

# PLAN SMART

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**2021**  
**BENEFITS**  
 OPEN ENROLLMENT  
 OCTOBER 12-23, 2020

DEADLINE TO ENROLL:  
**OCTOBER 23, 2020**  
 CORRECTION PERIOD ENDS:  
**DECEMBER 11, 2020**



## Everything You Need For Open Enrollment Is on *Desktop Benefits!*

- > Visit Benefits World, our online benefits fair
- > Use *DecisionAssist*
- > View your benefit options and rates on your *Personalized Enrollment Worksheet* in the *Message Center*
- > Review your beneficiary and dependent information

Remember: Only employees eligible for legacy Raytheon benefits can access links to personal information and make benefit changes.

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Follow these simple steps to make your 2021 HSA contribution election and any other changes!

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## WHAT'S NEW FOR 2021?

See the *What's New* section on *Desktop Benefits!*



# To make sure you have the benefits you need for 2021, follow these steps by October 23!

Need help? The tips on the following pages can help you make your decisions.

## 1. Go to *Desktop Benefits* and click *Enroll Now*.

Remember: Only eligible legacy Raytheon employees can access personal information and make benefit changes.

## 2. Make a 2021 health savings account (HSA) contribution election, if you choose.

- Under *Enrollment Summary* in the *Medical* section, click *Modify* (your current HSA Advantage plan is pre-selected).
- Enter an HSA contribution amount and click *Continue*. You can find 2021 contribution limits in the September *Benefits* newsletter and on your *Personalized Enrollment Worksheet*.



While you can change your HSA contribution amount at any time, in order for your contributions to continue with your first January paycheck, you must make a 2021 contribution election during open enrollment.

## 3. Review and/or make any changes to your other benefits:

- Vision
- Dental
- Flexible Spending Accounts (FSAs)
- Disability
- Life Insurance
- Accidental Death & Dismemberment (AD&D)
- Group Legal

Remember: If you wish to fund an FSA in 2021, you must choose a contribution amount. Any current participation will not automatically carry forward.

Choose the benefit you want to change and click *Modify* to view your benefit options (your current election is pre-selected). After you make your change, click *Continue* if you wish to make additional changes. When you are finished, click *Accept and Return to Summary* and then *Accept All*.

## 4. Review the *Enrollment Summary* and click *Submit*.

*Process Complete* indicates you have successfully enrolled!

To elect a 2021 HSA contribution amount and make any other changes to your benefits, click *Modify* on the benefit(s) you want to change and make your change. All set? Click *Accept and Return to Summary*, *Accept All* and then *Submit* to finish the enrollment process.



## Questions About Your Benefits?

Go to *Desktop Benefits* to link to:

> *Benefits World*

> *Your 2021 Benefits Handbook*



# Tips to Help You Make Your Decisions

## Medical/Health Savings Account (HSA)/Prescription Drugs

*Choosing a medical plan and deciding how much to contribute to your HSA are two of the most important financial decisions you make each year.*

To help make your decision, use *DecisionAssist*, available on *Desktop Benefits*. Just answer a few questions and choose the health care scenario you anticipate for next year, or enter your own cost estimates.

### CURRENTLY PARTICIPATE IN A UNITEDHEALTHCARE (UHC) HSA ADVANTAGE PLAN?

#### DecisionAssist

*With DecisionAssist on Desktop Benefits, you can choose to use a scenario based on your previous year of medical claims. You can also elect to have 12 months of common prescription drug costs automatically imported into the tool. To estimate future expenses, go to [www.caremark.com](http://www.caremark.com) and click on Check Drug Costs. Note that you will need to register with [www.caremark.com](http://www.caremark.com) in order to access this link.*

***If you do not take action during open enrollment***, your benefits as highlighted on your *Personalized Enrollment Worksheet* will become effective January 1, 2021.\* Any contributions you currently make to an HSA and/or an FSA(s) will end with your last 2020 paycheck.

