you will receive a new RGA ID card. If you enroll in the dental plan for the first time you will receive a Delta Dental of WA ID card. ID cards will be mailed to your home address in late December. Please begin using your new on Jan. 1, 2021 – show it to your doctor, hospital, pharmacy, etc. and let them know you have new insurance.

Summary of Material Modifications (SMM): This letter describes changes to the Cascade Designs, Inc. Welfare Benefits Plan and is intended to serve as a Summary of Material Modifications (SMM). The SMM supplements the Summary Plan Descriptions (SPDs) for the Cascade Designs, Inc. Welfare Benefits Plan. The effective date of these changes is January 1, 2021. You should read this SMM very carefully and retain this document with your copy of the SPDs.

What you need to do

All forms must be completed and returned to HR by Friday, Nov. 20. Your FSA participation will end if you do not re-enroll.

Employee Benefit Enrollment/Change Form
All employees must complete this form – even if you aren't making any changes or are waiving coverage.

Dependent Eligibility Verification
If you enroll a spouse and/or child(ren) in the health plans for the first time, you must provide proof that they are an eligible dependent. Please refer to the list of required documents in the Benefit Guide.

Flexible Spending Accounts (FSAs)

- To enroll in the health care and/or dependent care FSA, you must complete the Allegiance FSA Enrollment Form, even if you are currently participating.
- Health Savings Plan participants who wish to enroll in a health care FSA must elect the *limited purpose* FSA, using the Allegiance Limited Purpose FSA Enrollment Form. The limited purpose FSA may only be used for vision and dental expenses.

Note: If you enroll in a health care FSA and your spouse has a Health Savings Account (HSA), your health care FSA enrollment will disqualify your spouse from making and receiving pre-tax HSA contributions.

Life and Accidental Death and Dismemberment (AD&D) Insurance
If you want to purchase more life insurance, in addition to what CDI provides to you, you can enroll in Optional Life/AD&D coverage with Prudential.

- If you are currently enrolled in Optional Life/AD&D, during open enrollment you may increase your coverage amount by as much as \$50,000 without providing Evidence of Insurability. You must complete the Prudential Annual Optional Employee Term Life Increase Request Form. This option is not available if you have previously been denied coverage. Increasing your coverage over the guarantee issue amount of \$200,000 will require Evidence of Insurability.
- Increasing your spouse's coverage will require Evidence of Insurability. Your spouse must complete a Prudential Evidence of Insurability Form. Increasing your child's coverage will not require Evidence of Insurability.
- If you are enrolling for the first time now (after your initial eligibility period has ended), you must complete a Prudential Enrollment Kit and Evidence of Insurability Form.

You can obtain the required paperwork from HR or on the CDI benefit website.

If you need to change your beneficiary, please update the beneficiary section on the Employee Benefit Enrollment/Change Form.

Benefit enrollment forms available in fillable PDFs online!

cascadebenefits.com

Email completed forms to

Vivian.Gould@cascade.designs.com.

Questions?

We want to make sure you have all the information you need to make the right decisions about your benefits. If you have questions, please contact HR or the AssuredPartners MCM Employee Service Center at 1-888-343-3330 or mcm.esc@assuredpartners.com.