



2024

NEW HIRE BENEFITS GUIDE

WELCOME TO DREXEL

As an employee of Drexel University, you are our most valuable asset! We all have different needs that influence the choices we make every day.

Drexel University embraces these differences, providing you with the freedom to select quality benefit options that work best for your personal situation. We encourage you to take the time to carefully review this guide and learn about all of the benefits available to you.

The benefits that you select will be effective through December 31, 2024.

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NEW HIRE BENEFITS CHECKLIST



- Review this New Hire Benefits Guide and explore the benefits section of the Drexel Human Resources website at <https://drexel.edu/hr/benefits/overview> to learn about your benefit options.
- Visit the My Drexel Benefits enrollment site to select your health benefits, including medical, dental vision, disability, life insurance, and more (see page 5 for instructions on how to enroll). You can also expect to receive an email from the Drexel University Benefits Center letting you know that your enrollment window is open.
- Be sure to enroll or waive medical coverage. If no action is taken during your enrollment window, full-time employees will be automatically placed in the Point-of-Service plan (or PPO Basic, if out of area) at the employee only coverage level and premiums will be deducted from your paycheck. Part-time employee's coverage will be considered waived for the election year.
- Complete your benefit enrollment within 31 days of your date of hire. After your new hire enrollment window closes, most benefits may only be changed during the University's annual open enrollment period or if you experience a qualifying life event. Visit <https://drexel.edu/hr/benefits/health-coverage/life-event> for more information.
- Have your spouse, domestic partner or child's social security number if adding them to your coverage.
- Submit the required dependent verification documents if you are covering a spouse, domestic partner or child (see page 5). The documentation (e.g. birth certificate, adoption agreement, marriage certificate, Drexel's domestic partner affidavit with supporting documentation) must be provided within your 31-day enrollment window for your dependents to be covered on your benefits.
- Designate a beneficiary for your life insurance on the final page of the enrollment process.
- Review your benefits confirmation statement which appears on the screen after you complete your enrollment and a copy sent to your Drexel email account. Review the statement to confirm that your benefits are showing as expected.
- If you selected life insurance that requires evidence of insurability (EOI), complete the online EOI form within 31 days from your date of hire.
- Visit the retirement enrollment platform and select how much to contribute to your retirement savings account (see page 27). If you do not actively enroll or waive participation within 31 days from your hire date, you will be automatically enrolled with TIAA at a 2 percent per pay contribution rate.
- Make changes anytime during your enrollment window.
- Review your paystub and confirm that your benefit deductions are accurate.
- If you enroll in a Drexel medical plan you can expect to receive a general notice about COBRA continuation coverage. Health plans are required by law to provide you with this informational notice after you enroll. Review this document but rest assured that your coverage has not been disrupted.
- As a reminder, short-term disability is offered on a voluntary basis. The university provides long-term disability coverage at no cost to you.
- Reminder: Please review the Medical Credit Waiver information on page 5.

NEED HELP?

- For assistance with the My Drexel Benefits enrollment site, contact the Drexel University Benefits Center at **1.844.690.3992**
- The healthcare experts at Health Advocate can help you understand your coverage, explain your share of the costs (i.e. deductibles, copays, and coinsurance), locate in-network providers, and more. Call for a free consultation at **1.866.695.8622**.
- If you need additional assistance, contact the Drexel HR Service Center at hr@drexel.edu or **215-895-2850**.

ELIGIBILITY



WHO IS ELIGIBLE FOR DREXEL HEALTH PLANS, PAID TIME OFF AND HEALTH PROGRAMS?

The health benefits outlined in this guide are available to all Drexel University Faculty and Professional Staff who meet the eligibility guidelines below. For information on Drexel's Retirement Plan eligibility, see page 27.

| JOB ROLE | HOURS/WORK REQUIREMENTS |
|------------------------------|-------------------------------------------------|
| FULL-TIME FACULTY | 100% teaching appointment |
| FULL-TIME PROFESSIONAL STAFF | Regularly work 40 hours per week |
| PART-TIME FACULTY | At least a 50% appointment, but less than 100% |
| PART-TIME PROFESSIONAL STAFF | Regularly work between 20 and 39 hours per week |

* The chart above includes Drexel University, Drexel University Online and Academy of Natural Sciences employees.

Note for variable employees (Adjunct, Temporary, Per Diem, Casual): Benefits are not offered immediately. Your hours worked will be reviewed for benefit eligibility through the Affordable Care Act guidelines. Should you meet the hours required and become eligible for benefits through Drexel, WEX, Drexel's designated health and welfare administrator, will contact you with an offer. For more information, please visit <https://drexel.edu/hr/benefits/health-coverage/aca>.

If you have questions about eligibility, please contact the Drexel University Benefits Center at **844.690.3992** or help@mybenefitexpress.com. Additionally, you can contact HR Service Center by emailing hr@drexel.edu or at **215.895.2850**.

WHAT IS A QUALIFYING LIFE EVENT?

A Life Event is a change in your family or employment status that may allow you to make certain benefit changes. If you experience a Life Event and wish to add or drop a dependent(s) for coverage purposes, you must do so on or within 31 days after the qualifying event date.

Changes must be consistent with the qualifying life event. Outside of your New Hire Enrollment window, you may only change coverage and/or add or drop dependents at Open Enrollment for the next plan year, unless you experience a qualifying life event. An example of a Life Event could be:

- Marriage or divorce
- Death of a spouse, domestic partner, or dependent child
- Birth or adoption of a child
- Spouse, domestic partner, or dependent child's loss or gain of benefits coverage elsewhere
- Change of employment status (i.e. moving from full-time to part-time)
- Relocation: Certain address changes may allow for a change to your medical plan

Please visit the Drexel Life Event webpage at drexel.edu/hr/benefits/health-coverage/life-event for additional information and frequently asked questions.

HOW TO ENROLL IN BENEFITS

HOW DO FACULTY AND PROFESSIONAL STAFF ENROLL FOR BENEFITS?

Drexel University faculty and professional staff enroll for benefits via the **My Drexel Benefits** portal by selecting the My Drexel Benefits link on the Employee tab in DrexelOne at one.drexel.edu. Most elections are annual elections and cannot be changed during the year unless you experience a qualifying life event.

My Drexel Benefits is a portal accessed through Drexel One and walks Faculty and Professional Staff through the benefit enrollment process during the new hire period, Open Enrollment, or when a qualifying life event (marriage, newborn, divorce, loss of coverage) occurs.

My Drexel Benefits contains the majority of your benefit enrollment information (excluding Retirement plans), dependent information, life insurance beneficiaries, flexible spending accounts, and commuter enrollment.

VERIFYING DEPENDENTS

If you are adding a spouse, domestic partner or child to your coverage, the University requires that you provide documentation verifying your dependents' status. Examples of acceptable documentation are: birth certificate, adoption agreement, a marriage certificate, and Drexel's domestic partner affidavit with supporting documentation. Instructions for completing the dependent verification process are provided within the enrollment system. The required documentation must be submitted within your 31-day enrollment window. Your dependents' coverage will be pending until verification documents are

received and approved by the Dependent Verification team. If you do not submit the appropriate documentation by the close date of the enrollment, your dependents will not be covered on your benefits.

FOR QUESTIONS, CONTACT:

- For assistance with Open Enrollment, contact the Drexel University Benefits Center at **1.844.690.3992** or email **help@mybenefitexpress.com**.
- For questions about a specific plan, once enrolled, contact the Benefit Provider directly. Please see the contacts list later in the guide on page 35 for more information.

MEDICAL WAIVER CREDIT

Full-time benefits eligible faculty and professional staff who have coverage through a spouse or other source (other than Medicare), may waive their medical benefit to receive a credit. Employees can earn up to \$800 in waiver credits yearly.

To receive the medical waiver credit, employees must actively waive participation in either their new hire enrollment window timeframe, when experiencing a qualifying life event, or during the University's designated annual Open Enrollment period.

Newly hired employees have 31 days from their hire date to make elections. Failing to waive or elect medical coverage will result in automatic enrollment to a Point of Service (or PPO Basic, if out of area) Plan, and deductions will be withheld from your first available pay after your new hire enrollment window closes.

Employees who waive their medical/prescription coverage are required to take action each annual Open Enrollment by actively recertifying the intent to waive coverage. The waiver process is two-steps, so be sure to follow the steps within the enrollment portal and once complete, check your confirmation statement to be sure it reflects your intent to waive. Questions on this process can be directed to the Drexel University Benefits Center.

2024 MEDICAL & PRESCRIPTION DRUG PLANS AT-A-GLANCE

| BENEFIT DESCRIPTION | POINT-OF-SERVICE | | | PERSONAL CHOICE PPO - BASIC | | | PERSONAL CHOICE PPO - HIGH | | | CDHP WITH HSA*** | | |
|-------------------------------------------------------------------------|----------------------------------------------------------------------------------------|--------------------------------------------|-----------------------------|-------------------------------------------------------------------------------------------------------------------------------------------|-------------------|-----------------------------|-------------------------------------------------------------------------------------------------------------------------------------------|------------------|-----------------------------|-------------------------------------------------------------------------------------------------------------------------------------------|--------------------|-----------------------------|
| | TIER 1 NETWORK | IN-NETWORK | OUT-OF-NETWORK | TIER 1 NETWORK | IN-NETWORK | OUT-OF-NETWORK | TIER 1 NETWORK | IN-NETWORK | OUT-OF-NETWORK | TIER 1 NETWORK | IN-NETWORK | OUT-OF-NETWORK |
| IS A REFERRAL NEEDED TO SEE A SPECIALIST? | | Yes | | | No | | | No | | | No | |
| EMPLOYER HEALTH SAVINGS ACCOUNT CONTRIBUTION | | No | | | No | | | No | | Individual: \$500 / Family: \$1,000 | | |
| INTERNATIONAL TRAVEL | Covers Emergency Medical Care Only | | | BCBS Global Core Included. For more information on the services covered internationally, please call the service center at 1-800-810-2583 | | | BCBS Global Core Included. For more information on the services covered internationally, please call the service center at 1-800-810-2583 | | | BCBS Global Core Included. For more information on the services covered internationally, please call the service center at 1-800-810-2583 | | |
| DEDUCTIBLE (INDIVIDUAL/FAMILY) | None | None | \$500 / \$1,500 | None | \$300 / \$600 | \$1,000 / \$2,000 | None | None | \$500 / \$1,000 | \$1,600/\$3,200 | \$2,000 / \$4,000 | \$5,000 / \$10,000 |
| OUT-OF-POCKET MAXIMUM (INDIVIDUAL/FAMILY) | \$1,500 / \$3,000 | \$2,000 / \$4,000 | \$3,000 / \$9,000 | \$1,000 / \$2,000 | \$2,000 / \$4,000 | \$3,000 / \$6,000 | \$1,000 / \$2,000 | \$2,000/ \$4,000 | \$3,000 / \$6,000 | \$6,450 / \$12,900 | \$6,450 / \$12,900 | \$10,000 / \$20,000 |
| PREVENTIVE CARE SERVICES | No charge | No charge | Plan pays 70% | No charge | No charge | Plan pays 70% | No charge | No charge | Plan pays 80% | No charge | No charge | Plan pays 50% |
| PRIMARY CARE PHYSICIAN (PCP) | No charge | \$20 copay | Plan pays 70%* | No charge | \$20 copay | Plan pays 70%* | No charge | \$15 copay | Plan pays 80%* | No charge* | Plan pays 80%* | Plan pays 50%* |
| TELADOC** | N/A | No charge | N/A | N/A | No Charge | N/A | N/A | No Charge | N/A | N/A | \$60 copay* | N/A |
| SPECIALIST OFFICE VISIT | \$10 copay | \$40 copay | Plan pays 70%* | \$10 copay | \$30 copay | Plan pays 70%* | \$10 copay | \$25 copay | Plan pays 80%* | No charge* | Plan pays 80%* | Plan pays 50%* |
| OUTPATIENT SERVICES (SURGERY) | No charge | \$50 copay | Plan pays 70%* | No charge | Plan pays 90%* | Plan pays 70%* | No charge | No charge | Plan pays 80%* | No charge* | Plan pays 80%* | Plan pays 50%* |
| INPATIENT SERVICES | \$240 copay per admission | \$100/day copay; max of 5 copays/admission | Plan pays 70%* | No charge | Plan pays 90%* | Plan pays 70%* | No charge | No charge | Plan pays 80%* | No charge* | :Plan pays 80%* | Plan pays 50%* |
| DIAGNOSTIC LABORATORY | No charge | No charge | Plan pays 70%* | No charge | No charge | Plan pays 70%* | No charge | No charge | Plan pays 80%* | No charge* | Plan pays 80%* | Plan pays 50%* |
| DIAGNOSTIC X-RAY | No charge | \$20 copay | Plan pays 70%* | No charge | Plan pays 90%* | Plan pays 70%* | No charge | No charge | Plan pays 80%* | No charge* | Plan pays 80%* | Plan pays 50%* |
| IMAGING (MRI, CT-SCAN) | No charge | \$80 copay | Plan pays 70%* | No charge | Plan pays 90%* | Plan pays 70%* | No charge | No charge | Plan pays 80%* | No charge* | Plan pays 80%* | Plan pays 50%* |
| EMERGENCY ROOM | \$100 copay | \$100 copay | Covered at in-network level | \$100 copay | \$100 copay | Covered at in-network level | \$100 copay | \$100 copay | Covered at in-network level | No charge* | Plan pays 80%* | Covered at in-network level |
| URGENT CARE CENTER | No charge | \$35 copay | Plan pays 70%* | No charge | \$35 copay | Plan pays 70%* | No charge | \$35 copay | Plan pays 80%* | No charge* | Plan pays 80%* | Plan pays 50%* |
| OUTPATIENT SERVICES FOR MENTAL HEALTH/BEHAVIORAL/SUBSTANCE ABUSE | Not available | \$20 copay | Plan pays 70%* | Not available | Plan pays 90%* | Plan pays 70%* | Not available | No charge | Plan pays 80%* | Not available | Plan pays 80%* | Plan pays 50%* |
| PRESCRIPTION DRUG BENEFITS | | | | | | | | | | | | |
| RETAIL PHARMACY (UP TO A 30-DAY SUPPLY) | Generic: \$10 copay Preferred Brand: \$30 copay Non-Preferred Brand: \$50 copay | | Plan pays 30% | Generic: \$10 copay Preferred Brand: \$30 copay Non-Preferred Brand: \$50 copay | | Plan pays 30% | Generic: \$10 copay Preferred Brand: \$30 copay Non-Preferred Brand: \$50 copay | | Plan pays 30% | Generic: \$10 copay* Preferred Brand: \$30 copay* Non-Preferred Brand: \$50 copay* | | Plan pays 30%* |
| MAIL ORDER (UP TO A 90-DAY SUPPLY) | Generic: \$20 copay Preferred Brand: \$60 copay Non-Preferred Brand: \$100 copay | | Not available | Generic: \$20 copay Preferred Brand: \$60 copay Non-Preferred Brand: \$100 copay | | Not available | Generic: \$20 copay Preferred Brand: \$60 copay Non-Preferred Brand: \$100 copay | | Not available | Generic: \$20 copay* Preferred Brand: \$60 copay* Non-Preferred Brand: \$100 copay* | | Not available |

