

## DEALER BENEFITS PROGRAM

Outstanding Health and Insurance Plans For



**AUTHORIZED DEALERS**

## BENEFITS ENROLLMENT

# GUIDEBOOK

Make the most of your benefits during annual fall enrollment season.



The annual benefits enrollment season (October - December) is underway. Our Annual Enrollment Guidebook can help you be more prepared and make more confident decisions about your benefit choices so you can make the most of your options in the year ahead. Even if you already have benefits, it's good to revisit your selections and the new options each year to make sure they're the best choice for you. It's all laid out for you at the dedicated Dealer Benefits website: <https://dealerbenefits.org/>

Nearly half of Americans cannot correctly identify terms like deductible and copay - so we've included a glossary of common terms and phrases related to health benefits in this guide. The Dealer Benefits program provides free decision support tools to help you decide on your health plan and supplemental benefits for the year. We help you see the overall lowest cost plan options.

**HEALTH PLANS - STARTS  
NOVEMBER 1, 2023**

Enroll for 2024 Health Plans - federally qualified individual & family health plans.

**BENEFITS YOU CAN  
ENROLL FOR TODAY**

Enrollment now open for 401k Retirement, Dental & Vision, Life & Disability, Group and Supplemental Health plans and freshbenies telehealth.

Don't worry if your path in life changes next year. Certain qualifying life events, such as changes in your family, location, or job, make you eligible to adjust your benefits outside of the annual enrollment period. Questions? Find the answers at: <https://dealerbenefits.org/faqs-on-the-benefits-program/>

Now let's make sure you have the information you need to make the right decisions as you review these key aspects of annual enrollment:





## YOUR HEALTH PLAN

Does the health plan you chose last year still work for you and your family? The Dealer Benefits Program provides a wide choice of plans each year - Individual/Family Health plans (both Comprehensive Major Medical and Basic Health) and Group Health plans for Dealer businesses - so take a few minutes to consider your options using our private and secure online health exchange. Even the plan you had last year might have changed. Start by thinking about what is most important to you:

- How much you pay toward the premium, after any tax subsidies.
- Your annual deductible and out-of-pocket maximum.
- Copays for office visits and prescriptions.
- Whether your preferred doctors and hospital are in-network.
- Emergency coverage for travel.

An unexpected illness can harm more than your health; it can also undermine your financial security. Health care expenses lead to almost 1/3 of hardship withdrawals from retirement savings and are the 2nd leading cause of personal bankruptcies in the U.S.<sup>1</sup> The No Surprises Act, passed in 2020, now gives some protection to consumers from unexpected medical bills that threaten their savings. Depending on the health plan design you pick, unexpected costs may still come up. Make sure you're saving for out-of-pocket health expenses.

### DID YOU KNOW?



Some of the care that people tend to skip because of cost — such as preventive screenings, annual wellness visits and immunizations — is, in fact, covered at no cost under qualified Comprehensive Major Medical plans.<sup>2</sup> So make sure you know what's covered by your health plan so you can take advantage of these benefits.

Your health care needs

In addition to understanding and comparing your plan options, consider how much health care you actually use. Think about last year as a baseline, including your provider visits (such as doctor, nurse practitioner, or mental health professional), prescriptions, and diagnostic testing, like X-rays and lab work. Here are some questions to consider as you assess your upcoming needs:

Do you anticipate that you'll have a scheduled surgery this year (such as a hip or knee replacement)?

If your or your family's mental health needs have changed, have you checked the list of providers included in-network? Often, fewer providers are available for mental health than for other care, according to a Kaiser Family Foundation survey.<sup>3</sup>

Did you have any unexpected health events last year?

Will your number of covered dependents change?

If you take regular medications, have you reviewed the plan's Rx list to determine if your prescriptions will be coverage, as generic and/or brand?

Do you anticipate any changes in your prescription drug utilization?

Do you anticipate a need for expanded or supplemental coverage for critical illnesses (heart, stroke, cancer), accident, hospital services, long term care?















If you had to pay the full deductible all at once—for example, if you had an unexpected, expensive health event—could you afford it?

