




# DECISIONS THAT MATTER

## 2020 OPEN ENROLLMENT GUIDE

**DTCC**





**2020 Open Enrollment** begins on October 28, 2019, and there are several reasons it's important that you actively enroll for coverage this year:

- If you do not attest to your tobacco use status during the enrollment process and you have elected medical coverage, you will automatically be assigned a tobacco user premium.
- You must re-enroll in the health care and/or dependent care flexible spending accounts (FSAs) every year, if you want to participate.
- We are introducing some enhancements and new options for spending accounts — see details beginning on [page 3](#).

This document will help you prepare for enrollment by covering the “need to know” essentials. For more information about your benefits, review the [Benefits Guide](#).

The decisions you make during Open Enrollment matter, so carefully consider your needs for 2020 and make sure you participate in the plans that will best support you and your family.

**Open Enrollment is October 28 – November 8, 2019**

# At a Glance: What's Changing for 2020

<b>Medical, Dental and Vision Rates</b>	Bi-weekly contribution rates will change for 2020 medical and dental coverage. Beginning January 1, 2020, a new salary band structure will be used to determine individual rates. The new structure streamlines the number of salary bands from nine to six. More information on plan rates and the new salary band structure is available beginning on <a href="#">page 9</a> .
<b>2020 Contribution Limits for Health Care Flexible Spending Account (FSA) and Health Savings Account (HSA)</b>	The 2020 Health Care FSA contribution limit is expected to rise to \$2,750. The 2020 HSA contribution limit for individual accounts will rise to \$3,550 – and as always, this account includes \$500 in annual funding from DTCC. The family maximum will rise to \$7,100 with \$1,000 in annual funding from DTCC. <a href="#">Learn more about the tax advantages of Health Savings Accounts</a> .
<b>New Tax Savings Option for CCP Participants: Limited-Purpose Flexible Spending Account (LPFSA)</b>	New for 2020: Employees who enroll in the Consumer Choice Plan (CCP) will have the opportunity to elect both an HSA and a limited-purpose flexible spending account (LPFSA). The LPFSA can be used for eligible dental and vision expenses only, whereas the HSA can be used for all eligible health care expenses. For more information on your tax advantaged account options, review the information beginning on page 8 of the <a href="#">Benefits Guide</a> .
<b>Out-of-Network Reimbursement</b>	Beginning January 1, 2020, the maximum amount you can be reimbursed for covered out-of-network services will be based on 190% of Medicare reimbursement amounts, rather than the 80th percentile of reasonable and customary charges. <a href="#">Learn more about out-of-network expenses</a> .

# At a Glance: What's Changing for 2020 (continued)

## New UHC Designation for Best Value Medical Providers: Tier 1

UHC features a Tier 1 designation for medical providers that offer the greatest value in terms of service quality and cost. The chart below illustrates the available cost savings when using Tier 1 providers for office visits only. To find Tier 1 providers, visit [www.myuhc.com](http://www.myuhc.com), click “Find a Doctor” and look for a blue “Tier 1” dot in the provider listing. [Learn more about Tier 1 providers.](#)



PSP	Tier 1, Mental Health	UHC Network	Out of Network
PCP Office Visit	\$25 copay	\$35 copay	Plan pays 60% after deductible
Specialist Office Visit	\$45 copay	\$55 copay	Plan pays 60% after deductible

CCP	Tier 1, Mental Health	UHC Network	Out of Network
PCP Office Visit	Plan pays 85% after deductible	Plan pays 80% after deductible	Plan pays 60% after deductible
Specialist Office Visit	Plan pays 85% after deductible	Plan pays 80% after deductible	Plan pays 60% after deductible

## Parental Leave Policy Changes

Beginning January 1, 2020, both birthing and non-birthing parents will have 3 months from the birth of the child to begin their parental leave. Birthing parents no longer need to have their leave immediately follow any short-term disability leave they may have taken.

## New Vendor for Life Insurance, Disability and Leave Management

Beginning January 1, 2020, DTCC's life insurance and disability vendor will change from Aetna to Prudential. Plan designs will remain the same, and no action is required to continue your existing coverage. Family and Medical Leave Act (FMLA) coverage will also be administered by Prudential.