* The plan year deductible must be satisfied before the plan will pay for services.

** Includes Teledermatology and Telebehavioral health

*** Due to regulatory requirements, J-1 scholars are not eligible to enroll in the Consumer Directed Health Plan or the Health Savings Account.

For more details about the Medical and Prescription Drug plans available, please see the following section of this guide.

UNDERSTANDING YOUR MEDICAL AND PRESCRIPTION DRUG PLAN OPTIONS

PERSONAL CHOICE PPO PLANS

BASIC & HIGH OPTIONS

With Personal Choice PPO plans, you can choose to see any doctor or visit any hospital in the Personal Choice network. You will also enjoy in-network coverage anywhere in the United States when you use providers who participate in the BlueCard® PPO network.

You'll pay less when you choose doctors and hospitals in the Personal Choice network, and more if you choose to see doctors and hospitals out-of-network. You don't need to get referrals, so you can see any specialist you want without needing permission from a primary care physician (PCP), or family doctor. Due to the flexibility that these plans offer, as well as the limited out-of-pocket expenses that you will incur at the time of service, the premiums are higher in comparison to the Point-of-Service Plan and CDHP.

Drexel offers two Personal Choice Options, the Basic and High Plan. The plans have similar features; however, **the High Plan option has more extensive tier 2 in-network benefits and a higher cost per pay period.**

CONSUMER DIRECTED HEALTH PLAN

Our Consumer Directed Health Plan (CDHP) is a high-quality, low-cost medical plan, with a higher deductible than the Point-of-Service and Personal Choice (PPO) plans. Members enrolled in this plan must have their deductible met first, before co-insurance/copays apply for medical and prescription drug services. However, this plan does not require referrals and provides access to the same network as the PPO options. Further, Drexel University will contribute \$500 dollars to your HSA if enrolled in individual coverage and \$1,000 if covering at least one dependent. For more information on the HSA, see page 12.

Due to regulatory requirements, J-1 scholars are not eligible to enroll in the Consumer Directed Health Plan or the Health Savings Account.



KEYSTONE/AMERIHEALTH POINT-OF-SERVICE

The Point-of-Service plan (POS) allows you to pay less if you use doctors, hospitals, and other health care providers that belong to the plan's network. You maximize your coverage by having care provided or referred by your primary care physician (PCP). Members may go to an out-of-network provider, however, higher out-of-pocket costs apply.

The most important aspect to know is Point-of-Service plans are zip code driven and only available to certain counties in or around the Greater Philadelphia area.

The following **states/counties** would be eligible for the **Keystone POS** plan:

- DE:** New Castle
- MD:** Cecil
- NJ:** Burlington, Camden, Gloucester, Hunter, Mercer, Salem, Warren
- PA:** Berks, Bucks, Chester, Delaware, Lancaster, Lehigh, Montgomery, Northampton, Philadelphia

The following **states/counties** would be eligible for the **AmeriHealth POS** plan:

- DE:** Kent, Sussex
- MD:** Caroline, Harford, Kent, Wicomico, Worcester
- NJ:** Atlantic, Bergen, Cape May, Cumberland, Essex, Hudson, Middlesex, Monmouth, Morris, Ocean, Passaic, Somerset, Sussex, Union

For those that travel extensively, live outside of the area, or cover dependents in other areas of the country, the Keystone and AmeriHealth service area has limited out of network availability. Note that the POS premiums are offered at a significant discount compared to the PPO Basic and High plans.

When you enroll in POS you will be required to provide a PCP ID (provider ID number) which will be identified as your primary care physician.

When referrals are needed to visit with Specialists, you will need the name, location, and NPI# of the Specialist so your Primary Care Physician (PCP) can provide a referral.

For more information on the medical plans please visit: drexel.edu/hr/benefits/health-coverage.



MEDICAL PROVIDER NETWORK

Drexel University has partnered with Independence Blue Cross (IBC) for many years to offer excellent Health benefits to our employees.

In an effort to enhance the benefits package even further, Drexel University has partnered with the facilities and providers of Penn Medicine and Tower Health. If you or a dependent family member is enrolled in one of the Drexel University Health Plans and you receive services at a participating facility or provider within the Penn Medicine or Tower Health network, your medical out-of-pocket cost will be lower compared to out-of-pocket costs for other providers in the Independence network.

TIER 1: Facilities and providers of Penn Medicine and Tower Health that are credentialed with Independence Blue Cross (IBC).

TIER 2: IBC network excluding the facilities and providers of Penn Medicine and Tower Health.

TIER 3: All other providers that are not in the IBC network. If you utilize Tier 3 providers, you will have the highest out-of-pocket cost.

* Tier 2 - this is also referred to as the In-Network Tier

* Tier 3 - this is also referred to as the Out-of-Network Tier

HOW TO FIND A NETWORK PROVIDER

IBC has built a custom provider for Drexel Faculty and Professional Staff to locate their Tier 1 and Tier 2 Providers.

To access the provider finder, visit ibx.com

1. Find a Doctor (top right hand corner).
2. Click Learn More under Doctors, hospitals, medical equipment, and specialty services...
3. Drexel's affiliated networks are:
 - A. Drexel Preferred POS (for those enrolled in the Point-of-Service plan).
 - B. Drexel Preferred PPO (for those enrolled in the Basic, High and CDHP).
 - C. National BlueCard PPO for those enrolled in PPO or CDHP plans who reside or are traveling outside of the Greater Philadelphia area).



PRESCRIPTION DRUG PLAN



Drexel's medical and prescription drug plans are administered through Independence Blue Cross in collaboration with OptumRx. You will receive safe, affordable access to covered medications with the convenience of having one ID card and one website to access both medical and prescription drug information.

Members will receive an ID Card for Medical and Prescription Drug in the mail.

- Only one ID card will be needed.
- **You must present your new card when ordering or picking up your medication.**
- You can even view, share or download a digital ID card at ibx.com, or on the IBX mobile app.



MAIL ORDER CONVENIENCE

Mail order/ home delivery with free shipping is available for medication you take regularly. In most plans, you'll pay less for a 90-day supply when you use mail order/ home delivery. You can also get a 90-day supply of your maintenance medications at retail pharmacies for the same cost-sharing as mail order. Register on ibx.com where you can find the mail order form, along with all your RX plan information, by clicking the **Pharmacy** link, under **My Benefits**.

SPECIALTY DRUG SUPPORT

Our specialty pharmacy program provides convenient delivery options and support for members with complex conditions, including cancer, hemophilia, hepatitis C, HIV/ AIDS, rheumatoid arthritis, multiple sclerosis, and other inflammatory conditions. You'll get counseling from experienced pharmacists and nurses by phone or video chat and access to videos and other resources.

EASY TO USE DIGITAL TOOLS

The IBX website and mobile app make it simple for members to quickly and securely find everything related to your medical and prescription drug benefits in one place. Members can log in at ibx.com to view medical and pharmacy claims, compare drug prices and get lower cost alternatives, submit mail order, or refill requests and find in-network doctors and pharmacies near them. The IBX mobile app offers the same capabilities. Simply download the IBX app on your mobile device.

SEE WHAT'S COVERED

Your drug formulary is a list of drugs covered by your prescription drug plan. To see if your prescribed drug is on your formulary and how much you will pay out-of-pocket for it, log onto ibx.com or call the Pharmacy benefits number on the back of your member ID card.



HEALTH SAVINGS ACCOUNT (HSA)

An HSA is a tax-advantaged medical savings account owned by the faculty or professional staff member and designed to be used in conjunction with a federally qualified high deductible health insurance plan, like our Consumer Directed Health Plan. Money contributed to the account is not subject to federal tax at the time of deposit (pre-tax dollars). Additionally, you can make changes to your HSA contribution on a month-to-month basis. Unlike amounts in flexible spending accounts that are forfeited if not used by the end of the year, unused HSA funds remain available for use in later years, are portable, and can grow tax-free through investment earnings, just like an IRA. Please note, when an employee terminates from the University, the HSA account is subject to bank fees.

For 2024, the HSA contribution maximums, are **\$4,150** for individual coverage and **\$8,300** for family coverage. The annual catch-up contribution for age 55 and older is \$1,000.

The University contributes up to \$500 to each HSA account with individual coverage or \$1,000 for those covering at least one dependent based on the effective date of your enrollment.

If enrollment occurs outside of Open Enrollment, the University contributions made to the HSA will be prorated based on the table below.

| | 1/1 - 3/31 | 4/1 - 6/30 | 7/1 - 9/30 | 10/1 - 12/31 |
|-------------------------------------------------------------|------------|------------|------------|--------------|
| EMPLOYEE ONLY COVERAGE | \$500 | \$375 | \$250 | \$125 |
| EMPLOYEE WITH SPOUSE, CHILD(REN) AND FAMILY COVERAGE | \$1,000 | \$750 | \$500 | \$250 |

* Employee funding will be credited in your HSA account after your first medical premium deduction.

FLEXIBLE SPENDING ACCOUNTS (FSA)

Flexible Spending Accounts (FSA) allow you to set aside money, on a pre-tax basis, for eligible out-of-pocket medical, dental, vision, and dependent care expenses. You can use the FSA to pay for deductibles, copays, coinsurance, and other eligible expenses not covered by the medical, dental or vision plans.

HEALTH CARE FSA

Your Health Care FSA funds can be used to pay for out-of-pocket healthcare expenses incurred by you and your dependents. **The maximum you can contribute to the Healthcare FSA is \$3,200.** For more information about eligible FSA expenses, visit [FSAstore.com](https://www.fsastore.com).

LIMITED PURPOSE FSA

Employees who elect the CDHP with HSA cannot participate in the Health Care FSA; however you can choose to participate in the Limited Purpose FSA which can only be used for eligible vision and dental expenses. Unlike a healthcare FSA, an LPFSA can be held at the same time as an HSA. Please note, once the deductible is met on your CDHP plan, the Limited Purpose FSA will convert to a Healthcare FSA.