*\*Note that any changes you make to disability, life insurance and/or AD&D insurance coverage become effective on January 1, 2021, as long as you are actively at work and have received approval for any requested coverage increases where evidence of insurability is required.*

#### Reminders:

- ***While you can change your HSA contribution amount at any time, in order for your contributions to continue with your first January paycheck, you must make a 2021 contribution election during open enrollment.***
- The maximum amount you can contribute to your HSA in 2021 will increase: By \$50 for the employee-only coverage level, and by \$100 for all other coverage levels. The total amount you can contribute varies according to your HSA Advantage plan (see the September *Benefits* newsletter or your *Personalized Enrollment Worksheet* for details).
- Federal regulations prohibit anyone who is making or receiving contributions to an HSA from having other health care coverage, such as with a medical plan and/or health care flexible spending account (FSA) that may be available through a spouse's employer. If you think this may apply to you and have questions, call the Raytheon Benefit Center (RBC) at 800-358-1231 and follow the prompts to speak with an HSA Advantage plan expert.
- If you make a change to your medical coverage or elect an HSA contribution amount during the correction period (October 24 to December 11), your first January paycheck may not reflect your changes and there may be a delay in when you receive your new medical ID card(s), if applicable.

*(continued)*



# Tips to Help You Make Your Decisions

## Medical/Health Savings Account (HSA)/Prescription Drugs *(continued)*

### About Medicare

- If you are currently enrolled in Medicare, remember that you can continue to participate in an HSA Advantage plan without funding an HSA. You also are not eligible for the company's HSA contribution. You can, however, choose to fund a health care or a limited purpose dental and vision FSA, which you can use to pay for a variety of eligible expenses. For more information about FSAs, see page 6.
- If you will enroll in Medicare next year, while you may make a 2021 HSA contribution election during open enrollment, all contributions to your HSA must stop when your participation in Medicare begins.
- Because the transition to Medicare has financial consequences, it's wise to consult your tax advisor before making any decisions about your post-65 medical coverage, such as whether or not to enroll in Medicare Part A when you are first eligible. Note that in the majority of cases, tax advisors recommend that you delay enrolling in Medicare until you leave the company. That's because doing so means you continue to be eligible to make and receive contributions to an HSA.

*Remember, federal regulations prohibit anyone who is funding or receiving contributions to an HSA from having other health care coverage, including Medicare and TRICARE.*

### Reminder for Retired Military: The Company Continues to Offer the TRICARE Supplement Plan

If you or your spouse has retired from any of the U.S. armed forces with at least 20 years of service and receives health services through the U.S. Department of Veterans Affairs, the TRICARE Supplement Plan continues to be available as a voluntary benefit to you and your spouse, if applicable.

While the company does not sponsor the TRICARE Supplement Plan, the company provides access to it for eligible employees through pre-tax deductions.

For more information about the TRICARE Supplement Plan, contact Selman & Company ASI, the plan's administrator, at 800-638-2610 or go to [www.asicorporation.com/raytheon](http://www.asicorporation.com/raytheon). To enroll in the TRICARE Supplement Plan, call the RBC at 800-358-1231.



Note: If you participate in TRICARE and decide *not* to enroll in the TRICARE Supplement Plan, you can continue to participate in an HSA Advantage plan without funding an HSA. You also are not eligible for the company's HSA contribution. In this case, you can choose to fund a health care or a limited purpose dental and vision FSA, which you can use to pay for a variety of eligible expenses. For more information about FSAs, see page 6.





*Reminder:* If you are not eligible to fund or receive contributions to an HSA (such as if you are enrolled in Medicare or TRICARE), in addition to having the option of participating in a health care FSA, you may instead elect to participate in a limited purpose dental and vision FSA. For more information, see *Your 2021 Benefits Handbook*.

## Tips to Help You Make Your Decisions

### Vision

*What kind of vision expenses do you anticipate for 2021?*

To choose a vision plan, consider the cost of coverage (see your *Personalized Enrollment Worksheet*) and how services are covered (see *Your 2021 Benefits Handbook*).

If you anticipate significant expenses next year, in addition to considering the Vision Plus Plan, you may want to explore funding a limited purpose dental and vision FSA. See the next column for more information.

#### Reminder:

- If you are enrolled in the Vision Plus Plan and receive glasses and frames or contact lenses during the year, and wish to change to the Basic Vision Plan during open enrollment, you will not be eligible for glasses and frames or contact lenses until the second year you're enrolled in the Basic Vision Plan.

### Dental

*What kind of dental expenses do you anticipate for 2021?*

As with vision, consider the cost of coverage and how services are covered.

Do you anticipate significant expenses next year? You may be able to save money with a limited purpose dental and vision FSA (described in the next column).

#### Reminder:

- If you are eligible for and elect the DeltaCare (MA) or DeltaCare USA (AZ, CA, CO, FL, IN, VA or TX) DMO for the first time during open enrollment, contact Delta Dental to choose a primary care dentist (PCD) who participates in the appropriate network.