## New 12-Month Rolling Forward Calendar for FMLA

Beginning January 1, 2020, the time available under FMLA will be determined based on a 12-month rolling forward calendar. Your available FMLA coverage will be based upon the amount of time taken from your first date of absence forward for the next 12 months. For example, if Lucia's FMLA leave begins on March 6, 2020, her 12-month period ends on March 5, 2021.





# Why You Should Actively Enroll

You must actively attest to your tobacco use status.

- If you don't enroll, you and your covered dependents will keep your current medical, dental and vision coverage, and your rate tier will be adjusted based on your enrolled dependents.
- However, you will pay the tobacco use surcharge (\$25 per pay period) if you participate in the medical plan, because without your attestation, we have no way of knowing whether you are a tobacco user.
- Active enrollment is also required to participate in the health care and/or dependent care Flexible Spending Accounts (FSAs) and the new limited-purpose flexible spending account (LPFSA).



# Wellbeing Update

At DTCC, we're committed to your wellbeing and to providing you with meaningful opportunities to improve your health. And while good health is its own reward, we're also offering financial incentives to all employees (and covered spouses/domestic partners) who completed designated wellbeing activities by August 31, 2019.

- Nearly 50% of DTCC employees are eligible for discounts on their medical plan payroll deductions in 2020 because they completed both the health survey and annual physical or preventive care screening. Congratulations on taking these steps to improve your physical and financial wellbeing.
- If you missed out on discounts this year, you'll have the chance to earn your 2021 incentives beginning January 1, 2020. Watch for additional updates early next year.



## How Your Wellbeing Impacts Your Costs

### Wellbeing Incentives

#### 2019 Activities for 2020 Incentives:

- If you completed your health survey and annual physical or preventive care screening, your payroll deductions for medical coverage will be reduced by \$20 each biweekly pay period (\$520 per year).
- If your covered spouse or domestic partner completed the health survey and annual physical or preventive care screening, your payroll deductions for medical coverage will be reduced by an additional \$8 each biweekly pay period (\$208 per year).
- The rates you see on the DTCC Benefits Center when you log in to enroll will reflect the incentives you earned.

### Tobacco Use Surcharge

You'll pay a \$25 per pay period surcharge if you participate in the medical plan and:

- You are a tobacco user, and you have not completed a tobacco cessation program\* by the time you enroll for your 2020 benefits, or
- You do not attest to your tobacco use status during Open Enrollment.

**Reminder:** "Tobacco Use" is the use of any tobacco product in the prior 60 days, including but not limited to: cigarettes, cigars, pipes, all forms of smokeless tobacco (chewing tobacco, snuff, dip, or any other product that contains tobacco), clove cigarettes and any other smoking devices that use tobacco such as hookahs, e-cigarettes, etc.

\* *Quit For Life* is a comprehensive tobacco cessation program available at no cost to you. Visit [www.myquitforlife.com/depositorytrust](http://www.myquitforlife.com/depositorytrust) for more.

# How Voluntary Benefits Work with Your Medical Plan

Emily wanted to determine which benefits were most cost effective for her family.

Her first choice was between the PSP and the CCP. After doing the math, Emily determined that the CCP option offered the best value. Although the deductible is higher, she'll save \$3,454.36 in annual premiums, and she'll receive a \$1,000 contribution to her Health Savings Account (HSA) from DTCC.

Her next choice was whether to elect voluntary benefits. Knowing that she was expecting a child in March 2020, Emily elected employee-only Group Hospital Indemnity coverage, at an annual cost of \$219.96. Based on a two-day hospital stay, Emily anticipates that this benefit will provide a cash payment of \$1,500.

It took some planning and homework, but Emily was able to select the best options for her needs this coming year.