DEPENDENT CARE FSA

The Dependent Care FSA is used for expenses related to the care of eligible dependents to allow you to work or actively seek employment. Eligible expenses include Au Pair, preschool or after school programs, and adult/eldercare for adult dependents.

The maximum that you can contribute to the 2024 Dependent Care FSA is \$5,000 if you are a single employee or married filing jointly. If you are a married employee filing separately the 2024 maximum you can contribute is \$2,500.

USE IT OR LOSE IT

If you do not use the money you contributed toward your Healthcare FSA and LPFSA by the end of the plan year, **you will only be able to carry over a maximum \$640.** Please note, you cannot carry over remaining Dependent Care FSA dollars to the next plan year.



COMMUTER BENEFITS

SEPTA KEY ADVANTAGE

As a university dedicated to our faculty, professional staff and this city, Drexel partners with SEPTA in offering employees all access SEPTA monthly passes through the SEPTA Key Advantage Program. Through offering this benefit, we are excited at the opportunity to leverage transit to help reduce our carbon footprint as a university, and to help each of you do the same in your own lives.

Under this program, full-time and part-time **benefits-eligible employees** can obtain an all-access SEPTA pass at a discounted rate of \$20 per month through pre-tax payroll deductions. The SEPTA Key Advantage Program works like the **Key Card Anywhere TrailPass**, which is valid for travel on all SEPTA services. These services include Regional Rail to Center City Philadelphia, as well as all buses, subways, trolleys, and the Norristown High Speed Line. Visit the SEPTA Key Advantage Program page drexel.edu/hr/benefits/other-benefits/septa-key-advantage for more information about the program, or visit DrexelOne to enroll.

PRE-TAX COMMUTER ACCOUNT

The Commuter Program offers employees the ability to set aside pre-tax dollars in a Parking or Transit account. Employees can use these funds for qualified expenses related to commuting to and from work. Changes to your monthly contribution must be made by the 1st of the month prior to the month in which the contribution applies. The last payroll deduction of the month pertains to the pass for that current month. You'll receive a debit card that can be used to pay for transit and parking garages, including the Drexel Garage. If you have a Drexel Parking Permit, with payroll deductions, you will not want to enroll in the Parking Account here as well.

To inquire about signing up for a permit to park at a Drexel managed lot or the garage, please visit Drexel's Parking Facilities webpage drexel.edu/business-services/parking/overview for additional information. Note that while the Commuter Program is managed on a month to month basis and does not carry a use-it-or lose-it provision, money in this account will be lost if unused funds are in the account and you leave the University; funds cannot be refunded. Be sure that you are managing the funds in this account and adjusting your contributions as needed to ensure that there is no balance where possible.

To enroll or make changes for commuter benefits you can log into "**My Drexel Benefits**," and click on the "**change**" button under "**Commuter Benefits**".



2024 MEDICAL & PRESCRIPTION DRUG PLAN CONTRIBUTIONS

POINT-OF-SERVICE PLAN

| | FULL-TIME RATES | | PART-TIME RATES | |
|----------------------------|-----------------|-----------|-----------------|-----------|
| | MONTHLY | BI-WEEKLY | MONTHLY | BI-WEEKLY |
| WAIVE COVERAGE* | (\$66.67) | (\$30.77) | \$0.00 | \$0.00 |
| EMPLOYEE ONLY | \$124.36 | \$57.39 | \$186.53 | \$86.09 |
| EMPLOYEE + SPOUSE | \$414.37 | \$191.25 | \$621.56 | \$286.88 |
| EMPLOYEE + CHILD | \$281.51 | \$129.93 | \$422.26 | \$194.89 |
| EMPLOYEE + CHILDREN | \$384.83 | \$177.61 | \$577.24 | \$266.42 |
| FAMILY | \$559.51 | \$258.24 | \$839.27 | \$387.36 |

PERSONAL CHOICE PPO - BASIC PLAN

| | FULL-TIME RATES | | PART-TIME RATES | |
|----------------------------|-----------------|-----------|-----------------|------------|
| | MONTHLY | BI-WEEKLY | MONTHLY | BI-WEEKLY |
| WAIVE COVERAGE* | (\$66.67) | (\$30.77) | \$0.00 | \$0.00 |
| EMPLOYEE ONLY | \$277.24 | \$127.95 | \$415.85 | \$191.93 |
| EMPLOYEE + SPOUSE | \$1,309.23 | \$604.26 | \$1,963.85 | \$906.39 |
| EMPLOYEE + CHILD | \$842.88 | \$389.02 | \$1,264.31 | \$583.53 |
| EMPLOYEE + CHILDREN | \$1,294.14 | \$597.29 | \$1,887.78 | \$871.28 |
| FAMILY | \$1,677.63 | \$774.29 | \$2,516.45 | \$1,161.44 |

PERSONAL CHOICE PPO - HIGH PLAN

| | FULL-TIME RATES | | PART-TIME RATES | |
|----------------------------|-----------------|------------|-----------------|------------|
| | MONTHLY | BI-WEEKLY | MONTHLY | BI-WEEKLY |
| WAIVE COVERAGE* | (\$66.67) | (\$30.77) | \$0.00 | \$0.00 |
| EMPLOYEE ONLY | \$452.56 | \$208.87 | \$678.83 | \$313.31 |
| EMPLOYEE + SPOUSE | \$1,699.07 | \$784.18 | \$2,448.58 | \$1,130.12 |
| EMPLOYEE + CHILD | \$1,130.52 | \$521.78 | \$1,636.50 | \$755.31 |
| EMPLOYEE + CHILDREN | \$1,613.70 | \$744.78 | \$2,149.96 | \$992.29 |
| FAMILY | \$2,256.97 | \$1,041.68 | \$3,256.44 | \$1,502.97 |

CDHP WITH HSA

| | FULL-TIME RATES | | PART-TIME RATES | |
|----------------------------|-----------------|-----------|-----------------|-----------|
| | MONTHLY | BI-WEEKLY | MONTHLY | BI-WEEKLY |
| WAIVE COVERAGE* | (\$66.67) | (\$30.77) | \$0.00 | \$0.00 |
| EMPLOYEE ONLY | \$43.95 | \$20.28 | \$65.91 | \$30.42 |
| EMPLOYEE + SPOUSE | \$193.69 | \$89.39 | \$290.54 | \$134.09 |
| EMPLOYEE + CHILD | \$130.88 | \$60.41 | \$196.33 | \$90.61 |
| EMPLOYEE + CHILDREN | \$202.27 | \$93.36 | \$303.41 | \$140.03 |
| FAMILY | \$268.81 | \$124.07 | \$403.22 | \$186.10 |

* Drexel provides a credit for Full-Time employees who choose to waive medical coverage.

TALK TO A DOCTOR 24/7 WITH TELADOC

Whether it's the weekend or you're traveling out of town, with Teladoc, medical plan participants have access to medical care via phone or video consultation — *anytime, anywhere.*

WHAT IS TELADOC?

Teladoc provides whole-person virtual care. With Teladoc, Drexel employees get 24/7 access to low-cost, high-quality virtual health care for common health concerns like cough, sore throat, fever, rashes, allergies, asthma, ear infections, pink eye, nausea, and more.

Teladoc includes:

- Access to one of the largest virtual care networks in the country, with board-certified doctors who are available by phone, web, or the Teladoc mobile app.
- Interpreters who know your language, including American Sign Language (ASL).
- Prescription requests sent to your pharmacy of choice.
- A caregiving option, which allows a babysitter to schedule a visit on your behalf if your child gets sick while in their care.

Using Teladoc is a convenient option when it's not possible to visit your doctor's office. Services are completely confidential. It is quality care when you need it most.

Telebehavioral health and Teledermatology is available through Teladoc!

TELEBEHAVIORAL HEALTH

Talk to a behavioral health care professional for conditions such as anxiety, depression, and panic disorders.

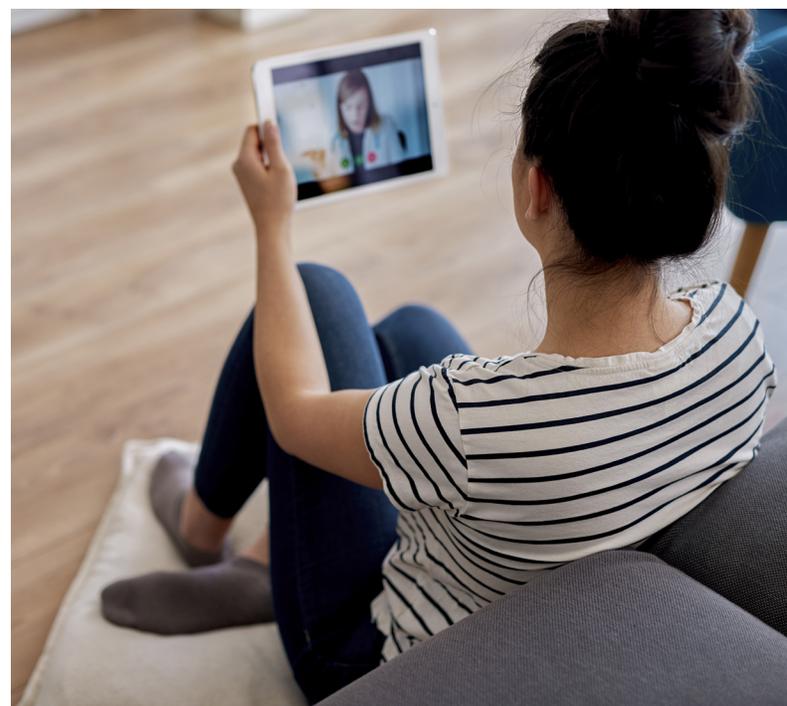
TELEDERMATOLGY

Talk to a board-certified dermatologist and receive a diagnosis, treatment, and prescription (as needed) for conditions such as acne, rosacea, or psoriasis.

HOW MUCH DOES IT COST?

Teladoc is available at no cost to members enrolled in the Point-of-Service and Personal Choice PPO plans. CDHP with HSA plan members pay only a \$60 copay per consultation (once participant has satisfied the deductible the copay will apply).

To contact Teladoc, call **1.800.835.2362**, visit www.teladochealth.com, or download the Teladoc mobile app.



DENTAL PLAN OPTIONS

Drexel is pleased to offer its employees three dental plan options through Cigna. The Base and Preferred PPO plans utilize a personalized electronic ID card. Register for your account at www.mycigna.com. Please review the below descriptions of each plan to find which plan is suitable for you and your family. For plan highlights and summaries, please visit: <https://drexel.edu/hr/benefits/health-coverage/>

BASE PLAN

Those enrolled in the Dental Base Plan will have a calendar year maximum of \$1,000 per year. The plan pays 100% of preventive and diagnostic services and 50% of basic and major services after the deductible is met and using in-network providers.

PREFERRED PLAN

Those enrolled in the Dental Preferred Plan will have a calendar year maximum of \$2,000 per year. The plan pays 100% of preventive and diagnostic services and 90% of basic and 60% of major services after the deductible is met and using in-network providers. The Preferred Plan includes Orthodontia coverage of up to 50% for all eligible children and adults up to a Lifetime Maximum of \$1,000.

DHMO PLAN

A DHMO is different than a PPO in that you would select a General Dentist for routine, preventive, diagnostic, and emergency care, and a referral to specialists as needed. This will be the most cost effective plan and is a great choice for members who typically incur less than \$500 in claims per year. If your Dentist is in the Cigna DHMO, this may be an opportunity to save. Please visit the My Drexel

Benefits Portal to view the Cigna DHMO plan summary for more information about this plan.

CIGNA WELLNESS PLUS PROGRAM

This is an industry leading program that encourages members to get their annual oral wellness exam! Each year that you receive your Dental Wellness exam, your Plan Maximum will increase by \$100 the following year. Your Calendar Year Maximum can increase by \$300 if you receive your Wellness exam for three years in a row. Research continues to show the strong link between oral health and overall health and this benefits a further incentive to see your Dentist every year. This program is only available for faculty and professional staff enrolled in the Base or Preferred Dental Plans.