In addition to the monthly premium costs, you are now ready to compare what your out-of-pocket costs would be if you renew your current health plan v. the design features of the new health plan options you are considering for next year. When deciding which plan to select, first determine what's most important to you. Is it low cost, the breadth of providers in-network, the distance you have to travel for care, or something else? Use our comparison shopping tool to check out key plan design features and how they affect monthly premium cost. Talk with our knowledgeable and licensed customer service staff for assistance with your enrollment.

Here is an example comparison of two typical health plans. In Example Plan 1, most of the doctors in the community who have contracted with the plan, but you may have to travel to see them and the premium is more expensive. In Example Plan 2, the monthly premiums are low, but the out-of-pocket limit is high, and, even though the distance you would travel to a hospital is short, there are fewer doctors in-network, and services at only one of the area's five hospitals are included in the plan's network of health care providers, which limits your options. In general, in-network health services are less expensive than out-of-network services.



COMPARISON TABLE OF EXAMPLE HEALTH PLANS

		EXAMPLE PLAN 1	EXAMPLE PLAN 2
BASIC ELEMENTS OF A HEALTH PLAN	Hospitals in the plan's network	 2 out of 5 hospitals in my area included	 1 out of 5 hospitals in my area included
	Doctors in the plan network	 90% of doctors in my community included	 70% of doctors in my community included
	Distance of doctors/hospitals/clinics in network	 25–50 miles	 Less than 1 mile
	Specialty care access	 No referral required	 Referral required
	Prescription drug coverage	 Includes most prescription drugs on the market	 Includes a limited number of prescription drugs on the market
	Cost of monthly premium	 Individual: \$400 Family: \$1,050	 Individual: \$100 Family: \$450
	Annual limit on out-of-pocket costs	 Individual: \$3,500 Family: \$7,000	 Individual: \$5,000 Family: \$10,000

DID YOU KNOW?

Free decision support tools and licensed customer service staff are available to help you during the annual benefits enrollment at the dedicated Dealer Benefits website. *Here are the links:*

For **individual/family comprehensive major medical insurance plans** that are qualified under federal rules to cover pre-existing conditions and include premium tax subsidies for low income households, go to:  
<https://dealerbenefits.org/medical-insurance/>

For **group health plans for Dealer businesses** that offer group rates and comprehensive coverage, go to:  
<https://dealerbenefits.org/group-health-for-small-business/>

For **basic health plans** that offer limited benefits and more affordable cost, go to:  
<https://dealerbenefits.org/short-term-medical/>



## RETIREMENT BENEFIT PLANS

Consider if now is the right time for a tax-advantaged and program-sponsored 401k plan for your Dealer business.

### 401k SPONSORED AND DESIGNED FOR DEALER BUSINESSES

**Did you know?**

**The #1 requested employee financial security benefit is 401k.**

Attract and retain your employees by providing the financial and retirement security boost of a 401k retirement plan for your business. Our Program-sponsored 401k plans are designed by our program affiliate SaveDay so Dealer businesses have zero hidden fees and low cost set-up, plan administration, reporting and compliance. Learn more and get started on a 401k plan for your Dealer business.

*Here's the link:*

<https://dealerbenefits.org/401k-retirement/>

### SOLUTION FOR SMALL BUSINESSES

**90% of small businesses still do not offer their employees a 401k because of the costs and time involved in the set up and administration of traditional retirement plans.<sup>4</sup>**

**With a private and flexible U-Haul Dealer Benefits Program 401k plan solution, Dealer businesses get:**

- Easy 401k plan start-up and employee on-boarding, supported by professional SaveDay 401k staff.
- Access to retirement planning resources and low-cost portfolio of exchange-traded fund (ETF) options.
- Retirement investment platform designed by SaveDay for small businesses that's easy for workers to use and is personalized.



## DENTAL AND VISION

Dental and Vision insurance are such important personal health benefits, but they are not included in regular Medical insurance. If you have not had access to dental and vision coverage, the Dealer Benefits program gives you a choice of affordable Dental and Vision benefits that cover you apart from your Medical insurance plan. Adding dental and vision can decrease your out-of-pocket health care spending.

Here's the link: <https://dealerbenefits.org/dental-insurance/>

## LIFE & DISABILITY BENEFITS

Get covered fast and easy online. Did you know 39% of Americans surveyed say they plan to get life insurance this year?<sup>5</sup>

### LIFE INSURANCE MADE EASY

Getting the right life insurance is important to protect your family and your business but shouldn't interfere with your personal and work schedules.

