



YOUR LEGACY RAYTHEON Benefits

SCA

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

For SCA Employees in Puerto Rico

As you review this newsletter, please note:

- For 2021, while premium rates for the UHC Out-of-Area plan will increase slightly, the plan's deductibles, coinsurance level and out-of-pocket maximums will remain the same.
- Because HSA Advantage plans are not available in Puerto Rico, you have the option of participating in either a limited purpose dental and vision flexible spending account (FSA) or a health care FSA. For details, see *Your 2020 Benefits Handbook*.
- References to the HSA Advantage plans and HSAs in this newsletter do not apply to employees who live in Puerto Rico.

In This Issue

This issue of the *Benefits* newsletter is designed to help you prepare for the upcoming open enrollment period. It includes:

- > Highlights of 2021 changes
- > Important deadlines
- > Reminders about special provisions that are available with the *Coronavirus Aid, Relief and Economic Security (CARES) Act*

Your Legacy Raytheon Benefits: What's New for 2021

As previously announced, *your legacy Raytheon benefits will remain in place for the 2021 plan year*. In addition, the benefits open enrollment process will be the same as in prior years.

This newsletter provides a summary of upcoming changes. Beginning October 12, 2020, all the tools and information you'll need to make a health savings account (HSA) contribution election and any other changes to your benefits will be available on *Desktop Benefits*.

About 2021 Premium Rates

While premium rates for medical coverage will increase slightly, the amount you currently pay in premiums for dental, vision, disability insurance, accidental death and dismemberment (AD&D) insurance and the MetLife (formerly Hyatt) Legal Plan ***will stay the same in 2021***.

The amount you pay for employee optional life insurance will decrease; rates for the spouse and dependent children optional life insurance plans will increase.

Your Personalized Enrollment Worksheet, available on *Desktop Benefits* beginning October 12, will list rates for the plans available to you.

HSA Advantage Plan Deductibles and Out-of-Pocket Maximums to Increase Slightly

The UnitedHealthcare (UHC) HSA Advantage plans have been the centerpiece of our medical plan offerings since 2016. Since then, the company has introduced expanded coverage for autism spectrum disorders (ASD), higher infertility benefit maximums, support programs to help members manage

The planning process to fully integrate the company's human resources systems and Total Rewards programs is underway. Before any changes go into effect after 2021, you will have ample time to learn, plan and decide what's right for you.

serious conditions and 100% coverage for preventive generic drugs and oral and insulin diabetic medications (and supplies, if purchased at the same time).

With the exception of federally mandated increases to certain in-network deductibles for the UHC HSA Advantage 2 plan, deductibles, coinsurance levels and out-of-pocket maximums have remained constant since the plans were introduced.

To keep pace with rising health care costs, ***effective January 1, 2021, deductibles and out-of-pocket maximums for the company's HSA Advantage plans (UHC and Kaiser Permanente) will increase slightly***. The amount of the increases depends on your coverage level (see inside for details). ***Coinurance levels for all plans will remain the same***.

Looking Ahead

Beginning October 12, go to *Desktop Benefits* to view your *Plan Smart* enrollment guide and *Your 2021 Benefits Handbook*. Questions? Call the Raytheon Benefit Center (RBC) at 800-358-1231.

Summary of Upcoming Changes

HSA Advantage Plans

As shown in the following charts, effective January 1, 2021, deductibles and out-of-pocket maximums for the HSA Advantage plans will increase slightly.

UnitedHealthcare (UHC) HSA Advantage 1

	IN-NETWORK		OUT-OF-NETWORK	
	Deductible	Out-of-Pocket Maximum	Deductible	Out-of-Pocket Maximum
Employee only	2,100 (up from 2,000)	\$4,100 (up from \$4,000)	\$2,600 (up from \$2,500)	\$5,100 (up from \$5,000)
Employee and spouse	3,150 (up from 3,000)	\$6,150 (up from \$6,000)	\$3,900 (up from \$3,750)	\$7,650 (up from \$7,500)
Employee and child(ren)	3,150 (up from 3,000)	\$6,150 (up from \$6,000)	\$3,900 (up from \$3,750)	\$7,650 (up from \$7,500)
Employee and family	4,200 (up from 4,000)	\$8,200 (up from \$8,000)	\$5,200 (up from \$5,000)	\$10,200 (up from \$10,000)

UHC HSA Advantage 2

	IN-NETWORK		OUT-OF-NETWORK	
	Deductible	Out-of-Pocket Maximum	Deductible	Out-of-Pocket Maximum
Employee only	\$1,600 (up from \$1,500)	\$3,100 (up from \$3,000)	\$2,100 (up from \$2,000)	\$3,600 (up from \$3,500)
Employee and spouse	\$2,950 (up from \$2,800)	\$4,150 (up from \$4,000)	\$3,150 (up from \$3,000)	\$5,400 (up from \$5,250)
Employee and child(ren)	\$2,950 (up from \$2,800)	\$4,150 (up from \$4,000)	\$3,150 (up from \$3,000)	\$5,400 (up from \$5,250)
Employee and family	\$3,200 (up from \$3,000)	\$5,200 (up from \$5,000)	\$4,200 (up from \$4,000)	\$7,200 (up from \$7,000)