DENTAL PLAN COMPARISON

| BENEFIT DESCRIPTION | BASE PLAN | | PREFERRED PLAN | | DHMO |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|-----------------------------------------------|
| | IN-NETWORK | OUT-OF-NETWORK* | IN-NETWORK | OUT-OF-NETWORK* | IN-NETWORK ONLY |
| CALENDAR YEAR DEDUCTIBLE | \$50 Individual \$150 Family | \$50 Individual \$150 Family | \$50 Individual \$150 Family | \$50 Individual \$150 Family | None |
| CALENDAR YEAR MAXIMUM (PER INDIVIDUAL) | | \$1,000 | | \$2,000 | None |
| PREVENTATIVE & DIAGNOSTIC SERVICES Exams, Cleanings, Bitewing X-rays (each twice in a calendar year), Fluoride Treatment (twice per calendar year, children to age 19) | Plan pays 100% no deductible | Flat copay amounts. See Schedule of Benefits. |
| BASIC SERVICES Fillings, Extractions, Endodontics (root canal), Periodontics, Oral Surgery, Sealants, Composite fillings on posterior teeth | Plan pays 50% after deductible | Plan pays 50% after deductible | Plan pays 90% after deductible | Plan pays 80% after deductible | Flat copay amounts. See Schedule of Benefits. |
| MAJOR SERVICES Crowns, Gold Restorations, Bridges, Dentures, Inlays, Onlays, Prosthesis, Implants | Plan pays 50% after deductible | Plan pays 50% after deductible | Plan pays 60% after deductible | Plan pays 50% after deductible | Flat copay amounts. See Schedule of Benefits. |
| ORTHODONTIA Coverage for all eligible children and adults | Not Covered | Not Covered | Plan pays 50%; no deductible | Plan pays 50%; no deductible | Flat copay amounts. See Schedule of Benefits. |
| LIFETIME ORTHODONTIA MAXIMUM | | N/A | | \$1,000 | See Schedule of Benefits. |

*Note that out of network providers may balance bill and additional out of pocket charges may apply.

FIND A DENTAL PROVIDER:

If you have a [MyCigna.com](https://www.mycigna.com) account, log in to find a provider in either the PPO or DHMO network.

If you currently do not have an account, you can search for dental providers at www.cigna.com. Click on "**find a doctor, dentist, facility**" in the top right corner of the website.

DHMO PLAN

- Procedures listed on the Patient Charge Schedule are subject to the plan limitations and exclusions described in your plan book/certificate of coverage.
- All patient charges must correspond to the Patient Charge Schedule in effect on the date the procedure is initiated.
- See the Patient Charge Schedule located in the enrollment system for a full list of services.

VISION BENEFITS



ABOUT THE DAVIS VISION PLAN

You may receive services from in-network or out-of-network providers, although you will receive the greatest value and maximize your benefit dollars if you select providers who participate in the network. If you choose an out-of-network provider, you must pay the provider directly for all charges and then submit a claim for reimbursement.

VISION ID CARDS

Vision insurance cards are mailed to participants from Independence Blue Cross and are similar in appearance to the medical cards. They can be identified by the word "Vision" at the bottom of the card.

LOCATE PARTICIPATING PROVIDERS OR TO REQUEST A CLAIM FORM

Visit the Davis Vision website at www.davisvision.com or call **1.800.999.5431**.

| BENEFIT DESCRIPTION | IN-NETWORK | OUT-OF-NETWORK |
|-------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| EXAM | No Charge | \$40 Reimbursement |
| FRAMES | <p>NON-DAVIS COLLECTION FRAMES: Up to \$130 allowance (plus 20% discount off overage)</p> <p>VISIONWORKS FRAMES AT VISIONWORKS LOCATIONS NATIONWIDE: Up to a \$150 allowance (plus 20% discount off overage)</p> | \$50 Reimbursement |
| LENSES Single Vision Lenses Bifocal Lenses Trifocal Lenses Lenticular Lenses | No Charge | \$40 Reimbursement \$60 Reimbursement \$80 Reimbursement \$100 Reimbursement |
| CONTACT LENSES (IN LIEU OF EYEGLASSES) | <p>DAVIS COLLECTION (DAILY, SPECIALTY, AND DISPOSABLE) No Charge</p> <p>NON-DAVIS COLLECTION Contacts: Up to \$130 allowance Evaluation: Up to \$60 allowance (plus 15% discount off overage)</p> | \$80 Reimbursement |
| FREQUENCY Vision Exam / Lenses / Frames | Once per calendar year | Once per calendar year |

2024 DENTAL & VISION PLAN CONTRIBUTIONS

DENTAL: DHMO PLAN

| | FULL-TIME RATES | | PART-TIME RATES | |
|---------------------|-----------------|-----------|-----------------|-----------|
| | MONTHLY | BI-WEEKLY | MONTHLY | BI-WEEKLY |
| EMPLOYEE ONLY | \$5.43 | \$2.51 | \$8.14 | \$3.76 |
| EMPLOYEE + CHILD | \$13.70 | \$6.32 | \$20.54 | \$9.48 |
| EMPLOYEE + CHILDREN | \$13.70 | \$6.32 | \$20.54 | \$9.48 |
| EMPLOYEE + SPOUSE | \$13.70 | \$6.32 | \$20.54 | \$9.48 |
| FAMILY | \$13.70 | \$6.32 | \$20.54 | \$9.48 |

DENTAL: CIGNA BASE PLAN

| | FULL-TIME RATES | | PART-TIME RATES | |
|---------------------|-----------------|-----------|-----------------|-----------|
| | MONTHLY | BI-WEEKLY | MONTHLY | BI-WEEKLY |
| EMPLOYEE ONLY | \$10.59 | \$4.89 | \$15.87 | \$7.32 |
| EMPLOYEE + CHILD | \$31.22 | \$14.41 | \$46.84 | \$21.62 |
| EMPLOYEE + CHILDREN | \$31.22 | \$14.41 | \$46.84 | \$21.62 |
| EMPLOYEE + SPOUSE | \$31.22 | \$14.41 | \$46.84 | \$21.62 |
| FAMILY | \$31.22 | \$14.41 | \$46.84 | \$21.62 |

DENTAL: CIGNA PREFERRED PLAN

| | FULL-TIME RATES | | PART-TIME RATES | |
|---------------------|-----------------|-----------|-----------------|-----------|
| | MONTHLY | BI-WEEKLY | MONTHLY | BI-WEEKLY |
| EMPLOYEE ONLY | \$16.18 | \$7.47 | \$24.28 | \$11.21 |
| EMPLOYEE + CHILD | \$52.90 | \$24.42 | \$79.34 | \$36.62 |
| EMPLOYEE + CHILDREN | \$52.90 | \$24.42 | \$79.34 | \$36.62 |
| EMPLOYEE + SPOUSE | \$52.90 | \$24.42 | \$79.34 | \$36.62 |
| FAMILY | \$52.90 | \$24.42 | \$79.34 | \$36.62 |

VISION: DAVIS VISION PLAN

| | FULL-TIME RATES | | PART-TIME RATES | |
|---------------------|-----------------|-----------|-----------------|-----------|
| | MONTHLY | BI-WEEKLY | MONTHLY | BI-WEEKLY |
| EMPLOYEE ONLY | \$2.17 | \$1.00 | \$3.25 | \$1.50 |
| EMPLOYEE + CHILD | \$4.99 | \$2.30 | \$7.49 | \$3.46 |
| EMPLOYEE + CHILDREN | \$4.99 | \$2.30 | \$7.49 | \$3.46 |
| EMPLOYEE + SPOUSE | \$4.99 | \$2.30 | \$7.49 | \$3.46 |
| FAMILY | \$4.99 | \$2.30 | \$7.49 | \$3.46 |

SHORT-TERM & LONG-TERM DISABILITY BENEFITS

SHORT-TERM DISABILITY

Drexel University provides employees the option to purchase Short-Term Disability (STD) insurance through Lincoln Financial Group. STD coverage protects a portion of your income in the event you are incapable of working due to a qualified illness or injury. **This plan is available to Drexel University full- and part-time benefits-eligible employees on a voluntary basis. You must elect this coverage as a new hire, or during open enrollment. There is no life event that will allow you to enroll in this coverage mid-year.**

As a new hire, short-term disability may be a great option if you have to take an approved disability and do not have enough accrued and unused paid time off to replace your income while on leave. For more information about compensation during leave, contact LOA@drexel.edu.

| BENEFIT/PROVISION | STANDARD | ENHANCED |
|-------------------------------|----------|----------|
| PERCENTAGE OF INCOME REPLACED | 60% | 60% |
| MAXIMUM BENEFIT PER WEEK | \$2,700 | \$2,700 |
| DURATION* | 90 days | 90 days |
| ELIMINATION PERIOD | 30 days | 14 days |

Please note: Premiums are deducted from your paycheck on a post-tax basis so that the disability benefit paid to you is tax free. Rates are based on the amount of coverage selected and your age. The enrollment system will calculate your rate based on your election.

LONG-TERM DISABILITY

Long-Term Disability benefits are offered through Lincoln Financial Group, and offers protection of your income should you remain disabled at the end of your short-term disability or a period of 90 days. All full-time benefits-eligible employees are automatically covered under this plan – **Drexel University pays 100% of the LTD premium.**

| BENEFIT/PROVISION | |
|-------------------------------|--------------------------------|
| PERCENTAGE OF INCOME REPLACED | 60% |
| MINIMUM BENEFIT PER MONTH | \$100 |
| MAXIMUM BENEFIT PER MONTH | \$20,000 |
| ELIMINATION PERIOD | 90 days |
| DURATION* | Social Security Retirement Age |

Please note: When you receive long-term disability benefits, they are paid to you tax-free.

* The duration begins on the date of disability. See plan documents for details.

For more information on both the short and long-term benefits, visit <https://drexel.edu/hr/benefits/insurance>.



LIFE AND AD&D INSURANCE

BASIC LIFE AND AD&D

Drexel provides 100% employer-paid basic life and Accidental Death and Dismemberment (AD&D) coverage through Lincoln Financial Group. All Full-time eligible employees automatically have term life insurance in the amount of two times their annual salary capped at \$500,000. Employees have the option to limit their benefit to \$50,000 to avoid imputed income. For your specific amount, please contact the Drexel University Benefits Center.

SUPPLEMENTAL LIFE AND AD&D INSURANCE COVERAGE

All benefits eligible employees have the option to purchase supplemental life insurance coverage. When you enroll yourself and/or your dependents in this benefit, you pay the full cost through payroll deductions.

You can purchase the following amounts of coverage:

| SUPPLEMENTAL EMPLOYEE TERM LIFE INSURANCE | |
|-------------------------------------------|---------------------------------------------------|
| BENEFIT INCREMENTS | 1-4x annual earnings, rounded to the next \$1,000 |
| MAXIMUM AMOUNT | 4x annual earnings up to \$2,500,000 |
| GUARANTEED ISSUE AMOUNT | 2x annual earnings up to \$1,000,000 |

Please note that all rates can be found in the enrollment system and will be calculated based on your age and election. Add dependents to your account to view rates for dependent coverage. **Reminder:** If enrolled in the basic and/or supplemental life and AD&D benefits, you need to assign a beneficiary for those benefits in the enrollment portal when you complete your new hire enrollment.

| SUPPLEMENTAL SPOUSAL TERM LIFE INSURANCE | |
|------------------------------------------|-----------|
| BENEFIT INCREMENTS | \$10,000 |
| MAXIMUM AMOUNT | \$150,000 |
| GUARANTEED ISSUE AMOUNT | \$30,000* |

| SUPPLEMENTAL CHILD(REN) TERM LIFE INSURANCE | |
|---------------------------------------------|----------|
| BENEFIT INCREMENTS | \$5,000 |
| MAXIMUM AMOUNT (BIRTH TO AGE 26) | \$10,000 |

*The Guaranteed issue limit is the amount you can elect without completing evidence of insurability.

Evidence of insurability may be required if:

- You are buying an insurance amount higher than the guaranteed issue amount for your plan.
- You declined coverage when first eligible and wish to purchase additional coverage at open enrollment or after experiencing a qualifying life event.

You can complete EOI online by selecting the link in your confirmation statement or by following the directions below. EOI must be completed within 31 days from your date of hire.

- Log into www.MyLincolnPortal.com. First time users must register using company code DREXELU (not case sensitive).
- Click "Complete Evidence of Insurability".
- Answer questions and follow prompts.
- Electronically sign and submit your application.
- Save your confirmation report.



VOLUNTARY BENEFITS

WELCOME TO DRAGON PERKS!

Drexel University's Dragon Perks provide a variety of voluntary benefit and discount offerings to best fit your needs. Dragon Perks are available to full-time and part-time employees and are 100 percent employee paid through convenient payroll deductions. Due to Employee Retirement Income Security Act (ERISA), a federal law that establishes minimum standards for retirement, health and welfare benefit plans, mandated that some Dragon Perks can only be elected once per year during Open Enrollment, at New Hire, or with a Qualifying Life Event, while other benefits can be added, canceled, or changed throughout the year.

