



Sultana Premium Rates for Open Enrollment

Effective 12/01/2020

	<u>Employee Only</u>	<u>Employee + Spouse</u>	<u>Employee, Spouse & Child(ren)</u>	<u>Employee + Child(ren)</u>
High Deductible Health Insurance	\$913.94	\$1827.88	\$2604.73	\$1690.79
Dental Insurance	\$51.78	\$106.66	\$150.68	\$95.80
Vision Insurance	\$13.11	\$26.22	\$37.37	\$24.26
Total Monthly Premium	\$978.83	\$1960.76	\$2792.78	\$1810.85
Employer Monthly Premium Portion	\$783.06	n/a	n/a	n/a
Employee Monthly Premium Portion	\$195.77	\$1177.70	\$2009.72	\$1027.79
Annual HSA Contribution	\$1,000.00			

Note: Final rates are contingent upon actual enrollment and final underwriting review.

Health and Dental Insurance: Regular employees who work at least twenty-four (24) hours per week are eligible to enroll in health and/or dental insurance. The employee will pay 20% of the monthly premium for his or her individual enrollment. The employee is responsible for 100% of the premium for dependent coverage. Premium amounts paid by the employee are processed via payroll deductions.

Effective Date: Insurance benefits offered by Foraker renew effective December 1, 2019. However, the annual deductible and out-of-pocket expenses reset on January 1, 2020.

Providers: Employees are encouraged to verify a provider is in-network under the insurance plan prior to obtaining care from the provider. Services from an out-of-network provider may not be covered under the plan, or may result in greater cost to the employee.

Health Savings Account (HSA) Enrollment: Enrollment in the High Deductible health insurance does not automatically enroll you in the HSA. Employees are only eligible to enroll in the HSA if enrolled in the High Deductible plan, and if they meet the eligibility requirements set forth by the IRS. Employees do not have to enroll in the HSA. Employees are responsible for any fees associated with their HSA account including overdraft fees.

HSA Contribution: The organization will contribute \$1000.00 into the employee's HSA per plan year. Employees may make additional contributions. For 2021, the allowable maximum contribution into an employee/self only HSA is \$3600.00, and \$7200.00 for family enrollment less the employer contribution. Eligible employees over the age of 55 can contribute an additional \$1000.00.

*Please note: Effective January 1, 2011, HSAs cannot be used for over-the-counter medicines (except Insulin) purchased without a prescription.

Benefits are subject to change.

Sultana, LLC is an at-will employer.