



Lockheed Martin

February 2018

High-Deductible Health Plans



High-Deductible Health Plans

**A short word about....
Health Care**



High-Deductible Health Plans (HDHP)

**Effective January 1, 2019
HDHPs Replaces LM HealthWorks for All**

**2019 Options for Those
Hired Prior to March 3, 2014**

- ✓ Blue Cross/Shield HMO
- ✓ HDHP Plans 1, 2 and 3

**2019 Options for Those
Hired After March 3, 2014**

- ✓ HDHP Plans 1, 2 and 3



High-Deductible Health Plans

Currently available to **most non-represented & certain represented** populations



- ✓ Multiple carriers
- ✓ Multiple plan designs
- ✓ Flexibility to meet differing employee needs
- ✓ Introduce **Health Savings Account (HSA)**



HDHP Plans & Networks



Choice of

3 HDHP designs

\$\$\$ HDHP Plan 1

\$\$ HDHP Plan 2

\$ HDHP Plan 3

3 HDHP designs available in multiple networks

All eligible employees will have access to the:

Broad Network

Wide access to care, multiple providers



Some employees will have access to (zip code based):

Premier Network

Narrow access to care, fewer providers

Greater potential out-of-network impact, lower premiums



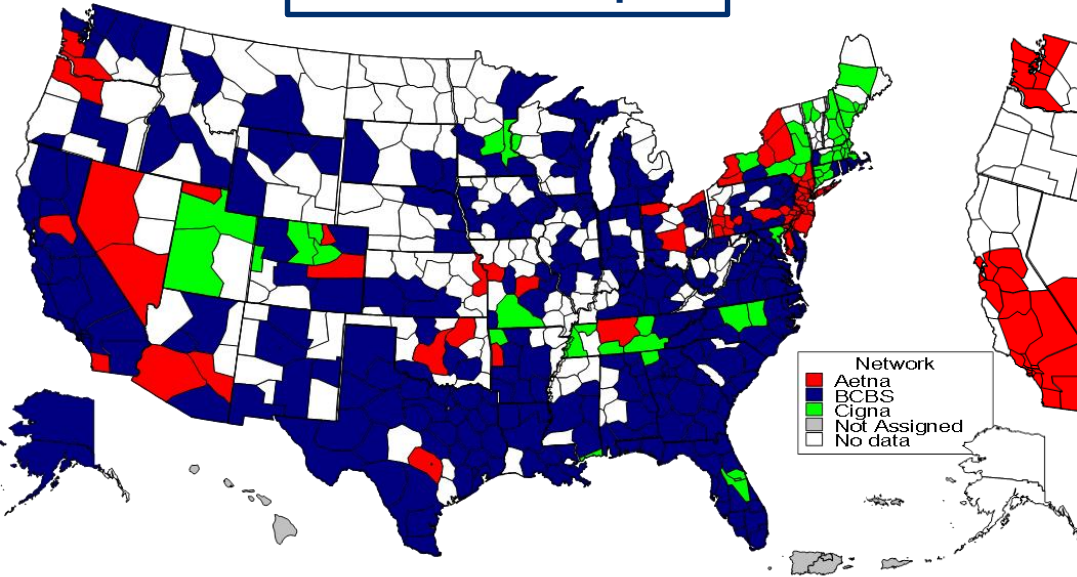
Kaiser Permanente Network

Exclusive network of providers and facilities

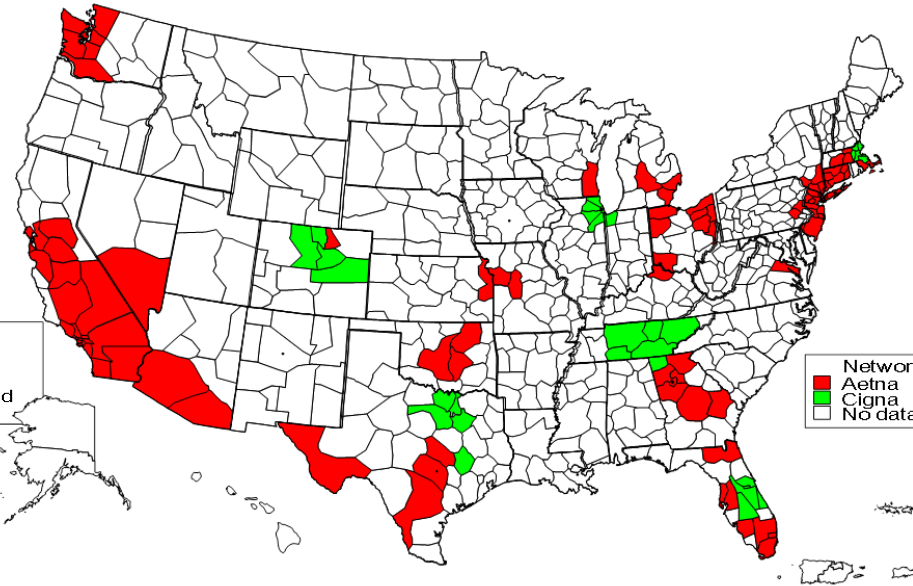


Note: Best-in-class carrier selected for the Broad and Premier networks are zip code based

