

Benefits update

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Michael's
Made by you!

Benefits Open Enrollment is May 3 - May 17

A Preview for People Leaders

Benefits Open Enrollment begins Wednesday May 3 for full-time Team Members and will end on Wednesday May 17.

There are several significant changes and improvements we are making for 2023–2024, and we want you to have an advance look at the changes and make you aware of the communications we will be sending to Team Members over the next few weeks.

We have set up a [special page](#) for people leaders on the [MIKBenefits.com](#) web site where more detailed information Team Member communications will be housed for your reference.

What's Changing?

Here is a summary of the changes that take effect on July 1, 2023:

- **Medical plan administration moving from Aetna to Blue Cross and Blue Shield of Texas (BCBSTX).** If a Team Member is currently enrolled in the plan, they will be mapped to the corresponding BCBSTX plan. It's not the plan that's changing, it's only the administration of the plan. For the Basic PPO, Enhanced PPO and Choice HSA plans, BCBSTX will take over administration as of July 1, 2023. Most of the physicians/providers our Team Members currently use are in the BCBSTX network, but there will be some instances where that isn't the case.



BlueCross BlueShield
of Texas

- **Prime Therapeutics will replace OptumRx as our pharmacy benefit manager.** Anyone currently using home delivery for medications taken regularly will need to get a new prescription. Team Members will be able to receive **one** 30-day fill at a retail pharmacy before the mail order requirement applies.
- **MDLive** will replace Teladoc for 24/7 virtual health care services for Team Members enrolled in a BCBSTX medical plan. We will provide more information shortly about the BCBSTX clinical programs and resources for support.



Upcoming Team Member Communications

Benefits-eligible full-time Team Members will receive several communications over the next three weeks. Here's what's coming:

- **April 27** – Postcards mailed to the home announcing Open Enrollment dates with plan changes
- **May 1** – Open Enrollment Resource Page launched on [MIKBenefits.com](#) for Team Members with information about changes, schedules and links
- **May 3** – Email/text announcing the start of the enrollment period
- **May 10** – Email/text reminder of one week to go in enrollment period
- **May 16** – Email/text announcing one day remaining to complete enrollment

- **Some fertility treatments will be covered by Michaels BCBSTX medical plans.** Based on the diagnosis, our plans will now cover one cycle of certain fertility treatment.
- **Elimination of premium surcharge for spouses/domestic partners with coverage available elsewhere.** We will no longer charge Team Members extra for covering a spouse or domestic partner if that individual has coverage available from another employer's plan. NOTE: Team Members covering a working spouse/domestic partner will only have the option to enroll in the Enhanced PPO.
- **Kaiser Telehealth** replaces Teladoc for Kaiser Team Members. Team Members enrolled in a Kaiser medical plan (for California Team Members only) can access virtual care through kp.org/getcare, at no cost
- **Plan year change for FSA and HSA contributions.** We are adjusting the plan year for Flexible Spending Account (FSA) contributions and Health Savings Account (HSA) contributions for Team Members enrolled in the Choice HSA Plan. IRS contribution limits for both plans are calendar year limits, so we are changing our plans to align elections with the calendar year. During the May enrollment period, Team Members will make FSA and HSA elections covering the last six months of the year (July 1 to December 31, 2023). We will conduct another enrollment later in the year for just these two plans that will cover the 12-month period January 1 to December 31, 2024. Going forward, we will conduct a separate FSA/HSA enrollment for the upcoming calendar year.
PLEASE NOTE: For Team Members who are currently contributing to these plans from January 1 to June 30, 2023, you need to consider how much you will contribute for the first half of the year to determine how much you should contribute for the remaining half of the year (July 1 to December 31, 2023).
- **Reporting period for Qualified Life Event benefit changes now 30 days.** The amount of time Team Members have to report a qualified life event change (birth, marriage, divorce, etc.) is changing from 60 days to 30 days.

eEvaluate Health Plan Selector

Team Members will again have access to the eEvaluate health plan cost modeling tool. eEvaluate allows Team members to estimate out-of-pocket medical and prescription drug costs for the year and determine which plan best suits their financial needs. Access to eEvaluate can be found on the new Open Enrollment Resource page on MIKBenefits.com.



Webinars and Live Enrollment Meetings

The Benefits team will again host enrollment webinars and live meetings in some locations. The entire schedule for meetings, along with a video recording of a webinar, will be available on the Open Enrollment Resource page on MIKBenefits.com.

Is Enrollment Required?

If Team Members are satisfied with the plans and choices they have, they do NOT have to enroll again. There are some exceptions. Team Members must log in and actively enroll to:

- Change current elections
- Add or drop covered dependents
- Enroll in or change FSA contributions
- Begin or change HSA contributions

Enrollment can be completed by logging into Workday or by visiting MIKBenefits.com and choosing **Enroll in Benefits** through May 17.