Here's how she did the math:

Maternity Example	PSP	CCP
<b>Total out-of-pocket medical expenses (based on \$175 office visit and \$8,500 in hospital charges)</b>	\$2,530.00 \$1,000.00 (Deductible) + \$30.00 (Copay for 1 office visit) + \$1,500.00 (20% coinsurance for \$7,500 in total hospital charges after deductible)	\$4,135.00 \$3,000.00 (Deductible) + \$35.00 (20% coinsurance for 1 office visit) + \$1,100.00 (20% coinsurance for \$5,500 in total hospital charges after deductible)
<b>Annual premium for employee + 2 or more dependents</b>	\$9,236.76	\$5,782.40
<b>DTCC contribution to HSA</b>	\$0.00	-\$1,000.00
<b>Total cost without Group Hospital Indemnity coverage</b>	\$11,766.76	\$8,917.40
<b>Total cost with Group Hospital Indemnity coverage</b>	\$10,486.72 \$11,766.76 + \$219.96 (Annual premium for Group Hospital Indemnity coverage) - \$1,500.00 (Cash benefit from Hospital Indemnity coverage)	<b>Emily's best option</b> \$7,637.36 \$8,917.40 + \$219.96 (Annual premium for Group Hospital Indemnity coverage) - \$1,500.00 (Cash benefit from Hospital Indemnity coverage)

# The Consumer Choice Plan with Health Savings Account: Take a Closer Look at What It Offers

Consumer-driven health plans, such as DTCC's Consumer Choice Plan (CCP), give you more control over how your health care dollars are spent. This type of plan has a higher deductible, which encourages you to be a wise consumer of health care. In return, your payroll deductions are lower – and you receive up to \$1,000 from DTCC if you enroll in a Health Savings Account (HSA), which can help you build pre-tax savings to pay for healthcare needs in retirement.

And new for 2020: CCP participants can establish a Limited Purpose Flexible Spending Account (LPFSA) to save money on eligible dental and vision expenses.

Now is a great time to take another look at the many benefits of the CCP as DTCC moves toward a stronger emphasis on total wellbeing.

To make sure you're enrolled in the plan that best meets your needs, use the [Health Plan Cost Comparison tool](#) beginning October 21.

Remember that DTCC's consumer-driven health plan features a Health Savings Account (HSA) – with an up-front employer contribution each year. [Watch this video](#) to learn more about how HSAs work and better understand how this type of savings account might fit into your short- and long-term plans for physical and financial wellbeing.



# Medical Plan Rates

## 2020 Bi-Weekly Deduction

Amounts shown are before reductions for completing wellness activities and do not include the tobacco surcharge – see [page 11](#) for details. For more information about each of these benefits, please review the [Benefits Guide](#).

Salary Band	Employee Only		Employee + Spouse / Domestic Partner		Employee + 1 Child		Employee + 2 or more Children		Employee + Spouse / Domestic Partner + Child(ren)	
	PSP	CCP	PSP	CCP	PSP	CCP	PSP	CCP	PSP	CCP
Less than \$65,000	\$67.60	\$42.47	\$147.41	\$92.17	\$147.41	\$92.17	\$225.00	\$140.86	\$225.00	\$140.86
\$65,000 - \$99,999	\$85.39	\$53.64	\$186.20	\$116.43	\$186.20	\$116.43	\$284.21	\$177.92	\$284.21	\$177.92
\$100,000 - \$149,999	\$106.74	\$67.05	\$232.75	\$145.54	\$232.75	\$145.54	\$355.26	\$222.40	\$355.26	\$222.40
\$150,000 - \$184,999	\$113.85	\$71.52	\$248.27	\$155.24	\$248.27	\$155.24	\$378.94	\$237.23	\$378.94	\$237.23
\$185,000 - \$224,999	\$120.97	\$75.99	\$263.79	\$164.94	\$263.79	\$164.94	\$402.62	\$252.06	\$402.62	\$252.06
\$225,000+	\$131.64	\$82.70	\$287.06	\$179.50	\$287.06	\$179.50	\$438.15	\$274.30	\$438.15	\$274.30