ENROLL IN BENEFITS LISTED ON THIS PAGE THROUGH MY DREXEL BENEFITS!

To access My Drexel Benefits, visit DrexelOne → Employee Tab → My Benefits → My Drexel Benefits

ACCIDENT INSURANCE

If you experience an accidental injury covered in the policy, you can get a payout to use any way you wish to cover out-of-pocket medical expenses or everyday living expenses. Coverage is available for you, your spouse, and your dependent children.

CRITICAL ILLNESS INSURANCE

Critical Illness Insurance can help give you the power to take control of your health. This insurance provides financial support if you, your spouse/domestic partner, or child dependent are diagnosed with a covered critical illness so you can focus on getting better. The benefit can help you pay out-of-pocket medical costs or keep up with other living expenses such as mortgage payments or childcare.

HOSPITAL INDEMNITY INSURANCE

Hospital Indemnity insurance helps you and your loved ones have additional financial protection. With hospital indemnity insurance, a benefit is paid directly to the covered person, unless otherwise assigned, after a covered hospitalization resulting from a covered injury or illness. Hospital Indemnity can be used to pay for expenses such as: copays, deductibles, coinsurance, unexpected costs, childcare, follow-up services, and help for the home.

LEGAL PLANS

The Legal plan provides you and your family affordable legal protection and support services, including consultation and document review, estate planning, family matters, debt collection, and more. Find help when you need it with 24/7 emergency access and live member support. **The legal plan includes:** Identity restoration services, reproductive assistance (family law), and a bank of 4 hours that can be used for attorney services on non-covered matters.

All other voluntary benefits listed below are available on your Dragon Perks portal. You may elect the benefits below at any time outside of Open Enrollment, without a qualifying life event. To learn more, visit your Dragon Perks portal and click on the benefit's name.

- Farmers Groupselect, Liberty Mutual and travelers auto & home insurance
- Norton Lifelock identity theft protection
- Nationwide pet health insurance
- Genworth financial long term care insurance*
- Purchasing Power employee purchase program
- Kashable personal loan program
- Discount shopping & entertainment

* This product is paid by the employee through direct bill with Genworth and is not offered through payroll deduction.

ENROLL IN THESE BENEFITS YEAR-ROUND THROUGH DRAGON PERKS!

To access Dragon Perks, visit DrexelOne:

- Employee Tab
 - My Benefits
 - My Drexel Benefits
 - Your Toolbox
 - Dragon Perks - Learn More



A HEALTHIER U

EMPLOYEE WELLNESS PROGRAM



A HEALTHIER U EMPLOYEE WELLNESS PROGRAM

WHAT OTHER WELLBEING OPPORTUNITIES CAN I ACCESS THROUGH DREXEL?

Drexel University is home to the award-winning employee wellness program “A Healthier U”. A Healthier U focuses on three core areas of wellbeing: physical, financial, and emotional health.

Since its inception in 2010, Drexel has received the following national and local accolades in response to its innovative employee wellness offerings: WELCOA (Wellness Council of America) Well Workplace Platinum Award, the Healthiest Employers of Greater Philadelphia Award, the American Heart Association Workplace Innovation Award, the American Diabetes Association Wellness Lives Here Award, the American Heart Association Fit-Friendly Worksite Award, the Social Wellness Awards Total Package Award, and the Greater Philadelphia Business Coalition on Health’s Benefits Innovation Award.

PHYSICAL HEALTH

From onsite workshops to matching grants for departments that wish to purchase a sit-stand desk to help their employees incorporate more movement into their day, Drexel University offers a wide range of health-related offerings to encourage our employees to get moving. Join our weekly walking club to find comradery and fitness on your lunch break. Or take advantage of our popular annual “Employee Olympics” event.

FINANCIAL WELLNESS

Franklin Mint Federal Credit Union (FMFCU) is Drexel University’s “Official Financial Wellness Partner.” FMFCU offers onsite and online workshops, banking discounts and incentives, a branch onsite at Chestnut Square (3200 Chestnut Street), and free financial counseling for all employees.

EMOTIONAL WELLNESS

From onsite meditation workshops to our employee assistance program, Drexel University offers many programs to help you enhance your emotional wellbeing, emotional intelligence, and your overall mental health. Join the Drexel Meditation Group (DMG) to grow in mindfulness and awareness as a community.

WORKSHOPS

Our wellness program offers 30-60 wellness onsite/online workshops per year. With topics ranging from Nonviolent Communication to Empowered Posture to Sustainable Spending to Cultivating Self-Compassion, we truly offer something for everyone. Many of these programs are offered for wellness points as part of our Wellness Incentive Program.

For more information, visit the HR events calendar: drexel.edu/hr/about/calendar-events/.

WELLNESS INCENTIVE PROGRAM

The Wellness Incentive Program is a Drexel Human Resources initiative in Partnership with Health Advocate, to provide opportunities to support your wellbeing and enhance your body, mind, and spirit. We encourage you to take advantage of the many fun and exciting programs offered through the Wellness Incentive Program. The annual incentive program starts January 1st and ends November 30th annually.

WHO IS ELIGIBLE TO PARTICIPATE?

Full-time and part-time benefits-eligible faculty and professional staff enrolled in a Drexel medical plan, or full-time employees who waive medical coverage, are eligible to earn up to \$400. Spouses and domestic partners who receive medical insurance through Drexel, or spouses and domestic partners of full-time employees who waive medical coverage, are eligible to earn up to \$250, paid via the employee's monthly check.

HOW DO I GET STARTED?

To start earning your wellness points, you will need to log in to www.healthadvocate.com/drexel and create a Profile.

To start earning wellness credits in your paycheck, you must complete your required Personal Health Profile. Please note that you cannot receive funds for completing wellness incentive activities unless you complete the required Personal Health Profile. Upon completing your Personal Health Profile, you are eligible to receive 50 points – so don't miss out!

Faculty and professional staff can access this program about two weeks after their hire date.

Spouses and domestic partners of employees must complete the Personal Health Profile and follow the same process in order to earn credits in the employee's paycheck. Spouses and domestic partners will create their own profile under a separate login to get started then will complete the Personal Health Profile to be eligible for receiving wellness credits in the employee's paycheck.



RETIREMENT SAVINGS PLAN

403(B) DEFINED CONTRIBUTION RETIREMENT PLAN

Drexel University offers a 403(b) defined contribution retirement plan. The plan supports pre-tax and post-tax savings, employee and University contributions, and immediate vesting at 100%. TIAA is the record keeper for the retirement plan.

For more information, please visit <https://drexel.edu/hr/benefits/retirement/403b>.

ELIGIBILITY

Eligibility for Employee Contributions

You are eligible to make pretax and/or Roth contributions to the Plan if you are an employee of the University, unless you are a student, leased employee or independent contractor.

Eligibility for University Contributions

The criteria for if and when you receive University contributions depends on your employment classification, as described below. You must contribute at least 1% to the plan in order to receive University contributions. Certain collectively bargained employees are not eligible for University contributions.

If you are a **full-time or part-time employee**, University contributions will be calculated and allocated to you on a payroll period basis. There are no annual service requirements for this group.

If you are an adjunct, temporary, casual, per diem, or co-op employee, University contributions will not be allocated to you on a payroll period basis.

Instead, you will receive University contributions after the close of calendar year if the following requirements are met: (1) you must have completed at least 1,000 hours of service during the calendar year and (2) be an eligible employee on the last day of the calendar year. If you do not meet these requirements, you will not receive University contributions for the plan year. Remember that you must contribute to the Plan in order to receive University contributions.



| | ELIGIBLE TO MAKE EMPLOYEE CONTRIBUTIONS | ELIGIBLE TO RECEIVE UNIVERSITY CONTRIBUTIONS, DEPOSITED ON A PAYROLL BASIS | ELIGIBLE TO RECEIVE UNIVERSITY CONTRIBUTIONS, DEPOSITED ON AN ANNUAL BASIS (IF CERTAIN SERVICE REQUIREMENTS ARE MET) | INELIGIBLE FOR UNIVERSITY CONTRIBUTIONS UNDER THE 403(B) PLAN |
|--------------------------------------------------------------------------|-----------------------------------------------|-------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|
| FULL-TIME | ✓ | ✓ | | |
| PART-TIME | ✓ | ✓ | | |
| ADJUNCT | ✓ | | ✓ | |
| TEMPORARY, CASUAL, PER-DIEM | ✓ | | ✓ | |
| DREXEL POLICE | ✓ | ✓ | | |
| OPERATING ENGINEERS LOCAL 835 | ✓ | | | ✓ |
| TEAMSTERS LOCAL 115 (MAINTENANCE, CUSTODIAN & RESIDENTIAL DESK) | | | | ✓ |
| CO-OP STUDENTS | ✓ | | ✓ | |
| STUDENT, LEASED EMPLOYEES, INDEPENDENT CONTRACTORS | | | | Ineligible to participate in the plan |

CONTRIBUTIONS

Employee Salary Deferral Limit

The maximum employee salary deferral limit is established by the IRS each year. In 2024, you can contribute pre-tax or post-tax contributions up to \$23,000. If you are age 50 or older you may contribute up to an additional \$7,500 in “catch-up” contributions for a total of \$30,500.

University Contributions

If you meet the eligibility requirements for University contributions, Drexel will match your contributions, dollar for dollar, up to 6 percent. In addition, provided you contribute at least 1 percent, Drexel will contribute an additional 3 percent if you are under age 50 or 5 percent if you are age 50 or over.



AUTOMATIC ENROLLMENT FOR NEW HIRES

You have 31 days from your date of hire to enroll or actively waive participating in the Plan. If you take no action within 31 days, you will be automatically enrolled at 2% of your salary. Automatic enrollment applies to all employees eligible to participate in the plan except for certain collectively bargained employees.

If you become automatically enrolled in the Plan, you may elect to stop future contributions at any time.

BENEFICIARY DESIGNATION

Be sure to designate a beneficiary for your retirement account when you first enroll. Beneficiary designations are made directly through your online TIAA account and can be updated at any time. Please review the Summary Plan Description for instructions on designating a beneficiary at <https://Drexel.edu/hr/benefits/resources/compliance/>.

457(B) DEFERRED COMPENSATION PLAN

The 457(b) Deferred Compensation Plan is offered to employees whose salary exceeds \$150,000 during a calendar year. The 457(b) Plan offers you flexibility to save more for your future. Contributions to this plan are in addition to any contributions you may already be making in the 403(b) Defined Contribution Retirement Plan. In 2024, you can contribute up to \$23,000. Additional “catch-up” contributions may be made in the three years before you turn age 65.

Unlike the 403(b) Plan, which is a qualified plan, the 457(b) Plan is a nonqualified deferred compensation arrangement. This means that the assets that are held pursuant to the 457(b) Plan will be subject to the claims of all unsecured creditors of the University if the University becomes bankrupt or insolvent. Please visit the 457(b) Retirement Savings page for more information.

HOW TO ENROLL

To enroll or make changes:

- Log in to DrexelOne and select the Employee tab.
- Scroll down to the My Benefits heading on the left-hand side of the screen and select the link for “Retirement Plan Management” which will directly connect you to your account on TIAA.org without having to supply additional login credentials.
- Select Manage Contributions under the Actions menu and follow the prompts.

For the 457(b) plan, new enrollments and contribution changes will be effective as of the first payroll period of the following month.



TUITION REMISSION & TUITION EXCHANGE

Drexel University offers two options for faculty and professional staff to maximize educational opportunities for themselves and/or their eligible children.

TUITION REMISSION

Tuition remission is provided to full-time Drexel University and Academy of Natural Sciences (ANS) employees for most University credit and non-credit programs enrolled as part-time students. The Tuition Remission benefit also provides tuition assistance to qualified spouses, domestic partners, and dependent children of eligible full-time faculty and professional staff for undergraduate credit and non-credit courses taken at Drexel University.