### Flexible Spending Accounts (FSAs)

*Need help deciding if an FSA is right for you?*

The Health Care Flexible Spending Account Modeler and/or the Dependent Care Flexible Spending Account Modeler can help you estimate eligible expenses. To access the modelers from *Desktop Benefits*, click on *My Resources* and then *Show More Links* under *Tools & Resources*.

Note that *DecisionAssist's* tax-savings calculator can also help you determine eligible FSA expenses and how much, if any, to contribute.

#### Reminders:

- ***In order to participate in an FSA in 2021, you must actively enroll during the open enrollment period. Any current participation does not continue into the new year.***
- Be sure to estimate your expenses carefully. IRS regulations require that you forfeit any money not used while you're contributing to either FSA (generally by December 31, 2021).
- For detailed guidelines on eligible FSA expenses, review Internal Revenue Service (IRS) Publication 502 (dental and vision/health care) or 503 (dependent care), available at [www.irs.gov](http://www.irs.gov).
- If you elect to fund a limited purpose dental and vision FSA or, if eligible, a health care FSA, for the first time in 2021, you will receive a *BenefitWallet* debit card in December.
- Are you or your spouse making or receiving contributions to an HSA? If so, while you are not eligible for a health care FSA, you can participate in a limited purpose dental and vision FSA.

# Tips to Help You Make Your Decisions

## Disability

To determine the amount of disability coverage that is appropriate for you, consider the following:

- How much short-term disability (STD) coverage would provide sufficient protection if you were out of work for up to 10 weeks (75% or 100% of your weekly base pay)?
- How much long-term disability (LTD) coverage would you need in the event you're out of work for an extended period of time?
- Are you eligible for occupational LTD coverage, which supplements workers' compensation benefits in the event you suffer a disability that is work-related? If so, see *Your 2021 Benefits Handbook* for examples of when you might consider purchasing this coverage.

## Reminders:

- You may enroll in disability coverage during open enrollment or at any time during the year. Either way, you may be required to complete a *Statement of Health* to show proof of good health. If this applies to you, follow the prompts when you make your election.
- **Remember, if you wish to enroll in LTD coverage, you must enroll in STD coverage.**
- If you didn't enroll in the occupational LTD plan when you were first eligible, you can only enroll during the annual benefits open enrollment period. A *Statement of Health* is not required.

## Life Insurance

When was the last time you calculated the amount of life insurance coverage that makes sense for you and your family?

To access Prudential's life insurance calculator, link to Prudential at [www.prudential.com/raytheon](http://www.prudential.com/raytheon) from the *My Resources* page on *Desktop Benefits*.

## Reminders:

- Certain increases in employee and spouse optional life insurance are subject to proof of good health. If this applies to you, follow the prompts when you make your election(s). You must be actively at work for any increases in coverage to go into effect.
- Open enrollment is a good time to designate or update your life insurance beneficiary(ies). From *Desktop Benefits*, click on the link to the Prudential beneficiary website under *At Your Fingertips*. After you provide or update your beneficiary designation(s), click *SUBMIT* to save your information.

**Remember to Confirm or Update Your Beneficiary Designations!**



**REMEMBER:** Statements confirming your 2021 benefit elections and listing your beneficiaries will be posted on *Desktop Benefits* in the *Message Center* in late November. Your beneficiary statement will include the electronic designations you have on file for the following plans:

- Life insurance,
- AD&D, and
- Raytheon Savings and Investment Plan (RAYSIP).

Your statement will include instructions on how to update beneficiary designations.



## Paying Off Your Student Loans?

### Enrollment Period For the Student Loan Repayment Contribution (SLRC) Program Begins November 1

The Student Loan Repayment Contribution (SLRC) program is designed to help boost the retirement savings of employees who are paying off their student loans.

**The company will make a dollar-for-dollar contribution to your Raytheon Savings and Investment Plan (RAYSIP) account equal to the amount you pay in student loans, up to the amount of the company match you would otherwise be eligible to receive if you were making RAYSIP contributions.**

Enrollment for the 2021 program year begins on November 1. Note that if you currently participate in the SLRC program and wish to participate again in 2021, you will need to actively enroll. Your current enrollment will not automatically carry over.

Watch for more information on *Desktop Benefits* and on Fidelity's NetBenefits website. Questions? Call Fidelity at 800-354-3966. Customer Service Representatives are available from 8:30 a.m. to midnight Eastern Time (ET) any business day.