# Dental and Vision Plan Rates

## 2020 Bi-Weekly Deduction

Salary Band	Employee Only		Employee + Spouse / Domestic Partner		Employee + 1 Child		Employee + 2 or more Children		Employee + Spouse / Domestic Partner + Child(ren)	
	Dental	Vision	Dental	Vision	Dental	Vision	Dental	Vision	Dental	Vision
Less than \$65,000	\$6.00	\$2.00	\$12.00	\$3.00	\$12.00	\$3.00	\$15.00	\$5.00	\$15.00	\$5.00
\$65,000 - \$99,999	\$7.00	\$2.00	\$14.00	\$3.00	\$14.00	\$3.00	\$17.00	\$5.00	\$17.00	\$5.00
\$100,000 - \$149,999	\$8.00	\$2.00	\$16.00	\$3.00	\$16.00	\$3.00	\$20.00	\$5.00	\$20.00	\$5.00
\$150,000 - \$184,999	\$9.00	\$2.00	\$18.00	\$3.00	\$18.00	\$3.00	\$23.00	\$5.00	\$23.00	\$5.00
\$185,000 - \$224,999	\$10.00	\$2.00	\$19.00	\$3.00	\$19.00	\$3.00	\$24.00	\$5.00	\$24.00	\$5.00
225,000+	\$12.00	\$2.00	\$24.00	\$3.00	\$24.00	\$3.00	\$30.00	\$5.00	\$30.00	\$5.00



# Factors that Affect Your Medical Rate

## Wellbeing Activities

- If you completed both the annual physical or preventive care screening and the health survey by August 31, 2019, you will receive a \$20 reduction in your bi-weekly medical plan deductions.
- If both you and your covered spouse completed both the annual physical or preventive care screening and the health survey, you will receive an additional \$8 reduction in your bi-weekly medical plan deductions.
- If you were hired after August 1, 2019, you automatically qualify for the \$20 reduction for 2020.



## Tobacco Use Status

You'll pay a \$25 per pay period surcharge if you participate in the medical plan and:

- You are a tobacco user, and you have not completed a tobacco cessation program by the time you enroll for your 2020 benefits, or
- You do not attest to your tobacco use status during Open Enrollment.



Example	Bi-weekly Rate	Why?
<ul style="list-style-type: none"> <li>• Earns \$116,000 per year</li> <li>• Elects Employee + Spouse/Domestic Partner coverage under the CCP</li> </ul>	\$145.54	The standard rate is \$145.54.
<ul style="list-style-type: none"> <li>• Sandy and her spouse both completed an annual physical and the health survey</li> </ul>	– \$28.00	Sandy receives a \$28 incentive each pay period because she and her spouse completed an annual physical and the health survey.
<ul style="list-style-type: none"> <li>• Does not use tobacco</li> </ul>	+ \$0.00	She does not have to pay the tobacco use surcharge.
<b>Sandy's Rate:</b>	<b>\$117.54</b>	

# Factors that Affect Your Medical Rate (continued)



Example	Bi-weekly Rate	Why?
<ul style="list-style-type: none"> <li>Earns \$91,000 per year</li> <li>Elects Employee Only coverage under the PSP</li> <li>Completed the health survey, but did not complete either the annual physical or preventive care screening</li> <li>Uses tobacco</li> </ul> <p style="text-align: right;"><b>Dean's Rate:</b></p>	<p style="text-align: center;">\$85.39</p> <p style="text-align: center;">– \$0.00</p> <p style="text-align: center;">+ \$25.00</p> <p style="text-align: center;"><b>\$110.39</b></p>	<p>The standard rate is \$85.39.</p> <p>Dean pays a \$25 tobacco use surcharge each pay period.</p>



<ul style="list-style-type: none"> <li>Earns \$138,000 per year</li> <li>Does not make an election for 2019 benefits</li> <li>Currently enrolled in Employee + 2 or more Dependents coverage under the CCP, covering his wife and two children</li> <li>Completed the health survey and annual physical (but his wife did not)</li> <li>Did not attest to tobacco use status</li> </ul> <p style="text-align: right;"><b>Eric's Rate:</b></p>	<p style="text-align: center;">\$222.40</p> <p style="text-align: center;">-\$20.00</p> <p style="text-align: center;">+\$25.00</p> <p style="text-align: center;"><b>\$227.40</b></p>	<p>Because he did not make an election, Eric and his dependents keep their current coverage under the CCP. The Family rate is \$222.40.</p> <p>Eric receives a \$20 incentive each pay period for completing the health survey and annual physical.</p> <p>Because he did not attest to his tobacco use status during Open Enrollment, Eric pays a \$25 tobacco use surcharge each pay period.</p>
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# Pre-Enrollment Checklist

- ✓ Review this enrollment guide; for more information about each of these benefits, please review the [Benefits Guide](#)
- ✓ Evaluate if one or more of the voluntary benefits are right for you
- ✓ Attend a local event if available (see schedule on the last page)
  - Attend a convenient online Open Enrollment meeting to get a deeper understanding of your benefits options and ask questions
  - Attend a wellness fair to take advantage of free on-site flu shots and other activities

If you want to see your current (2019) benefits elections, go to <http://dtccbenefitscenter.com> and click on “My Benefits.” While you’re there, check out your personalized Total Rewards statement – simply click the link under “At Your Fingertips” on the home page to see personalized information about all your compensation and benefits.

