

What's New for 2021 Annual Enrollment?

- > **Medical Premiums:** FCA is committed to providing health care that is accessible and affordable. As health care costs continue to rise for all employers, the Company continues to assess its Retiree Choice medical plan to ensure alignment with the marketplace while maintaining industry best practices.

For 2021, to support the sustainability of your benefits program, it is necessary to make adjustments to PPO and HDHP+HSA medical premiums. See your Enrollment Worksheet in this packet or go to the medical election page on the Benefit Connect website at fcabenefits.ehr.com to view your 2021 premium rates.

- > **HSA Contributions:** Health Savings Account (HSA) contribution limits will increase in 2021 per IRS guidelines. If you enroll in an HDHP+HSA option, FCA will contribute funds to your HSA. You can also contribute personal funds on a tax-deductible basis.

HSA funding for 2021 plan year

Coverage Category	Total Company Contribution	Maximum Retiree Contribution	IRS Maximum Allowable Limits	Additional Catch-Up Contribution (age 55 or older)
Retiree Only	\$500	\$3,100	\$3,600	\$1,000
Retiree + Family	\$1,000	\$6,200	\$7,200	\$1,000

- > **Dental & Vision Plans:** 2021 is a closed year for dental and vision elections. If you have coverage now, you may not opt out of coverage; however, you can drop or add dependents. If you don't have coverage now, you cannot enroll in coverage until the 2022 plan year.

Things to Consider When Making Your Elections

- > **Plan design components remain the same.** The Medical, Dental and Vision Plans continue to provide the same coverage levels that you enjoyed in 2020. Refer to the Comparison Charts located online on the Benefit Connect website under the Summary Plan Description folder to review coverage details.
- > **Review your premium costs for 2021.** You will see these costs when you make your elections on the Benefit Connect website at fcabenefits.ehr.com. Reminder: Your age/service subsidy percentage rate will be applied to calculate your personal premium amounts.
- > **Use the myBenefitsMentor plan comparison tool** to help you choose the best medical option for your personal situation. Has anything changed for you or your covered dependents in the past year? You can find the tool on the medical election pages on the Benefit Connect website.
- > **Enjoy the triple-tax advantage with an HSA.** You can contribute personal funds on a tax-deductible basis. Interest and investment earnings on the account are tax-free. Withdrawals to cover qualified medical expenses are also tax-free. Contact Bank of America at **1-800-615-0319** to make personal contributions. You are responsible to ensure that overall contributions don't exceed IRS maximum limits.

It's Time to Enroll!



Online

Enroll online through the Benefit Connect website at **fcabenefits.ehr.com**. You can enroll 24/7 during Annual Enrollment. It's fast and easy. When you're finished, print the confirmation page for your records



Phone

Enroll by phone through Benefit Connect at **1-888-409-3300** from 8 a.m. to 4 p.m. Eastern Time, Monday through Friday. A confirmation statement will be mailed to you after November 10.

Enrollment closes November 10, 2020! If you don't make any changes, your 2020 elections will continue into 2021.

4 Ways to Pay for Health Care Premiums

Choose your payment option online or call Benefit Connect to set up your payment arrangement.

1. Use Your Retirement Healthcare Account (RHCA)

You will need to transfer sufficient funds to cover the entire cost of your 2021 premiums into the Money Market Fund **no later than November 10, 2020**. Benefit Connect will notify Merrill to transfer those funds from the Money Market Fund to the Institutional Money Market Portfolio II ("Institutional") Fund for payment. **You cannot transfer funds directly into the Institutional Fund.** Payments for your health care premiums will be deducted monthly from your RHCA.

For questions about your RHCA account balance and to initiate the transfer of funds to the Institutional Fund, contact Merrill at **1-800-483-SAVE** from 8 a.m. to 7 p.m. Eastern Time, any day the NY Stock Exchange is open, or log on to Benefits OnLine at <https://www.benefits.ml.com>.

2. Have It Deducted From Your Pension

Deductions will be taken monthly from your pension payment if you:

- choose to pay the entire premium amount, or
- can't pay for the entire amount with RHCA funds as described above, so the remaining money you owe can be paid with pension funds.

3. Receive a Monthly Bill

Benefit Connect will bill you monthly if you:

- don't receive a pension, or
- don't want to use RHCA or pension funds.

4. Authorize a Convenient Debit Payment

Your monthly payment will be withdrawn automatically from your checking or savings account without a service fee.

Exciting New Resource for Benefits Information!

We are pleased to announce a new resource for getting all the information you need about your FCA health care and insurance benefits. **Benefits Insight** is a convenient, comprehensive website where you can get to know and understand your benefits, assistance in making your annual enrollment election decisions and get the best out of your benefits throughout the year.

Explore this great new tool at [FCARetireeBenefitsInsight.com](https://www.fca-retiree-benefits.com). **"KNOW"** your benefits, then **"GO"** to the Benefit Connect website to make your elections.