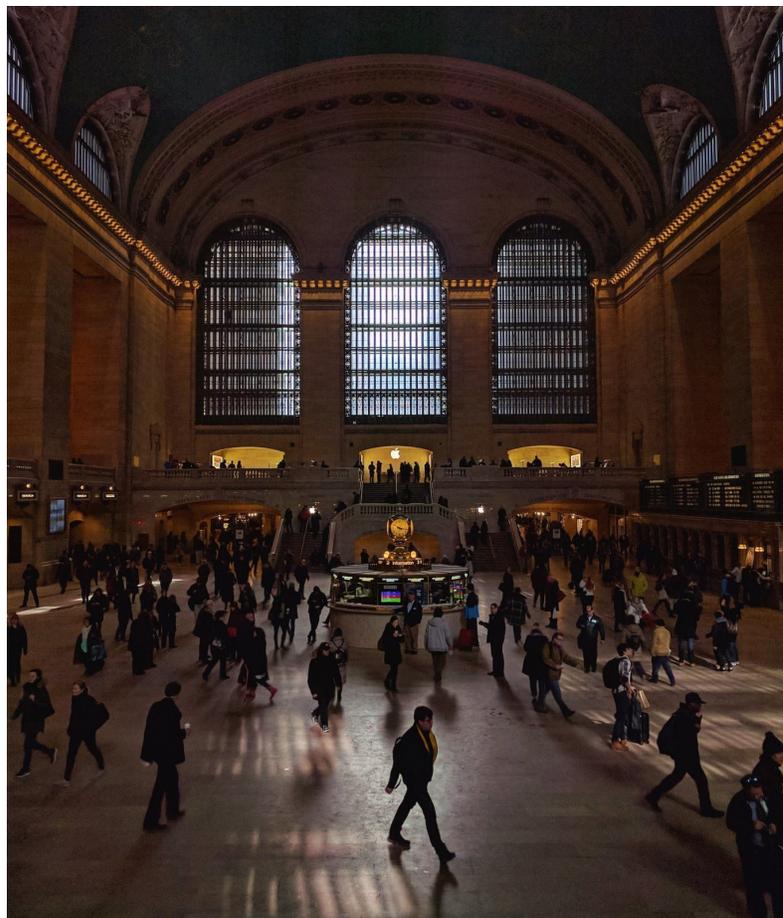
The waiting period to access these benefits is now shorter. Professional staff and faculty are eligible for tuition remission upon completion of 90 days of full-time employment. Following one-year of full-time employment, family members can begin to access remission at 20 percent per year up to five years, when they will be eligible for 100 percent.

Please visit the Tuition Remission page for more information at drexel.edu/hr/benefits/tuition/remission.

TUITION EXCHANGE

Tuition Exchange is a reciprocal scholarship exchange program for eligible dependent children of faculty and professional staff of Drexel and ANS. Through this program, Drexel will award up to 20 scholarships to dependents of full-time employees who wish to attend other institutions.

Please visit the Tuition Exchange page for more information at drexel.edu/hr/benefits/tuition/exchange.



EMPLOYEE ASSISTANCE PROGRAM



EMPLOYEE ASSISTANCE PROGRAM (EAP) - SUPPORTLINC

Drexel partners with SupportLinc as its Employee Assistance Program (EAP) provider, who offer best-in-class resources to help you navigate through stressful times. The EAP is designed to help you address the challenges that life, work and relationships can bring. SupportLinc is offered to benefits-eligible faculty, professional staff, and adjunct faculty at no cost as part of our employee benefits package. Family and household members are also encouraged to access this benefit at no additional cost, 24/27, in-person or virtually.

In-person and virtual counseling for short-term issues are available for up to six sessions per person, per issue, per year. For a detailed list of services visit Drexel SupportLinc website: drexel.edu/hr/benefits/other-benefits/employee-assistance-program/.

HOW TO ACCESS SERVICES:

Connect with a live SupportLinc representative by calling their 24/7 helpline at **1.888.881.5462**.

Log in to the SupportLinc website (username "drexel") under the Web Access section of the homepage.

To download the SupportLinc eConnect® mobile app for EAP and MAP users, visit the Apple/iTunes or Google Play app store. (The mobile username is "drexel.") For any questions regarding SupportLinc services, contact the HR Service Center by emailing hr@drexel.edu or at **215.895.2850**.

FAMILY PLANNING

PROGYNY: FERTILITY AND ADOPTION BENEFITS

Drexel University offers an adoption and fertility benefit through Progyny.

PROGYNY FERTILITY BENEFIT

The Progyny benefit includes comprehensive treatment coverage leveraging the latest technologies and treatments, access to high quality care through a premier network of fertility specialists, and personalized emotional support and guidance for every path to parenthood from dedicated Patient Care Advocates (PCAs).

There is no enrollment required, however, you must be enrolled in a Drexel medical plan to utilize Progyny. Progyny is an enhancement to all of Drexel's medical plans, so participants have direct access anytime. For more information, visit: progyny.com or call **844.930.3313**.

ADOPTION BENEFIT

Benefit eligible employees have access to a \$5,000 adoption benefit to help with the costs associated with adoption. The employee does not need to be enrolled in medical benefits to be eligible for the adoption benefit. You must be employed with Drexel at the time when eligible expenses are incurred and upon submission for reimbursement.

TIME OFF BENEFITS



Drexel University is happy to offer a competitive personal time off package consisting of vacation, sick and holiday time for its employees. See below for more information or visit drexel.edu/hr/resources/policies/dupolicies.

| | FULL-TIME MONTHLY | FULL-TIME BI-WEEKLY | PART-TIME |
|--------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| VACATION | At Hire: 13.34 hours per monthly pay period or 20 days per year. | 0-5 years of service: 4.62 hours per bi-weekly pay period or 15 days per year. Over 5 years: 6.15 hours per bi-weekly pay period or 20 days per year. | Pro-rated based on the number of hours per week the Professional Staff Member is regularly scheduled to work in relation to the standard 40-hour work week. |
| SICK TIME | One sick leave day per month up to a maximum of 12 sick days per year. Accrual of sick leave for part-time Professional Staff Members is pro-rated based on the number of hours per week the Professional Staff Member is regularly scheduled to work in relation to the standard 40-hour workweek. | Non-exempt full time accrue 3.70 hours per biweekly pay with maximum of 12 sick days per year. | One sick leave day per month up to a maximum of 12 sick days per year. Accrual of sick leave for part-time Professional Staff Members is pro-rated based on the number of hours per week the Professional Staff Member is regularly scheduled to work in relation to the standard 40-hour workweek. |
| HOLIDAYS | Benefit-eligible, professional staff are eligible for University recognized Holidays according to their schedule. | Benefit-eligible, Professional Staff Members are eligible for University recognized Holidays according to their schedule. | Benefit-eligible, professional staff are eligible for University recognized Holidays according to their schedule. |
| FLOATING HOLIDAYS | Professional Staff Members qualify for sixteen (16) hours of Floating Holiday leave each fiscal year. | Professional Staff Members qualify for sixteen (16) hours of Floating Holiday leave each fiscal year. | Floating Holiday Leave hours for Part-time Professional Staff Members are pro-rated based on the number of hours per week the Professional Staff Member is regularly scheduled to work in relation to the standard 40-hour work week. |
| CIVIC TIME | 16 hours. | 16 hours. | 16 hours. |

Please note, the information in the above chart consists of general guidelines for full- and part-time Professional Staff members, excluding any Professional staff member affiliated with a collective bargaining unit.

HOME PURCHASE ASSISTANCE PROGRAM



The Home Purchase Assistance Program encourages and supports home ownership within defined borders of the Drexel University City Campus community. The program offers a forgivable loan to benefit eligible full- and part-time Drexel University faculty and professional staff toward the purchase or renovation of homes within a defined area.

The defined boundary spans the area from 31st Street to 48th Street (east-west) and from Girard Avenue to Chestnut Street (north-south). The Philadelphia neighborhoods of Mantua, Powelton Village, and West Powelton are located within this boundary area. Please visit the webpage: drexel.edu/hr/benefits/other-benefits/home-purchase/ to view a map of where this boundary area is located.

LOAN OPTIONS

Eligible Drexel faculty and professional staff members may take advantage of one of the two loans provided by the University:

- Home Purchase Loan – \$15,000.00 forgivable loan to be used toward the purchase of a home within the program’s defined boundary area. More information is available at [drexel.edu/hr/benefits/other-benefits/home-purchase.](https://drexel.edu/hr/benefits/other-benefits/home-purchase/)
- Home Renovation Loan – \$5,000.00 forgivable loan to be used towards approved renovations (interior and exterior) at a home within the program’s defined boundary area. In addition to the \$5,000 forgivable loan for home renovation, Drexel will match employees’ dollar-for-dollar spending up to an additional \$2,500. More information is available on the webpage drexel.edu/hr/benefits/other-benefits/home-purchase/renovation-loan.

| | |
|----------------------|----------|
| Forgivable Loan | \$15,000 |
| Home Renovation | \$5,000 |
| Drexel Match | \$2,500 |
| Phila Home Buy Grant | \$4,000 |
| Total Potential | \$26,500 |

ELIGIBILITY

Prior to initiating any contracts or commitments, the faculty or professional staff member must schedule an appointment with the Home Purchase Program Administrator, Gabby Maddaloni, by emailing her at gm664@drexel.edu.

HUMAN RESOURCES ASSISTANCE

Throughout the home buying process, HR will partner with each faculty and professional staff member to provide: Step-by-step guidance throughout home buying process. More information is available at drexel.edu/hr/benefits/other-benefits/home-purchase.

PHILADELPHIA HOME.BUY.NOW

The Philadelphia Home.Buy.Now program allows eligible employees who participate in the Home Purchase Assistance Program to receive an additional matching grant of \$4,000 towards the purchase of a home within the Drexel’s defined boundary from 31st Street to 48th Street (east-west) and from Girard Avenue to Chestnut Street (north-south).

The Philadelphia Home.Buy.Now program is funded by the City of Philadelphia’s Division of Housing & Community Development, and administered by the Community and Economic Development (CED) Department of the Urban Affairs Coalition (UAC). To participate, an employee must meet income requirements set by the City of Philadelphia.

For more information about this program, please refer to the Home.Buy.Now packet: visit the Home.Buy.Now website cedphilly.org/philadelphia-home-buy-now, or contact Dainette Mintz, Government Relations Officer, at dmintz@uac.org or **215.851.0110**.

EMPLOYEE PERKS AND DISCOUNTS

DINING PLANS FOR FACULTY AND STAFF

Drexel Campus Dining offers dining plan options for faculty and professional staff that will make dining on the University City campus convenient and affordable.

Each plan includes Blocks, also called Meal Swipes, valid at the Handschumacher Dining Center, 32nd and Chestnut streets) or Urban Eatery (at 3400 Lancaster Avenue). Both locations are all-you-care-to-eat. So, swipe your DragonCard once (one block) and stay as long as you'd like.

Each plan also includes Dining Dollars which can be used at other campus dining locations like the new Pret a Manger at The Summit (3400 Lancaster). Dining Dollars can also be used at the Northside Dining Terrace (located at 34th & Race, featuring Chick-fil-A, Sushi, and a market), ThirtyOne31 (the café in Main Building, 3141 Chestnut Street), or The Café at PCJL (Perelman Center for Jewish Life, 118 N. 34th Street).

- Plan 1: the Block 15 + 25 Dining Dollars plan
- Plan 2: the Block 25 + 50 Dining Dollars plan

An employee dining plan does not expire (the plan remains active as long as you are an active employee). To purchase, select and pay for your dining plan in the GET Mobile App, opting to pay by credit card or payroll deduction (for benefits-eligible employees). Log in using your Drexel credentials, navigate to "Employee Dining Plan Purchase" and follow the prompts to select and purchase your plan. Your dining plan will load to your DragonCard within 24 hours, and you can view your plan balance in Drexel Connect.

DISCOUNTED CHILDCARE

Drexel faculty and staff receive a 10% discount on childcare services (infants up to kindergartners) and summer camp programs through Chesterbrook Academy at select locations throughout Pennsylvania and New Jersey, with one location on Drexel University's City Campus.

Admissions Contact Information:

- Phone: [877.356.3089](tel:877.356.3089)
- Email: cchambers@springedugroup.com

RECREATION CENTER MEMBERSHIP

The Drexel University Recreation Center offers discounted memberships as well as programming such as personal training, massage therapy and swim lessons to full- and part-time faculty and professional staff members. For membership, program options and pricing, please visit the [Drexel Recreation Center website](#).