Kaiser Permanente HSA Advantage Plan (California)

	Deductible	Out-of-Pocket Maximum
Employee only	\$2,100 (up from \$2,000)	\$4,100 (up from \$4,000)
Employee and spouse	\$4,200 (\$2,800 individual) (up from \$4,000; individual no change)	\$7,350 (\$4,100 individual) (up from \$7,150; \$4,000 individual)
Employee and child(ren)	\$4,200 (\$2,800 individual) (up from \$4,000; individual no change)	\$7,350 (\$4,100 individual) (up from \$7,150; \$4,000 individual)
Employee and family	\$4,200 (\$2,800 individual) (up from \$4,000; individual no change)	\$7,350 (\$4,100 individual) (up from \$7,150; \$4,000 individual)

Kaiser Permanente HSA Advantage Plan (Colorado and Mid-Atlantic States)

	Deductible	Out-of-Pocket Maximum
Employee only	\$2,100 (up from \$2,000)	\$4,100 (up from \$4,000)
Employee and spouse	\$4,200 (up from \$4,000)	\$7,350 (up from \$7,150)
Employee and child(ren)	\$4,200 (up from \$4,000)	\$7,350 (up from \$7,150)
Employee and family	\$4,200 (up from \$4,000)	\$7,350 (up from \$7,150)

Kaiser Permanente HSA Advantage Plan (California)

Effective January 1, 2021, when you purchase a prescription at a Kaiser Permanente pharmacy, after you meet the deductible, you pay 20% up to \$50 (generic) or up to \$100 (brand-name) per prescription for up to a 100-day supply (an increase from the current 30-day supply).

Questions about Your HSA Advantage Plan?

To speak with an HSA Advantage plan expert who can answer any questions you may have about the HSA Advantage plans and HSAs, call the RBC at 800-358-1231.

Health Savings Account (HSA)

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, as shown in this chart.

UHC HSA Advantage 1 and the Kaiser Permanente HSA Advantage Plans

(The Kaiser Permanente HSA Advantage Plans Are Available in California, Colorado and the Mid-Atlantic States)

	Total Maximum 2021 Contribution*	Company's Contribution	Your Maximum Contribution*
Employee only	\$3,600	\$ 750	\$2,850
Employee and spouse	\$7,200	\$1,125	\$6,075
Employee and child(ren)	\$7,200	\$1,125	\$6,075
Employee and family	\$7,200	\$1,500	\$5,700

UHC HSA Advantage 2

	Total Maximum 2021 Contribution*	Company's Contribution	Your Maximum Contribution*
Employee only	\$3,600	\$ 500	\$3,100
Employee and spouse	\$7,200	\$ 750	\$6,450
Employee and child(ren)	\$7,200	\$ 750	\$6,450
Employee and family	\$7,200	\$1,000	\$6,200

*If you are age 55 or older, you may make an additional \$1,000 catch-up contribution to your HSA each year. If both you and your spouse are 55 or older, you each must have an HSA in order for both of you to make a catch-up contribution. While you may continue to participate in an HSA Advantage plan when you enroll in Medicare Part A, Part B and/or Part D, all HSA contributions must stop.

Enrolled in Medicare?

Federal regulations prohibit Medicare participants from funding an HSA. If you are enrolled in Medicare, **remember that you can participate in an HSA Advantage plan on a stand-alone basis (with no HSA).** In this case, you have the option of participating in a health care flexible spending account (FSA).



Getting Ready for Open Enrollment: Tips to Help You Take Full Advantage of Your Legacy Raytheon Benefits

Open enrollment is your once-a-year opportunity to make sure you have the benefits coverage you need—no more, no less. And that means doing a little research in order to answer some important questions:

- **How much should I contribute to my HSA next year?**
- **What kinds of vision and dental expenses do I anticipate? Am I in the right plans? Could I save money with a limited purpose dental and vision FSA?**
- **Could I benefit from a dependent care FSA?**
- **Do I have the right amount of disability, life insurance and AD&D coverage?**
- **Do I anticipate the need for legal services in the new year?**

Start thinking about your life circumstances now and you'll be ready to take action when open enrollment begins on October 12.

TIMEFRAME	ACTION
Now until October 12	<ul style="list-style-type: none"> • Consider how you are using your HSA and think about how much you might contribute next year (2021 Internal Revenue Service (IRS)-contribution maximums can be found above).
During open enrollment (October 12–23)	<ul style="list-style-type: none"> • Think about what you and your family (if applicable) need. Will your current benefits continue to work or should you make some changes? • Use <i>DecisionAssist</i> and other tools and information the company provides to help make your benefit decisions (all available on <i>Desktop Benefits</i>). • Go to <i>Desktop Benefits</i> to make a 2021 HSA contribution election, review your benefit options and make any additional changes to your benefits. • Review <i>Your 2021 Benefits Handbook</i> for a description of all your benefits.
December 11 Correction period ends	<ul style="list-style-type: none"> • 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.