**To participate in the SLRC program during 2021, you must enroll during the upcoming enrollment period (November 1 to December 11, 2020)—even if you currently participate. If you don't enroll, your next opportunity to enroll will be during the fall of 2021 for the 2022 program.**



## Tips to Help You Make Your Decisions

### Accidental Death & Dismemberment (AD&D) Insurance

*To determine if you need AD&D coverage, ask yourself a few questions:*

- Whether commuting to work or going on vacation, accidents happen. Would having access to a rehabilitation benefit offer you peace of mind?
- Do you travel frequently? Would it be helpful to have access to an emergency evacuation benefit, medical emergency services, pre-departure information and assistance with lost baggage or passports?

#### Reminders:

- Open enrollment is a good time to designate or update your AD&D beneficiary(ies). To do so from *Desktop Benefits*, click on *My Life*.
- In addition to yourself, any dependents you enroll in the AD&D plan are eligible for emergency travel assistance, VIP concierge services, worldwide travel assistance and security assistance (including if you/they are a victim of identity theft) through AIG Travel.

**Remember to Confirm or Update Your Beneficiary Designations!**

### Group Legal

*Do you anticipate legal expenses for next year?*

To learn more about the group legal plan, go to [www.legalplans.com](http://www.legalplans.com). If you are not a member, click on *Thinking About Enrolling* and enter the password 6650010. You may also call 800-821-6400. If you are a member, click on *Members Log In* and enter your member number.

#### Reminder:

- If you currently participate in the group legal plan, your participation will automatically continue in 2021 unless you elect to drop coverage during open enrollment.



# General Reminders

## Covering Eligible Family Members

During open enrollment, you may also go to the secure *Desktop Benefits* site to:

- **Begin or discontinue coverage for an eligible dependent.** If you wish to add an eligible dependent to your company-sponsored medical, vision and/or dental plans and/or to your life insurance and/or AD&D plans (as outlined in *Your 2021 Benefits Handbook*), you will need to provide dependent eligibility verification (such as a marriage certificate, birth certificate or joint tax return). If the verification documents are not received when required, your dependent's coverage will not be effective on January 1.
- **Confirm that your dependent information on file** (as shown on your *Personalized Enrollment Worksheet* in the *Message Center* on the secure *Desktop Benefits* site) **is accurate** and that your enrolled dependents continue to meet the eligibility requirements (as outlined in *Your 2021 Benefits Handbook*).
- **Change the special status** of a dependent due to a disability.

## Changing Your Coverage Outside of the Benefits Open Enrollment Period

Outside of the benefits open enrollment period, you are permitted to make certain changes to your benefits (i.e., add or drop dependents, add or drop coverage, or change plans) only if you have a qualified change in status, such as marriage, divorce or legal separation, or the loss or gain of an eligible dependent.

See *Your 2021 Benefits Handbook* for information about making changes as well as a complete description of eligible dependents. Remember that any change(s) you make must be due to and consistent with your change in status.

**Can't locate a document(s) that is required to add a dependent?**

For a fee, you can use Vitalchek to request copies of official government certificates (e.g., birth, marriage, divorce). For details, go to [www.vitalchek.com](http://www.vitalchek.com).



## Don't Forget!

If you have questions about a specific benefit, contact the plan carrier (contact information is available on both the public and secure *Desktop Benefits* sites)!

Questions? Call the RBC at 800-358-1231. Benefit service representatives are available Monday through Friday from 8 a.m. to 8 p.m. Eastern Time (ET).



### Summary of Benefits and Coverage (SBC)

Group health plans are required to provide consumers with a *Summary of Benefits and Coverage (SBC)*, a document that describes health plan benefits and coverage using simple and consistent language. To view the SBC for your company-sponsored medical plan, go to *Desktop Benefits*.

### Questions about the HSA Advantage plans?

Call the RBC at 800-358-1231. HSA Advantage plan experts are available weekdays from 8 a.m. to 8 p.m. ET.

### Questions about the HSAs?

Call Fidelity Investments at 800-544-3716. Representatives are available weekdays from 8:30 a.m. to 8 p.m. ET.

## KEY DATES FOR OPEN ENROLLMENT 2021

- **Now:** Updated *DecisionAssist* is available on *Desktop Benefits*. Updated CVS Caremark prescription drug cost calculator is available at [www.caremark.com/raytheon](http://www.caremark.com/raytheon).
- **Now:** Visit Benefits World, a virtual benefits fair (available 24/7 from any Internet-connected computer or mobile device) where you can view videos and plan information.