## REMEMBER TO...

- ✓ Make your medical/Rx, dental and vision plan elections
- ✓ Make your pre-tax savings account elections (e.g., HSA, Health Care FSA, Dependent Care FSA, Limited-purpose FSA)
- ✓ Enroll for voluntary benefits, if you want this coverage
- ✓ Check your beneficiary designations and make changes as necessary

Remember, you must attest to your tobacco use status. If you’re currently enrolled in our medical plan and don’t actively enroll for 2020, you will pay the tobacco use surcharge (\$25 per pay period).

# How to Enroll

**Open Enrollment is October 28 – November 8, 2019**

## From Any Computer or Mobile Device:

1. Visit <http://dtccbeneftscenter.com>
2. Log in with your Employee ID and Password
3. Click “Open Enrollment – Enroll Today!”
4. Follow the prompts to complete the Open Enrollment process, including attesting to your tobacco use status

## From Your Work Station:

[Single Sign-On \(SSO\)](#) from the DTCC Intranet – no employee ID or password required!

## By Phone:

Call the DTCC Benefits Service Center at 855-800-DTCC (855-800-3822), Monday through Friday, 8:00 a.m. to 8:00 p.m. Eastern Time, excluding holidays.

**Reminder: Open Enrollment closes on November 8, 2019, at 11:59 PM Eastern Time**

## What You’ll Need:

- Your Employee ID\*
- Your Benefits Center password\*
- The names, birth dates, Social Security numbers and addresses of your eligible dependents and/or beneficiaries
- Documentation for newly eligible dependents

*\* Unless you access through the DTCC intranet SSO*



## Other Important Notes

- **Spend down your FSAs.** Unlike with an HSA, FSA funds do not roll over year to year; any unused contributions will be lost, so you need to spend down your health care and dependent care FSAs every year.
- **You won't have another chance to change your benefits for 2020.** Your elections – or your default coverage, if you don't actively enroll – will remain in effect for 2020, unless you experience a change in status.

A change in status is an event that permits you to make certain changes to your benefits elections outside of Open Enrollment. Change in status rules are subject to federal regulations and affect medical/Rx, dental, vision, spending account, life insurance and long-term disability plans.

Any change to your benefits that you make as a result of a change in status must be on account of and consistent with the event you experienced. You must request the benefits change within 31 days of the event.

### Current Health Care FSA participants

#### If you enroll in the CCP:

- You cannot have a health care FSA and an HSA at the same time.
- New for 2020: CCP participants may have a limited-purpose FSA to cover eligible dental and vision expenses, along with an HSA.
- If you enroll in the CCP, you must spend any remaining health care FSA funds and submit all claims by December 31, 2019 – the normal grace period between January 1 and March 15 will not apply.
- If you don't have a \$0 balance in your health care FSA on December 31, 2019, you must wait until April 1, 2020, to receive the DTCC HSA contribution and start your pre-tax payroll deductions to your HSA.

## Event Schedule

### Online Open Enrollment Meetings (ALL TIMES EASTERN)

October 15, 2:00 p.m. – 4:00 p.m.

October 16, 10:00 a.m. – 12:00 p.m.

October 21, 2:00 p.m. – 4:00 p.m.

October 22, 10:00 a.m. – 12:00 p.m.

October 29, 2:00 p.m. – 4:00 p.m.

This 2020 Benefits Enrollment Guide is a summary of material modifications (“SMM”) for the Depository Trust & Clearing Corporation Welfare Benefits Plan, Plan #501. This SMM amends the most recent Summary Plan Description (“SPD”), available at <http://dtccbenefitscenter.com>, and should be read together with the SPD. The SMM describes changes and provides clarifications to the SPD regarding the rules applicable to and benefits provided by the plans.

**TOTAL REWARDS**

**WE MAKE A  
DIFFERENCE**