**Sample Broad
Network Map**



**Sample Premier
Network Map**



Washington

Northwest

- Portland, OR
- Vancouver, WA

California

Colorado

Georgia

**Kaiser Permanente
Network Map**

Mid-Atlantic States

- Washington, D.C.
- Maryland
- Virginia

2018 Medical Plan Designs



| Design Feature | | 2014 - 2018 LM HealthWorks | LMC HDHP 1 (True Family) | LMC HDHP 2 (True Family) | LMC HDHP 3 (True Family) |
|-------------------------------|----------|----------------------------------|--------------------------------|--------------------------------------|--------------------------------------|
| Premiums | | \$\$\$\$ | \$\$\$ | \$ | \$ |
| Deductible | Single | \$1,000 | \$1,600 | \$2,400 | \$3,500 |
| | Family | \$3,000 | \$3,200 | \$5,100 | \$6,850 |
| HRA/ HSA Funding | Employee | \$1,000 (HRA) | \$500 (HSA) | \$500 (HSA) | \$500 (HSA) |
| | Spouse | \$600 (HRA) | \$500 (HSA) | \$500 (HSA) | \$500 (HSA) |
| Employee Co-Insurance | | 20% | 20% | 20% | 20% |
| Out of Pocket (In-Network) | Single | \$2,500 | \$3,200 | \$4,800 | \$6,550 |
| | Family | \$6,000 | \$6,850 | \$10,900 (\$6,850 individual cap) | \$13,100 (\$6,850 individual cap) |
| Includes deductible | | | | | |

Prescription Drug Coverage



**Generic
Drugs**

**Preferred
Brand Drugs**

**Non-Preferred
Brand Drugs**

Annual Deductible Applies

Certain Preventive Drugs Bypass Deductible

Kaiser

CVS Caremark

20% Coinsurance with Minimum and Maximum Copays

No Mail Order Requirement



MYWEALTH

Health Savings Account (HSA)



HSA Eligibility

Per IRS, must be enrolled in a High-Deductible Health Plan (HDHP) to be eligible to contribute to a Health Savings Account (HSA).

In addition, you cannot:

