



## **2018 Open Enrollment Highlights**

### **Open Enrollment is November 1-10**

You must complete Open Enrollment if you want medical, dental, vision, FSA or HSA coverage in 2018. Your 2017 coverage for these plans will not automatically continue into 2018. We are excited to offer three new benefits for 2018: a Critical Illness Plan, an Accident Plan and an Identity Theft Plan.

Below is a brief summary of McClatchy's benefit plan options. More detailed information, including plan design comparisons, Summary of Benefits and Coverage documents, and the Open Enrollment Elections Worksheet are available on the LiveWell website at [www.mcclatchylivewell.com](http://www.mcclatchylivewell.com).

#### ***1. Medical Coverage***

- Your Aetna medical coverage choices are the Savings Advantage or Classic Care plans. The Savings Advantage plan has higher deductibles, but lower employee payroll contributions than the Classic Care plan. Additionally, the Savings Advantage plan includes a Health Savings Account (HSA).
- Do you want help choosing a medical plan? ALEX is an easy-to-use interactive tool that can help you decide which medical plan makes the most sense for you. A link for Alex is available on the LiveWell website.
- Adult children can be covered up to age 26 regardless of their financial dependency, residency, student status, marital status, or other health coverage available from their employer.
- You will receive a new Aetna identification card if you change medical plans. If you do change plans, you should destroy your old card and show the new ID card at your first doctor visit in 2018.

#### ***2. Critical Illness Plan – New for 2018!***

- Critical Illness coverage helps provide financial support if you are diagnosed with a covered critical illness, such as a heart attack, stroke, certain forms of cancer, end stage renal failure, or many others. You choose the coverage level and if diagnosed with a covered critical illness, you will receive a cash benefit from Allstate payable in a single lump sum.
- There two available options. 1) High Plan – benefits up to \$20,000 per qualified diagnosis, and 2) Low Plan – benefits up to \$10,000 per qualified diagnosis.
- You can enroll yourself, a spouse or domestic partner, and children up to age 26. Benefit payouts for dependents are 50% of the payout for an employee for the same critical illness.
  - » You and any enrolled family member must be covered by major medical insurance to be eligible for the Critical Illness Plan. McClatchy's medical plans, as do most other comprehensive medical plans, qualify as major medical insurance.
- Premium rates for Critical Illness are based on 1) the employee's age as of Dec. 31, 2017, and 2) tobacco status, which is determined by whether any individual (age 19+) to be covered under the plan has used tobacco in the last 12 months.

- More detailed information and premium rates can be found on the LiveWell website Voluntary Benefits header.

### **3. *Accident Plan – New for 2018!***

- Accident Plan coverage pays you cash benefits if you have a qualified accident that results in medical treatment such as hospital confinement, intensive care, emergency room visit, x-rays, and many more. Your cash benefit is determined based on which plan you choose and the details of your accident.
- There two available options. 1) High Plan – pays greater cash benefits and has higher premium costs, and 2) Low Plan – pays less lesser cash benefits and has lower premium costs.
- You can enroll yourself, a spouse or domestic partner, and children up to age 26. Benefit payouts for dependents are equal to the payouts for an employee for the same accident and treatment.
- More detailed information and premium rates can be found on the LiveWell website under the Voluntary Benefits header.

### **4. *Health Savings Account (HSA)***

- If you enroll in the Savings Advantage plan, you may be eligible for an HSA. An HSA allows you to set aside pre-tax funds to pay for qualified medical, dental or vision expenses. The HSA contribution limits for 2018 are \$3,450 for employee only coverage and \$6,850 for family coverage. In addition, you can contribute another \$1,000 as a catch-up contribution if you are over the age of 55. The HSA is administered by PayFlex.
- You must be enrolled in the Savings Advantage plan in order to open an HSA. Also, you cannot enroll in an HSA if any of the following apply:
  - » You are covered by another medical plan, unless the other medical plan is an HSA-eligible high deductible health plan. For this requirement, McClatchy's new Critical Illness Plan and Accident Plan are not considered medical plans.
  - » You are enrolled in Medicare, Medicaid, or Tricare (health coverage for people in the military).
  - » You are claimed as someone else's tax dependent.
  - » You or your spouse is enrolled in a health Flexible Spending Account (FSA) or Health Reimbursement Account.
- The Company will make a contribution to your HSA in January and July. The contribution amounts are listed on the LiveWell website. To receive the contribution, you must be enrolled in the Savings Advantage plan, have a McClatchy HSA, and be an active employee eligible to contribute to an HSA at the time the Company contribution is made.

### **5. *Flexible Spending Accounts (FSA)***

- The Health Care Reimbursement Plan (HCRP) FSA allows you to pay for qualified health care expenses with before-tax earnings. If you are enrolled in the Savings Advantage plan, you are not eligible for the HCRP. Under this plan, you can contribute up to \$2,600 of before-tax earnings to pay for qualified health care expenses. Claims must be incurred between Jan. 1, 2018 and Dec. 31, 2018 and must be submitted for reimbursement by March 31, 2019.