- **Open Enrollment Deadline: October 23.** Go to the *Message Center* on the secure *Desktop Benefits* website to view your *Personalized Enrollment Worksheet* and then:
  - Make sure the HSA Advantage plan you're in is right for you (*DecisionAssist* and the CVS Caremark prescription drug calculator can help),
  - Make a 2021 HSA and FSA(s), if applicable, contribution election(s) if you choose, and
  - Review your other benefit elections and make any changes.



Questions? Call the RBC at 800-358-1231.

Remember, only employees can access personal information and make benefit changes through the secure *Desktop Benefits* website. Your family members, if applicable, can review general benefits information by visiting a public version of *Desktop Benefits*; no login is required.

- **November 1 to December 11: SLRC program enrollment period.** If you don't enroll by December 11, your next opportunity to enroll will be during the fall of 2021 for the 2022 program. Note that if you currently participate in the SLRC program and wish to participate again in 2021, you will need to actively enroll. Your current enrollment will not automatically carry over.
- **Late November: Statements confirming your 2021 benefit elections and listing your beneficiaries will be posted on Desktop Benefits in the Message Center.**

Your beneficiary statement will include the electronic designations you have on file for the following plans: Life insurance, AD&D and the Raytheon Savings and Investment Plan (RAYSIP). Your statement will include instructions on how to update beneficiary designations.
- **December 11: Correction period ends—last day to make benefit changes for 2021.** Remember: Outside of the annual benefits open enrollment period, the only way you can make changes to most benefits is if you experience a qualified change in status (such as marriage, divorce or the birth or adoption of a child) or if your address changes to outside your current medical plan's service area. In these cases, the change(s) you make must be due to and consistent with your change in status.
- **Late December:** New ID cards are mailed, as applicable.
- **January 1, 2021:** Your medical, vision and dental elections become effective. All other changes (such as those for disability, life insurance and AD&D coverage) become effective as long as you are actively at work and have received approval for any requested coverage increases where evidence of insurability is required.

# HIPAA Notice

The *Health Insurance Portability and Accountability Act of 1996* (HIPAA) is designed to help keep personal health information private as well as to make it easier for you and your family members to have continued group health plan coverage when you or a family member loses coverage through an employer. Here is a summary of the act's provisions.

**Protected Health Information.** The company's health benefit plans' *HIPAA Notice of Privacy Practices for Protected Health Information* explains what "protected health information" is; how the plans may use and disclose this information; and how you can exercise your rights concerning this information. HIPAA requires that the plans remind you that this notice is available on the secure *Desktop Benefits* site or by calling the RBC at 800-358-1231.

**Special Enrollment Opportunities.** If you decline coverage for yourself or your eligible family members because of other health insurance coverage, you may be able to enroll yourself or your dependents in a company-sponsored health plan or change your health plan election in the future, provided that you request enrollment within 31 days of when your other coverage ends.

This special enrollment right is available only if one of the following conditions is met:

- You or a family member becomes ineligible for coverage under another employer's health plan or other health insurance;

- An employer's contributions for the other coverage stop; or
- In the case of COBRA coverage, because the maximum COBRA period has expired.

In addition, if you or a dependent gains or loses eligibility for Medicaid, Medicare or a state children's health plan, or if you or a dependent becomes eligible or ineligible for state assistance for coverage under the plan, you may be able to enroll or end coverage for yourself or your dependents, provided you request enrollment within 31 days of the date eligibility was gained or lost, or within 60 days in the case of a Medicaid or state assistance event.

You also have a special enrollment opportunity if:

- You marry; or
- You or your spouse acquires a dependent through your marriage or the birth, adoption or placement for adoption of the dependent.

Federal law requires the company to provide accurate Social Security number (SSN) information to your



medical carrier, which then produces quarterly reporting for Medicare. Whether or not you're making any benefit changes this benefits open enrollment period, be sure to visit the secure *Desktop Benefits* site and check the SSNs currently on record for your eligible dependents. If your dependents' SSNs are not accurate, please make the necessary corrections before the October 23 deadline.

If you are adding eligible dependents, all necessary verification documents must be confirmed before a dependent's coverage becomes effective. See *Your 2021 Benefits Handbook* (available on both the public and secure *Desktop Benefits* sites) for more information.



*Benefits for employees represented by a bargaining unit will be as collectively bargained. Service Contract Act (SCA) and Davis Bacon Act employees will continue to have their benefits administered in accordance with those laws.*