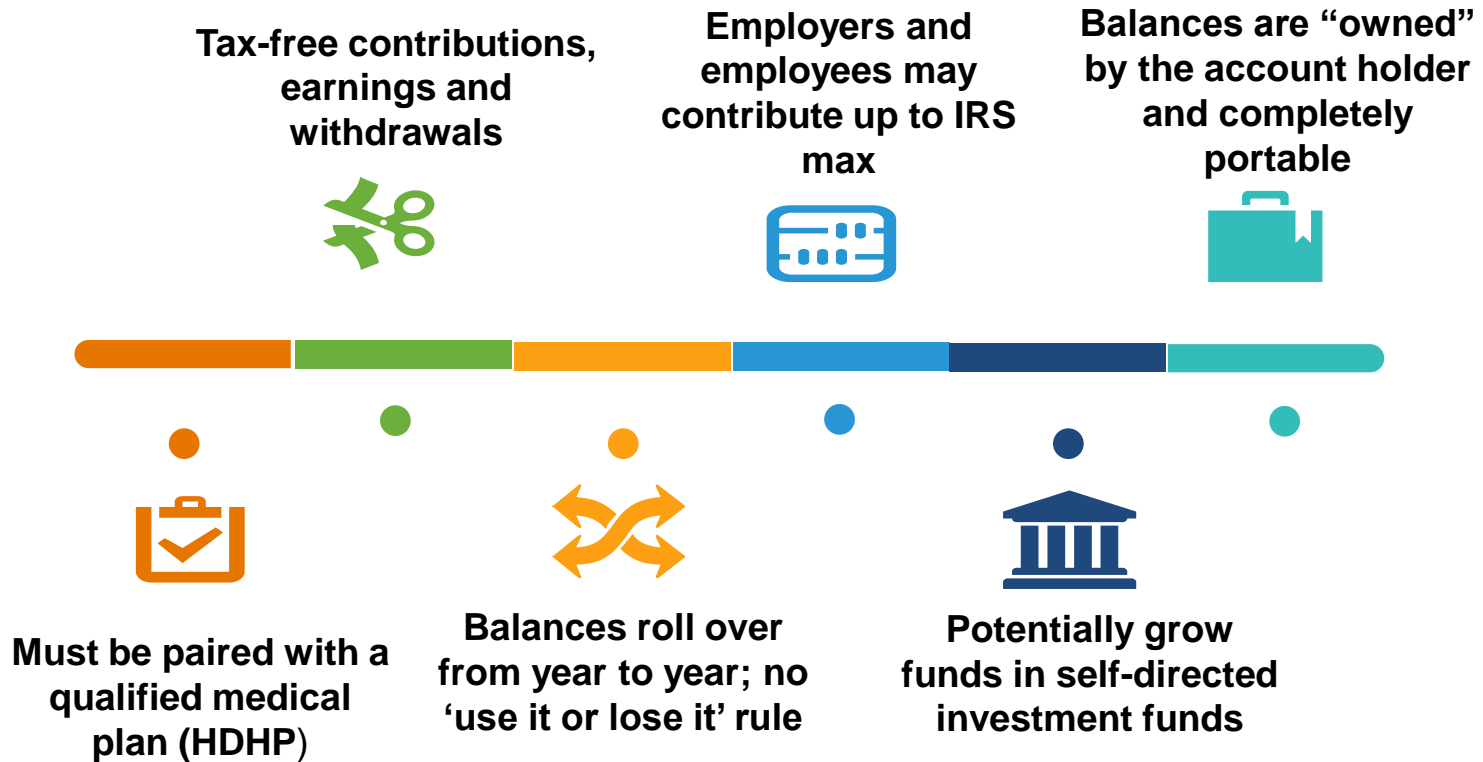


- Have any health coverage, other than an HDHP
- Have coverage under a Health Care FSA (HCSA), HRA, TRICARE or any other coverage that provides significant medical care benefits
- Be a dependent on another person's tax return
- Be enrolled in Medicare (If you delay your enrollment in Medicare Part A at age 65 you will remain eligible to contribute to an HSA.)

Health Savings Account (HSA)



An HSA is the best tax-advantaged tool the IRS allows!



Benefit Wallet is the HSA Administrator

Ways to Grow Your HSA

Personal Contributions
Tax-Free from Your Paycheck



Employer Contributions
2019 Annual Enrollment
\$1,250 Employee - \$2,500 Family



Wellness Incentives
Employee Earned - Employer Paid
\$500 Employee / \$500 Spouse



Your Health Savings Account



Annual Contribution Limits *

Single: **\$3,450**

Family: **\$6,900**

*** IRS Regulated**



HSA Wellness Incentives

*Healthy Actions with a more **immediate health focus** and an **attainable wellness strategy***



**Personalized
Messaging**

\$100



**Health
Survey**

\$100



**Biometrics
Screenings**

\$300

Available to Employee and Spouse enrolled in HDHP

Note: If enrolled in a Lockheed Martin HDHP and not HSA-eligible because enrolled in Medicare or claimed as a dependent on another person's tax return, still earn the wellness incentives, deposited into a Health Reimbursement Account



New Programs & Services



**Health
Advocate**

Advocacy

Benefit experts to help you understand insurance claims, cost and treatment options, and scheduling appointments.

**consumer
medical**

Clinical Advisory

Expert medical opinions and unbiased, evidence-based support to enable you to make healthier and more cost-effective decisions.

**castlight
HEALTH**

Health Transparency Tool

Shop for services prior to treatment resulting in better decisions, lower costs and improved outcomes.

**WISER
TOGETHER**

Treatment Decision Support

Decision-support tool for common medical occurrences using clinical evidence, cost comparisons and patient-reported ratings.

Employee Assistance Program

Offers confidential and personalized support and consulting resources at no-cost for employees and their families.

Personalized Messaging

Health reminders and relevant messages personalized based on healthcare activity and delivered through effective communication channels.

Physical Activity & Biometrics

- Physical wellbeing platform:
- Rally – physical activity program
 - Biometric Screenings
 - Quit for Life – tobacco cessation program

Data Analytics

Healthcare data, analytics, and consulting services designed to improve business and clinical outcomes.

COMPSYCH
— The GuidanceResources Company® —

**evive
health**

OPTUM

TRUVEN
HEALTH ANALYTICS™
IBM Watson Health™



Dental & Vision

Dental Plans



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Plan Choices:

Dental Plan **Core**

Increased annual maximum from \$1,300 to \$1,500

Dental Plan **Enhanced**

Increased annual maximum from \$1,700 to \$2,000

Cigna Dental **HMO** (select locations)



Vision Plans



Plan Choices:

Vision Plan **Core**

Higher frame / lens / contact allowances
New frames every two years, new lenses every year

Vision Plan **Enhanced**

Even higher frame / lens / contact allowances
New frames and lenses every year

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Visit Destination Wellbeing



Log Out > Home

Search

My LMPeople

Savings Plan
HRMS

Remove
Drag Link Here

Add
Drag Link Here

LM Commit

LM Commit via Atlas
Atlas Resource Center

LM Grow

My Learning
Education Resources
Career Development Resources

Pay and Benefits

Money/Payroll Data
Benefits

Destination Wellbeing
LM Employee Service Center
LM Leave and Disability Center
Savings Plan
Employee Discounts Program

Personal Information

Personal Information
LMNotify Contact Information
Achievements
Job Experience

Expand All Collapse All

HOME

MYHEALTH

MYWEALTH

MYLIFE

MYTIME

PLAN FAQS

BENEFIT PLANS

Simple Steps to Get Started

- What's new for 2018
- Review the new resources for employees enrolled in HDHPs.