BENEFITS CONTACTS & RESOURCES



| BENEFITS/RESOURCES | PROVIDER NAME | PHONE NUMBER | CONTACT INFORMATION |
|------------------------------------------------------------------------------------------------|-----------------------------------|--------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| MANAGE HEALTH BENEFITS / FLEXIBLE SPENDING ACCOUNTS/ DEPENDENT CARE / COMMUTER BENEFITS | Drexel University Benefits Center | 1.844.690.3992 | Sign in through the My Drexel Benefits link on the Employee tab in DrexelOne Email: help@mybenefitexpress.com |
| MEDICAL | Independence Blue Cross | 1.800.ASK.BLUE | ibx.com |
| PHARMACY BENEFIT MANAGER | Optum | 1.888.678.7012 | ibx.com |
| DENTAL | Cigna | 1.800.244.6224 | my.cigna.com |
| VISION | Davis Vision | 1.800.999.5431 | davisvision.com |
| HEALTH SAVINGS ACCOUNT | Optum Bank | 1.866.234.8913 | optumbank.com |
| WELLNESS AND ADVOCACY | Health Advocate | 1.866.695.8622 | members.healthadvocate.com |
| EVIDENCE OF INSURABILITY | Lincoln Financial Group | 1.888.287.8494, option 2 | lfg.com/public/individual |
| LIFE INSURANCE CLAIMS | Lincoln Financial Group | 1.888.787.2129 | lfg.com/public/individual |
| LIFE INSURANCE CONVERSION | Lincoln Financial Group | 1.800.423.2765, option 1 | lfg.com/public/individual |
| LIFE INSURANCE PORTABILITY | Lincoln Financial Group | 1.888.786.2688 | lfg.com/public/individual |
| FMLA ADMINISTRATION / DISABILITY | Lincoln Financial Group | 1.888.786.2688 | lfg.com/public/individual |
| VOLUNTARY BENEFITS | Dragon Perks | 1.888.935.9595 | drexelvoluntarybenefits.com |
| EMPLOYEE ASSISTANCE PROGRAM | SupportLinc | 1.888.881.5462 | www.supportlinc.com |
| DREXEL PARKING | Drexel | N/A | drexel.edu/business-services/parking/overview |
| FERTILITY AND FAMILY PLANNING | Progny | 844.930.3313 | progny.com |
| RETIREMENT PLAN | TIAA | 800.842.2252 | drexel.edu/hr/benefits/retirement/403b |

Visit drexel.edu/hr/benefits/providers for a full list of benefit providers and resources.

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Protections from Disclosure of Medical Information

We are required by law to maintain the privacy and security of your personally identifiable health information. Although the wellness program and Drexel may use aggregate information it collects to design a program based on identified health risks in the workplace, Drexel will never disclose any of your personal information either publicly or to the employer, except as necessary to respond to a request from you for a reasonable accommodation needed to participate in the wellness program, or as expressly permitted by law. Medical information that personally identifies you that is provided in connection with the wellness program will not be provided to your supervisors or managers and may never be used to make decisions regarding your employment.

Your health information will not be sold, exchanged, transferred, or otherwise disclosed except to the extent permitted by law to carry out specific activities related to the wellness program, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in the wellness program or receiving an incentive. Anyone who receives your information for purposes of providing you services as part of the wellness program will abide by the same confidentiality requirements. The only individual(s) who will receive your personally identifiable health information is (are) your Primary Care Physician, Health Advocate health coaches, etc. in order to provide you with services under the wellness program.

In addition, all medical information obtained through the wellness program will be maintained separately from your personnel records, information stored electronically will be encrypted, and no information you provide as part of the wellness program will be used in making any employment decision. Appropriate precautions will be taken to avoid any data breach, and in the event a data breach occurs involving information you provide in connection with the wellness program, we will notify you immediately.

You may not be discriminated against in employment because of the medical information you provide as part of participating in the wellness program, nor may you be subjected to retaliation if you choose not to participate.

If you have questions or concerns regarding this notice, or about protections against discrimination and retaliation, please contact Human Resources.

Health Care Reform

Please note: our medical plans are considered compliant with the Patient Protection and Affordable Care Act. There are no annual limits, dependent children can be covered to age 26, and in-network preventive care is covered at 100%. Due to Health Care Reform modifications, Women's Preventive Health Services are now covered in-network at 100%.

As new Health Care Reform requirements become effective, our plans will be modified accordingly. We are fully committed to complying with all regulations and intend to notify you as soon as possible of any change(s).

Patient Protection Model Disclosure

The Independence Blue Cross Keystone POS plan generally requires the designation of a primary care provider. You have the right to designate any primary care provider who participates in our network and who is available to accept you or your family members. If you do not designate a primary care provider, one will not be designated for you. Independence Blue Cross will send you a letter, reminding you that you still need to designate a primary care provider.

For information on how to select a primary care provider, and for a list of the participating primary care providers, contact Independence Blue Cross at 215-241-2273 (PA & NJ) or 800-313-8754 (DE).

For children, you may designate a pediatrician as the primary care provider.

You do not need prior authorization from Independence Blue Cross or from any other person (including a primary care provider) in order to obtain access to obstetrical or gynecological care from a health care professional in our network who specializes in obstetrics or gynecology. The health care professional, however, may be required to comply with certain procedures, including obtaining prior authorization for certain services, following a pre-approved treatment plan, or procedures for making referrals. For a list of participating health care professionals who specialize in obstetrics or gynecology, contact Independence Blue Cross at 215-241-2273 (PA & NJ) or 800-313-8754 (DE).

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Notice of Dependent Status Verification / Eligibility Audit

The University reserves the right to request documentation to substantiate that your dependents are eligible to participate in the benefit plans. At any time, a Dependent Eligibility Audit could be conducted, where all or a random sample of employees will be asked to provide verification of their dependent's status. If you choose to cover a dependent on our benefit plans, please be prepared to provide the necessary documents to prove dependent status and eligibility, if needed.

Open Enrollment Materials as an SMM

This open enrollment communication addresses information on changes coming for the new year, and as such this communication constitutes a "Summary of Material Modifications" or SMM to the Summary Plan Description (SPD) for the Plan, thereby modifying the information previously presented in the SPD with respect to the Plan. Please keep a copy of this SMM with the SPD previously provided to you.

Notice Regarding Special Enrollment

Loss of other Coverage (excluding Medicaid or a State Children's Health Insurance Program). If you decline enrollment for yourself or for an eligible dependent (including your spouse) while other health insurance or group health plan coverage (including COBRA coverage) is in effect, you may be able to enroll yourself and your dependents in this plan if you or your dependents lose eligibility for that other coverage (or if the Company stops contributing toward your or your dependents' other coverage). However, you must request enrollment within 31 days or any longer period that applies under the plan after your or your dependents' other coverage ends (or after the employer stops contributing toward the other coverage). If you request a change within the applicable timeframe, coverage will be effective the first of the month following your request for enrollment. When the loss of other coverage is COBRA coverage, then the entire COBRA period must be exhausted in order for the individual to have another special enrollment right under the Plan. Generally, exhaustion means that COBRA coverage ends for a reason other than the failure to pay COBRA premiums or for cause (that is, submission of a fraudulent claim). This means that the entire 18-, 29-, or 36-month COBRA period usually must be completed in order to trigger a special enrollment for loss of other coverage. Coverage will be effective the first of the month following your request for enrollment.

Loss of coverage for Medicaid or a State Children's Health Insurance Program.

If you decline enrollment for yourself or for an eligible dependent (including your spouse) while Medicaid coverage or coverage under a state children's health insurance program is in effect, you may be able to enroll yourself and your dependents in this plan if you or your dependents lose eligibility for that other coverage. However, you must request enrollment within 60 days after your or your dependents' coverage ends under Medicaid or a state children's health insurance program (CHIP). If you request a change within the applicable timeframe, coverage will be effective the first of the month following your request for enrollment.

If you have a new dependent as a result of marriage, birth, adoption, or placement for adoption, you may be able to enroll yourself and your new dependents. However, you must request enrollment within 31 days after the marriage, birth, adoption, or placement for adoption. If you request a change within the applicable timeframe, coverage will be effective the date of birth, adoption or placement for adoption.

Eligibility for Medicaid or a State Children's Health Insurance Program.

If you or your dependents (including your spouse) become eligible for a state premium assistance subsidy from Medicaid or through a state children's health insurance program (CHIP) with respect to coverage under this plan, you may be able to enroll yourself and your dependents in this plan. However, you must request enrollment within 60 days after your or your dependents' determination of eligibility for such assistance. If you request a change within the applicable timeframe, coverage will be effective the first of the month following your request for enrollment.

To request special enrollment or obtain more information, contact the Drexel University Benefits Center.

Women's Health and Cancer Rights Act Notice

If you have had or are going to have a mastectomy, you may be entitled to certain benefits under the Women's Health and Cancer Rights Act of 1998 (WHCRA). For individuals receiving mastectomy-related benefits, coverage will be provided in a manner determined in consultation with the attending physician and the patient, for:

- all stages of reconstruction of the breast on which the mastectomy was performed;
- surgery and reconstruction of the other breast to produce a symmetrical appearance;

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- prostheses; and
- treatment of physical complications of the mastectomy, including lymphedema.

These benefits will be provided subject to the same deductibles and coinsurance applicable to other medical and surgical benefits provided under this plan.

If you would like more information on WHCRA benefits, please speak with Human Resources.

Notice of Coverage for Newborns and Mothers

Group health plans and health insurance issuers generally may not, under Federal law, restrict benefits for any hospital length of stay in connection with childbirth for the mother or newborn child to less than 48 hours following a vaginal delivery, or less than 96 hours following a cesarean section. However, Federal law generally does not prohibit the mother's or newborn's attending provider, after consulting with the mother, from discharging the mother or her newborn earlier than 48 hours (or 96 hours as applicable). In any case, plans and issuers may not, under Federal law, require that a provider obtain authorization from the plan or the issuer for prescribing a length of stay not in excess of 48 hours (or 96 hours).

Premium Assistance Under Medicaid and the Children's Health Insurance Program (CHIP)

If you or your children are eligible for Medicaid or CHIP and you're eligible for health coverage from your employer, your state may have a premium assistance program that can help pay for coverage, using funds from their Medicaid or CHIP programs. If you or your children aren't eligible for Medicaid or CHIP, you won't be eligible for these premium assistance programs but you may be able to buy individual insurance coverage through the Health Insurance Marketplace. For more information, visit www.healthcare.gov.

If you or your dependents are already enrolled in Medicaid or CHIP and you live in a State listed below, contact your State Medicaid or CHIP office to find out if premium assistance is available.

If you or your dependents are NOT currently enrolled in Medicaid or CHIP, and you think you or any of your dependents might be eligible for either of these programs, contact your State Medicaid or CHIP office or dial 1-877-KIDS NOW or www.insurekidsnow.gov to find out how to apply. If you qualify, ask your state if it has a program that might help you pay the premiums for an employer-sponsored plan.

If you or your dependents are eligible for premium assistance under Medicaid or CHIP, as well as eligible under your employer plan, your employer must allow you to enroll in your employer plan if you aren't already enrolled. This is called a "special enrollment" opportunity, and you must request coverage within 60 days of being determined eligible for premium assistance. If you have questions about enrolling in your employer plan, contact the Department of Labor at www.askebsa.dol.gov or call 1-866-444-EBSA (3272).