Reminder about FSAs

If you currently participate in an FSA, you have until March 31, 2021, to submit claims for eligible expenses incurred in 2020. You cannot use your 2020 FSA(s) for services incurred in 2021. For information about how to submit claims through BenefitWallet, see *Your 2020 Benefits Handbook*.

Federal regulations prohibit anyone who is making or receiving contributions to an HSA from having other health care coverage, including a health care FSA. However, because FSAs can be used to pay for eligible dental and vision expenses, HSA participants have the option of enrolling in a dental and vision FSA. For more information, see *Your 2020 Benefits Handbook*.

Key Dates for Open Enrollment 2021

- **Week of October 5:** Updated *DecisionAssist* is available on *Desktop Benefits*. Updated CVS Caremark prescription drug cost calculator is available at www.caremark.com.
- **Beginning October 12:** Visit Benefits World, a virtual benefits fair (available on *Desktop Benefits* 24/7 from any Internet-connected computer or mobile device). Here you can view videos and plan information during open enrollment.
- **Time to Act! Open Enrollment: October 12–23.** Go to the secure *Desktop Benefits* website to view your *Personalized Enrollment Worksheet* and *Plan Smart* enrollment guide.* Then:
 - Make sure the HSA Advantage plan you're in is right for you (*DecisionAssist* and the CVS Caremark prescription drug calculator can help),



- Choose the amount you will contribute to your HSA in 2021, 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.

- **Late November: Your Personalized Enrollment Worksheet and beneficiary statement 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). **Be sure to check that your beneficiary designations are current.** Your statement will include instructions on how to update beneficiary designations.

- **December 11: Correction period ends.** 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. See *Your Benefits Handbook* for details.
- **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.



*Employees without Internet access at work will continue to receive enrollment materials and printed confirmation and beneficiary statements via their home mail.

Reminders about the CARES Act

Raytheon Savings and Investment Plan (RAYSIP)

With the CARES Act, RAYSIP offers new distribution and loan repayment options. To take advantage of these options, you will be required to self-certify that you qualify, such as if you, your spouse or your dependent has been diagnosed with COVID-19, or that you've experienced adverse financial consequences directly related to COVID-19. For a full list of reasons and more details, go to www.netbenefits.com/raytheon.

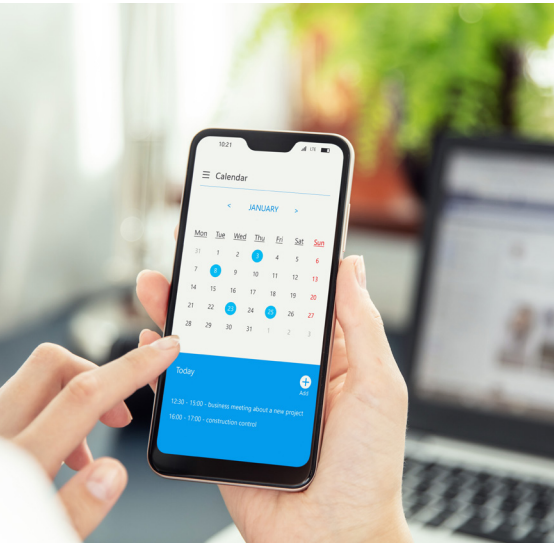
To learn more about the options that may be available to you, call 800-835-5097. For more information and resources to help you make informed decisions, go to Fidelity's COVID-19 Resource Center, accessible from the NetBenefits landing page (www.netbenefits.com/raytheon).

Note that most financial experts strongly recommend you carefully consider the impact of any distribution before taking money out of your retirement account.

CARES Act Extends Certain Deadlines

Need to enroll yourself or an eligible dependent in your benefits because you or he/she has lost other coverage or he/she is newly eligible to be added to your coverage? You now have until 90 days after the national emergency ends to enroll in coverage, retroactive to the event effective date. You will still be required to pay your contributions, retroactively, for the entire time you and any family members are covered. For information about life events that are considered qualified changes in status, see *Your 2020 Benefits Handbook*.

Do you or a covered dependent need to extend health benefits through COBRA? You now have until 120 days after the national emergency ends to enroll in COBRA continuation coverage. If your COBRA enrollment deadline has already passed, call the RBC at 800-358-1231 to enroll. For details about COBRA, see the *Administrative* section of *Your 2020 Benefits Handbook*.



Memo from Payroll: 2020 Will Have an Extra Pay Period

Just like leap years have an extra day, every 11 years there's an extra pay period. Since 2020 is one of those years, there will be 27 pay periods this year, one more than the standard 26.

The amount you currently pay in premiums for most benefits, including medical, vision and dental, has been calculated based on the standard 26 pay periods. As a result, no premium costs will be deducted from your 27th pay advice at the end of the year.

Contributions you elected to make to an HSA, FSA and/or RAYSIP have been calculated based on 27 pay periods. To

ensure that you reach the full amount you elected to contribute to these plans, deductions are taken each pay period, including the 27th at the end of this year.

In addition, other deductions, such as garnishments, political action committee contributions and repayments for RAYSIP loans, as applicable, have been calculated based on 27 pay periods.

Questions? Contact GPS at 877-291-9990 or send an email to askhr@raytheon.com.