

What's Changing for 2024

Inova is making benefit enhancements for 2024 to keep costs affordable for all benefits-eligible team members. For more information about all your Inova benefits, visit www.myinovabenefits.org.

Benefit	What's changing for 2024
Medical	<p>To support your health and wellbeing, Inova will offer the same comprehensive medical options in 2024. You'll see some changes as we continue to offer incentives to use Inova providers and facilities while striving to keep our plan costs affordable for all:</p> <ul style="list-style-type: none"> • Updates to medical plan annual deductibles: <ul style="list-style-type: none"> ○ HDP: The annual deductible change aligns with the 2024 IRS minimum deductible requirements for this type of plan: <ul style="list-style-type: none"> ▪ Team member Only: \$1,700 ▪ Team member + Family: \$3,400 ○ PPO: The annual deductible for the PPO for 2024 will change to: <ul style="list-style-type: none"> ▪ Team member Only: \$500 ▪ Team member + Family: \$1,000 • Changes to Urgent Care and Emergency Room copays for PPO members only: <ul style="list-style-type: none"> ○ Save money by using Go Health, an Inova partner. <ul style="list-style-type: none"> ▪ Team Members enrolled in the PPO plan will pay a \$5 copay when using a Go Health urgent care facility. ▪ The copay for all other urgent care facilities will increase to \$35 per visit. ○ The emergency room copay in the PPO plan will increase to \$200 (waived if admitted), followed by 20% coinsurance for remaining charges (up to the out-of-pocket limit). <p>You'll receive a new medical ID card in January 2024 with the new Inova logo.</p>
Prescription Drugs	<p>New prescription drug administrator. When you enroll in an Inova medical plan, your prescription drug benefits will now be administered through Capital Rx.</p> <ul style="list-style-type: none"> • The copays within the plan remain unchanged and you'll still have access to Inova Pharmacy Plus, as well as a home delivery mail service option for maintenance medications. • If you or your covered family members have refills of a medication remaining with the Express Scripts mail order pharmacy, these will be transferred to Capital Rx. Once your remaining refills are used, a new prescription will be necessary. <ul style="list-style-type: none"> ○ Some exceptions to this are: expired prescriptions, controlled substances, prescriptions with no refills, and compound medications. If you have one of these, a new prescription will be required. • If you or your covered family members have existing Prior Authorizations with Express Scripts, they will be transferred to Capital Rx. Once any Prior Authorizations expire, you will need to complete a new request through Capital Rx. • You will be notified directly by Capital Rx of any formulary list changes that may impact your current prescriptions. <p>Watch for a new prescription drug ID card from Capital Rx for use starting January 1.</p>
Vision	<p>Enhanced vision care benefits</p> <ul style="list-style-type: none"> • New VSP LightCare benefit. Now you can use your frame allowance for non-prescription sunglasses or non-prescription blue light filtering glasses. • Increased frames and contact allowances. These allowances have been increased from \$150 to \$170 under the VSP Vision Buy-Up and VSP Vision Buy-Up Plus.
Health Savings Account (HSA)	<p>Higher IRS limits. The HSA contribution limits will increase to \$4,150 for team member-only coverage and \$8,300 if you cover dependents. Those age 55 and older can continue to make an additional \$1,000 in catch-up contributions.</p>



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Life & AD&D Insurance	<p>Life and AD&D insurance continues to be provided through The Hartford.</p> <p>Life insurance enhancements:</p> <ul style="list-style-type: none"> • Basic Life Insurance for you: Your Basic Life Insurance (company-paid) benefits will no longer be reduced at age 65. The reduction will occur at age 70. <p>Dependent Life Insurance options. Now you will have more Supplemental Life insurance options for your spouse or domestic partner.</p> <ul style="list-style-type: none"> • All classes (except Part-time): New Spouse Life options: \$75,000; \$125,000; \$175,000; and \$225,000. • Part-time class: Spouse Life will change from \$6,000 to \$25,000, and Child Life will change from \$3,000 to \$10,000. Premiums will increase due to the additional coverage amount.
Long-Term Disability Insurance	<p>Enhanced LTD Coverage. For Team Members who are classified as "Management," the monthly maximum LTD benefit will increase from \$8,500 to \$10,000.</p>
SoFi Student Loan Refinancing	<p>Discontinuation of SoFi Student Loan Refinancing program. The option to refinance student loans through SoFi will end 12/31/2023. Any existing refinanced loans will remain with SoFi.</p>
403(b) Retirement Plan	<p>Freeze of the 403(b) Retirement Plan. The 403(b)-retirement plan will be frozen to new participants, and team member contributions will no longer be permitted as of 1/1/2024.</p> <ul style="list-style-type: none"> • Payroll deductions will continue for existing loans. • You may still make investment fund elections at any time.
401(k) Retirement Savings Plan	<p>New retirement savings opportunity. An After-Tax contribution option (non-Roth) will be available in early Q1 2024. This new option will also allow participants to make an in-plan Roth conversion of After-Tax contributions, if interested.</p>