

### 2022 Annual Enrollment Highlights and Reminders

- > **Medical Premiums:** Each year, health care premiums are reviewed and updated to reflect projected health care inflation and the actual cost of health care services used during the year. The Company and retirees share the annual increase for medical premiums. In order to maintain the sustainability of the health care benefits program, it is necessary to adjust premiums for the PPO and HDHP+HSA medical options for 2022.

Premiums are determined by the medical plan option and coverage category you choose, your gross pension income, retirement date and your age/service percentage rate.

View your 2022 premium rates and your Enrollment Worksheet in this packet.

- > **Dental & Vision Elections:** 2022 is an open year for dental and vision enrollment. You have the ability to make new elections that will be effective for the next two years.
  - If you have coverage now: You may opt out of coverage, as well as drop or add which dependents are covered.
  - If you don't have coverage now: You can enroll in coverage for 2022 and 2023.

**There are no changes for dental and vision premiums for 2022.**

- > **Health Savings Account (HSA) contributions:** If you enroll in the HDHP medical option, the Company will make a lump-sum contribution to your HSA, which will be available to you starting in mid-January. You may also contribute personal funds on a tax-deductible basis. Interest, investment earnings and withdrawals to cover qualified medical expenses are 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 2022 IRS maximum limits.

Visit [healthaccounts.bankofamerica.com/FCA](https://healthaccounts.bankofamerica.com/FCA) to learn how to get the most from your HSA.

#### HSA funding for 2022 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	\$3,150	\$3,650	\$1,000
Retiree + Family	\$1,000	\$6,300	\$7,300	\$1,000

- > **Plan design components remain the same.** The Medical, Dental and Vision Plans continue to provide the same coverage levels that you enjoyed in 2021. Refer to the Health Care Charts in this packet.

- > **Dependent eligibility reminders:**

- Your spouse, domestic partner and dependent children are eligible for health care coverage, provided they were eligible at the time you retired (even if not enrolled), and have remained eligible since your retirement.
- No new dependents can be added after your retirement date.
- A domestic partner (same-sex or opposite-sex) is eligible for coverage effective January 1, 2022 provided the relationship was established prior to your retirement and meets eligibility criteria administered by Benefit Connect.

### Optional Life Insurance Update

- > Optional Group Life Salaried (OGLS) premiums will increase about 8% for 2022. Some reminders about OGLS coverage:
  - If you're enrolled in this plan, you can view your 2022 premium rates and coverage options on your Enrollment Worksheet.
  - Your premium will adjust when you reach a milestone age (age ending in "0" or "5").
  - For questions regarding your coverage, contact MetLife at **1-888-892-5472**.
  - If you need to make changes to your coverage or update your beneficiaries, go to the life insurance election page on the Benefit Connect website at [fcabenefits.ehr.com](https://fcabenefits.ehr.com) or call **1-888-409-3300**.

## It's Time to Enroll!



### Online

Enroll online through the Benefit Connect website at [fcabenefits.ehr.com](http://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, 2021! If you don't make any changes, your 2021 elections will continue into 2022.**

## 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 Health Care Account (RHCA)

You will need to transfer sufficient funds to cover the entire cost of your 2022 premiums into the Institutional Money Market II Fund **no later than November 10, 2021**. Benefit Connect will notify Merrill to transfer those funds from the Institutional Money Market II Fund to the Frozen Institutional Money Market II Fund for payment. **You cannot transfer funds directly into the "Frozen" 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, 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 [benefits.ml.com](http://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 Resource for Benefits Information!

**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 tool at [FCARetireeBenefitsInsight.com](http://FCARetireeBenefitsInsight.com). **"KNOW"** your benefits, then **"GO"** to the Benefit Connect website to make your elections.