- You can enroll in the Dependent Care Assistance Plan (DCAP) FSA to pay for daycare expenses for qualified dependents. You can contribute up to \$5,000 of before-tax earnings (or \$2,500 if your spouse participates in a different DCAP program) to the DCAP. Claims must be incurred between Jan. 1, 2018 and Dec. 31, 2018 and must be submitted for reimbursement by March 31, 2019.
- **Enrollment in an FSA plan does not automatically carry over from year to year.** You must enroll during Open Enrollment in order to contribute to either FSA next year.
- PayFlex is the third party administrator for the FSA. You can reach PayFlex at 888-678-8242.
- More information about the PayFlex debit card and a complete list of health care expenses eligible for reimbursement can be found on the PayFlex website at <https://www.payflex.com/>.
- **The IRS requires that any unclaimed funds at the end of the reimbursement deadline be forfeited. You should be conservative when determining how much to contribute to the FSA plans.**

## 6. *Dental Coverage*

- Your Cigna dental plan options for 2018 are the Basic and Comprehensive plans. The Basic plan generally covers preventive care only, such as cleanings and exams. The Comprehensive plan covers preventive care and many restorative services, such as fillings, root canals and crowns.
- Children over age 18 are not eligible to be covered under the dental plans. Once children reach the age of 19, they are dropped from the plan and offered COBRA to continue coverage.

## 7. *Vision Coverage*

- Your VSP vision plan options for 2018 are the Basic and Comprehensive plans. The Basic plan generally only covers eye exams. The Comprehensive plan covers eye exams and has an allowance for prescription glasses or contact lenses.
- Children over age 18 are not eligible to be covered under the vision plans. Once children reach the age of 19, they are dropped from the plan and offered COBRA to continue coverage.

## 8. *Identity Theft Plan – New for 2018!*

- The new Identity Theft plan from InfoArmor provides comprehensive identity protection coverage, including:
 

» Identity and Credit Monitoring	» Credit Scores and Reports
» Threshold Monitoring	» Financial Transaction Monitoring
» Social Media Reputation Monitoring	» Wallet Protection
» Digital Exposure Report	» Privacy Advocate® Remediation
» \$1,000,000 Identity Theft Insurance Policy	» Solicitation Reduction and IdentityMD
- You can cover any individual who is supported by you financially or who lives under your roof.
- There two coverage options. 1) Individual coverage –covers only you, and 2) Family coverage – covers you and one or more other individual(s).
- If you choose Identity Theft coverage, you will receive login information from InfoArmor in early January. You will need to login to their website to designate which individuals you wish to include in your Family coverage.

- More detailed information and premium rates can be found on the LiveWell website under the Voluntary Benefits header.

## **9. Life Insurance**

- There are no changes in the life insurance premiums for 2018. However, your premium may increase if you have moved into a new age bracket. Your 2018 rates are based on your age as of Dec. 31, 2017. Rates can be found on the Open Enrollment Worksheet on the LiveWell website.
- You can increase or decrease supplemental life insurance coverage.
  - » Employee Supplemental Life – Evidence of Insurability (EOI) will be required if you currently do not have supplemental life insurance and want to add coverage. EOI will also be required for increases of more than \$50,000 or requests for total life insurance in excess of \$250,000. You must designate a beneficiary for your employee supplemental life coverage.
  - » Spouse/Domestic Partner Supplemental Life – Any increase in coverage will require EOI. You are automatically designated as the beneficiary for this life insurance coverage.
  - » Child Supplemental Life – No EOI is required and you are automatically designated as the beneficiary for this life insurance coverage. Child Supplemental Life coverage continues until the child is age 26, regardless of student status.
- If you are on a leave of absence, any approved increase in supplemental life insurance will not become effective until you have returned to work.

## **10. Long-Term Disability (LTD)**

- The company provides eligible employees with a 50% LTD benefit.
- Eligible employees may purchase an additional 10% of buy-up coverage (for a total LTD benefit of 60%). Rates for this coverage are on the 2018 Open Enrollment Elections Worksheet posted on LiveWell. New requests to enroll in the LTD buy-up coverage will require EOI.

## **11. Dependent Verification**

- If you enroll or re-enroll a dependent in a McClatchy medical, dental or vision plan, you may be asked to verify their eligibility for coverage after Open Enrollment. Budco, our third-party dependent eligibility administrator, will send you a packet after Open Enrollment if you are required to verify dependent eligibility. If you do not send the requested documents to Budco by the deadline, your dependent will not have health care coverage in 2018.

## **12. Questions?**

- Visit the LiveWell website at [www.mcclatchylivewell.com](http://www.mcclatchylivewell.com), contact your human resources department, or send an e-mail to [livewell@mcclatchy.com](mailto:livewell@mcclatchy.com).

*This document is only a summary of the benefits program and rules; the official plan document will govern in case of any omission or conflict between this document and the official plan text.*

*Benefits are subject to collective bargaining. Some benefits may not be available to certain union members based on their collective bargaining agreement.*