If you live in one of the following states, you may be eligible for assistance paying your employer health plan premiums. The following list of states is current as of July 31, 2023. Contact your State for more information on eligibility –

ALABAMA – Medicaid
Website: <http://myalhipp.com/>
Phone: 1-855-692-5447

ALASKA – Medicaid
The AK Health Insurance Premium Payment Program
Website: <http://myakhipp.com/>
Phone: 1-866-251-4861
Email: CustomerService@MyAKHIPP.com
Medicaid Eligibility: <https://health.alaska.gov/dpa/Pages/default.aspx>

ARKANSAS – Medicaid
Website: <http://myarhipp.com/>
Phone: 1-855-MyARHIPP (855-692-7447)

CALIFORNIA - MEDICAID
Health Insurance Premium Payment (HIPP) Program
<http://dhcs.ca.gov/hipp>
Phone: 916-445-8322
Fax: 916-440-5676
Email: hipp@dhcs.ca.gov

COLORADO - Health First Colorado (Colorado's Medicaid Program) & Child Health First Colorado Website:
<https://www.healthfirstcolorado.com/>
Health First Colorado Member Contact Center:
1-800-221-3943/State Relay 711
CHP+: <https://hcpf.colorado.gov/child-health-plan-plus>
CHP+ Customer Service: 1-800-359-1991/State Relay 711
Health Insurance Buy-In Program (HIBI): <https://www.mycohibi.com/>
HIBI Customer Service: 1-855-692-6442

FLORIDA – Medicaid
Website: <https://www.flmedicaidprecovery.com/flmedicaidprecovery.com/hipp/index.html>
Phone: 1-877-357-3268

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GEORGIA – Medicaid

GA HIPP Website: <https://medicaid.georgia.gov/health-insurance-premium-payment-program-hipp>
Phone: 678-564-1162, Press 1
GA CHIPRA Website: <https://medicaid.georgia.gov/programs/third-party-liability/childrens-health-insurance-program-reauthorization-act-2009-chipra>
Phone: 678-564-1162, Press 2

INDIANA – Medicaid

Healthy Indiana Plan for low-income adults 19-64
Website: <http://www.in.gov/fssa/hip/>
Phone: 1-877-438-4479
All other Medicaid
Website: <https://www.in.gov/medicaid/>
Phone 1-800-457-4584

IOWA – Medicaid and CHIP (Hawki)

Medicaid Website: <https://dhs.iowa.gov/ime/members>
Medicaid Phone: 1-800-338-8366
Hawki Website: <http://dhs.iowa.gov/Hawki>
Hawki Phone: 1-800-257-8563
HIPP Website: <https://dhs.iowa.gov/ime/members/medicaid-a-to-z/hipp>
HIPP Phone: 1-888-346-9562

KANSAS – Medicaid

Website: <https://www.kancare.ks.gov/>
Phone: 1-800-792-4884
HIPP Phone: 1-800-766-9012

KENTUCKY – Medicaid

Kentucky Integrated Health Insurance Premium Payment Program (KI-HIPP) Website: <https://chfs.ky.gov/agencies/dms/member/Pages/kihipp.aspx>
Phone: 1-855-459-6328
Email: KIHIPPPROGRAM@ky.gov
KCHIP Website: <https://kidshealth.ky.gov/Pages/index.aspx>
Phone: 1-877-524-4718
Kentucky Medicaid Website: <https://chfs.ky.gov>

LOUISIANA – Medicaid

Website: www.medicaid.la.gov or www.ldh.la.gov/lahipp
Phone: 1-888-342-6207 (Medicaid hotline) or 1-855-618-5488 (LaHIPP)

MAINE – Medicaid

Enrollment Website: www.mymaineconnection.gov/benefits/s/?language=en_US
Phone: 1-800-442-6003 TTY: Maine relay 711
Private Health Insurance Premium Webpage:
<https://www.maine.gov/dhhs/ofi/applications-forms>
Phone: -800-977-6740 TTY: Maine relay 711

MASSACHUSETTS – Medicaid and CHIP

Website: <https://www.mass.gov/mashealth/pa>
Phone: 1-800-862-4840
TTY: 617-886-8102
Email: masspreassistance@accenture.com

MINNESOTA – Medicaid

Website: <https://mn.gov/dhs/people-we-serve/children-and-families/health-care/health-care-programs/programs-and-services/other-insurance.jsp>
Phone: 1-800-657-3739

MISSOURI – Medicaid

Website: <http://www.dss.mo.gov/mhd/participants/pages/hipp.htm>
Phone: 1-573-751-2005

MONTANA – Medicaid

Website: <http://dphhs.mt.gov/MontanaHealthcarePrograms/HIPP>
Phone: 1-800-694-3084
Email: HSHIPPProgram@mt.gov

NEBRASKA – Medicaid

Website: <http://www.ACCESSNebraska.ne.gov>
Phone: (855) 632-7633
Lincoln: (402) 473-7000
Omaha: (402) 595-1178

NEVADA – Medicaid

Medicaid Website: <http://dhcfp.nv.gov>
Medicaid Phone: 1-800-992-0900

NEW HAMPSHIRE – Medicaid

Website: <https://www.dhhs.nh.gov/programs-services/medicaid/health-insurance-premium-program>
Phone: 603-271-5218
Toll free number for the HIPP program: 1-800-852-3345, ext 5218

NEW JERSEY – Medicaid and CHIP

Medicaid Website: <http://www.state.nj.us/humanservices/dmahs/clients/medicaid/>
Medicaid Phone: 609-631-2392
CHIP Website: <http://www.njfamilycare.org/index.html>
CHIP Phone: 1-800-701-0710

NEW YORK – Medicaid

Website: https://www.health.ny.gov/health_care/medicaid/
Phone: 1-800-541-2831

NORTH CAROLINA – Medicaid

Website: <https://medicaid.ncdhhs.gov/>
Phone: 919-855-4100

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NORTH DAKOTA – Medicaid

Website: <https://www.hhs.nd.gov/healthcare>
Phone: 1-844-854-4825

OKLAHOMA – Medicaid and CHIP

Website: <http://www.insureoklahoma.org>
Phone: 1-888-365-3742

OREGON – Medicaid

Website: <http://healthcare.oregon.gov/Pages/index.aspx>
Phone: 1-800-699-9075

PENNSYLVANIA – Medicaid and CHIP

Website: <https://www.dhs.pa.gov/Services/Assistance/Pages/HIPP-Program.aspx>
Phone: 1-800-692-7462
CHIP Website: <https://www.dhs.pa.gov/CHIP/Pages/CHIP.aspx>
CHIP Phone: 1-800-986-KIDS (5437)

RHODE ISLAND – Medicaid and CHIP

Website: <http://www.eohhs.ri.gov/>
Phone: 1-855-697-4347, or 401-462-0311 (Direct Rlte Share Line)

SOUTH CAROLINA - Medicaid

Website: <https://www.scdhhs.gov>
Phone: 1-888-549-0820

SOUTH DAKOTA - Medicaid

Website: <http://dss.sd.gov>
Phone: 1-888-828-0059

TEXAS - Medicaid

Website: <https://www.hhs.texas.gov/services/financial/health-insurance-premium-payment-hipp-program>
Phone: 1-800-440-0493

UTAH – Medicaid and CHIP

Medicaid Website: <https://medicaid.utah.gov/>
CHIP Website: <http://health.utah.gov/chip>
Phone: 1-877-543-7669

VERMONT— Medicaid

Website: <https://dvha.vermont.gov/members/medicaid/hipp-program>
Phone: 1-800-250-8427

VIRGINIA – Medicaid and CHIP

Website: <https://coverva.dmas.virginia.gov/learn/premium-assistance/famis-select>
<https://coverva.dmas.virginia.gov/learn/premium-assistance/health-insurance-premium-payment-hipp-programs>
Phone: 1-800-432-5924

WASHINGTON – Medicaid

Website: <https://www.hca.wa.gov/>
Phone: 1-800-562-3022

WEST VIRGINIA – Medicaid and CHIP

Website: <http://mywvhipp.com/> and <https://dhr.wv.gov/bms/>
Medicaid Phone: 304-558-1700
CHIP Toll-free phone: 1-855-MyWVHIPP (1-855-699-8447)

WISCONSIN – Medicaid and CHIP

Website: <https://www.dhs.wisconsin.gov/badgercareplus/p-10095.htm>
Phone: 1-800-362-3002

WYOMING – Medicaid

Website: <https://health.wyo.gov/healthcarefin/medicaid/programs-and-eligibility/>
Phone: 800-251-1269

To see if any other states have added a premium assistance program since July 31, 2023, or for more information on special enrollment rights, contact either:

U.S. Department of Labor
Employee Benefits Security Administration
www.dol.gov/agencies/ebsa
1-866-444-EBSA (3272)

U.S. Department of Health and Human Services
Centers for Medicare & Medicaid Services
www.cms.hhs.gov
1-877-267-2323, Menu Option 4, Ext. 61565

NOTICE REGARDING WELLNESS PROGRAM

A Healthier U is Drexel University's voluntary wellness program available to all employees. The program is administered according to federal rules permitting employer-sponsored wellness programs that seek to improve employee health or prevent disease, including the Americans with Disabilities Act of 1990, the Genetic Information Nondiscrimination Act of 2008, and the Health Insurance Portability and Accountability Act, as applicable, among others. If you choose to participate in the wellness program you will be asked to complete a voluntary health risk assessment or "HRA" that asks a series of questions about your health-related activities and behaviors and whether you have or had certain medical conditions (e.g., cancer, diabetes, or heart disease). At Drexel, this is referred to as the Personal Health Profile, or PHP. You are not required to complete the HRA or to participate in the blood test or other medical examinations.

Employees who choose to participate in Drexel's wellness program will receive an annual incentive of up to \$400. In order to receive this incentive, an employee must accumulate 400 points. Points are earned by completing specific activities in the Health Advocate portal (e.g. HRA, biometrics, online workshops, challenges).

If you are unable to participate in any of the health-related activities or achieve any of the health outcomes required to earn an incentive, you may be entitled to a reasonable accommodation or an alternative standard. You may request a reasonable accommodation or an alternative standard by contacting Human Resources.

The information from your HRA will be used to provide you with information to help you understand your current health and potential risks, and may also be used to offer you services through the wellness program, such as health coaching through Health Advocate. You also are encouraged to share your results or concerns with your own doctor.

INSURANCE MARKETPLACE NOTICE

PART A: General Information

When key parts of the health care law took effect in 2014, there was a new way to buy health insurance: the Health Insurance Marketplace. To assist you as you evaluate options for you and your family, this notice provides some basic information about the new Marketplace and employment-based health coverage offered by your employer.

What is the Health Insurance Marketplace?

The Marketplace is designed to help you find health insurance that meets your needs and fits your budget. The Marketplace offers “one-stop shopping” to find and compare private health insurance options. You may also be eligible for a new kind of tax credit that lowers your monthly premium right away. Open enrollment for health insurance coverage through the Marketplace began in October 2013 for coverage starting as early as January 1, 2014.

Can I Save Money on my Health Insurance Premiums in the Marketplace?

You may qualify to save money and lower your monthly premium, but only if your employer does not offer coverage, or offers coverage that doesn’t meet certain standards. The savings on your premium that you’re eligible for depends on your household income.

Does Employer Health Coverage Affect Eligibility for Premium Savings through the Marketplace?

Yes. If you have an offer of health coverage from your employer that meets certain standards, you will not be eligible for a tax credit through the Marketplace and may wish to enroll in your employer’s health plan. However, you may be eligible for a tax credit that lowers your monthly premium, or a reduction in certain cost-sharing if your employer does not offer coverage to you at all or does not offer coverage that meets certain standards. If the cost of a plan from your employer that would

cover you (and not any other members of your family) is more than 8.39% of your household income for the year, or if the coverage your employer provides does not meet the “minimum value” standard set by the Affordable Care Act, you may be eligible for a tax credit.¹

Note: If you purchase a health plan through the Marketplace instead of accepting health coverage offered by your employer, then you may lose the employer contribution (if any) to the employer-offered coverage. Also, this employer contribution, as well as your employee contribution to employer-offered coverage, is often excluded from income for Federal and State income tax purposes.

How Can I Get More Information?

For more information about your coverage offered by your employer, please check your summary plan description or contact the insurance carrier’s customer service number located on your ID card. The Marketplace can help you evaluate your coverage options, including your eligibility for coverage through the Marketplace and its cost. Please visit HealthCare.gov for more information, including an online application for health insurance coverage and contact information for a Health Insurance Marketplace in your area. To get information about the Marketplace coverage, you can call the government’s 24/7 Help-Line at 1-800-318-2596 or go to www.healthcare.gov/marketplace/individual/.

PART B: Information about Health Coverage Offered by Your Employer

This section contains information about any health coverage offered by your employer. If you decide to complete an application for coverage in the Marketplace, you will be asked to provide this information. This information is numbered to correspond to the Marketplace application.

| | | | |
|------------------------------------------------------------------------------------------------|-----------------------|--------------------------------------------------------------|--|
| 3. Employer Name Drexel University | | 4. Employer Identification Number (EIN) 23-1352630 | |
| 5. Employer Address 3141 Chestnut St, Philadelphia, PA 19104 | | 6. Employer phone number 215-895-2850 | |
| 7. City Philadelphia | 8. State PA | 9. Zip Code 19104 | |
| 10. Who can we contact about employee health coverage at this job? HR Service Center | | | |
| 11. Phone number (if different from above) | | 12 Email address hr@drexel.edu | |

¹ An employer-sponsored health plan meets the “minimum value standard” if the plan’s share of the total allowed benefit costs covered by the plan is no less than 60 percent of such costs.



This benefit guide provides selected highlights of the employee benefits program at Drexel University. It is not a legal document and shall not be construed as a guarantee of benefits nor of continued employment at Drexel University. All benefit plans are governed by master policies, contracts and plan documents. Any discrepancies between any information provided through this summary and the actual terms of such policies, contracts and plan documents shall be governed by the terms of such policies, contracts and plan documents. Drexel University reserves the right to amend, suspend or terminate any benefit plan, in whole or in part, at any time. The authority to make such changes rests with the Plan Administrator.