Here's the link:

<https://dealerbenefits.org/life-insurance-by-ethos/>

### DISABILITY INCOME PROTECTION

U-Haul Dealers say they want to protect their most important asset – the ability to earn a living. Protect your income and finances. This voluntary insurance provides a weekly benefit paycheck when it's needed the most.

Here's the link:

<https://dealerbenefits.org/protection-against-loss-of-income-disability-income-insurance-2/>





## SUPPLEMENTAL BENEFITS

The Dealer Benefits program offers a whole range of benefits that fill individual needs for expanded coverage. These benefits are all voluntary to let you maximize your coverage from year to year in the areas important to you this enrollment.

### freshbenies

**Stay healthy at home with unlimited no-copay tele-doctor visits.**

freshbenies is our popular big company member benefits package available to U-Haul Dealers and business employees to help you get care more easily and stay healthy, while saving you money. You get unlimited no-copay telehealth doctor visits and a health advocate with your freshbenies membership. Get even more with optional Pet Pack and Security Pack.

*Here's the link:*

<https://dealerbenefits.org/freshbenies/>

### Supplemental Insurance Plans that Pay Benefits to You

**These benefits, unlike regular health insurance that pays care providers, pay you directly.** Needed help covering out-of-pocket health-related costs - Accidents, Hospital Recovery, Critical Illnesses.

*Here's the link:*

<https://dealerbenefits.org/supplemental-insurance/>

### Long Term Care <sup>6</sup>

Private long term care (LTC) insurance provides the means to access LTC services when you or a family member most need them. These are not medical treatment costs covered by regular health insurance. Long term care is the medical term for the help, care and assistance people need when they develop incapacities, disabilities or chronic conditions, often simply due to aging, and they are no longer able to do all the activities of daily living for themselves. *Here is the link:*

<https://dealerbenefits.org/long-term-care/>

### Examples of supplemental benefits that expand your coverage.

#### Benefits that Pay You

**Accidents** - On & Off the Job

**Hospital Recovery**

**Critical Illnesses** - Heart attack, stroke, invasive cancer

**Long Term Care**

#### freshbenies

**Telehealth doctor visits** - unlimited, 24/7, no copay

**Health Advocate**

**Pet Pack** - vet telehealth

**Security Pack** - ID Protection and Legal Savings





## ANNUAL ENROLLMENT CHECKLIST



**From October through mid-December**, use the links in this guide to visit the dedicated Dealer Benefits website - <https://dealerbenefits.org> - and see all your benefit options available during annual enrollment. **For 2024 qualified individual/family health plans, enrollment is open starting November 1.**



**Compare your current health plan renewal offer** with available new plans. Start with the monthly premium, but also check for coverage changes, such as deductible, copays and annual limits on out-of-pocket costs, to see if they match up with your budget.



**Compare a Group Health plan quote for your Dealership business** and check with your tax advisor on the financial advantages beyond the group rates.



**Securely enroll yourself online for the plans and benefits you want for 2024.** It's a U-Haul "do-it-yourself" Benefits Program for Authorized Dealers and business employees and family members.



**Use the decision support tools and talk with the program's licensed enrollment support staff to help guide your decisions.** For example, you can compare multiple health plan costs and provisions and check on your preferred care providers to see if they are in-network.



**Will this be the year to finally upgrade your Life Insurance benefit or add the Income Protection Disability benefit?** Make sure your beneficiaries are accurate and up to date.



**Consider whether one or more Supplemental plans will be right for you to expand your benefits for next year.** For example, get freshbenies for unlimited no copay telehealth doctor visits. Get the Critical Illness benefit for added coverage for cancer, heart attack and stroke.

## Health care glossary<sup>7</sup>

**Coinsurance:** The percentage of provider charges of a covered health care service you pay (20%, for example) after you've paid your deductible.

**Copayment (or copay):** A fixed amount (\$20, for example) you pay for a covered health care service, even if you haven't yet paid your deductible.

**Deductible:** The amount you pay ("self-insure") for covered health care services before your insurance plan starts to pay. With a \$2,000 deductible, for example, you pay the first \$2,000 of covered services yourself. Generally, the higher the deductible you pick, the lower your monthly premium will be.

**Formulary:** A list of prescription drugs covered by a health plan or a separate prescription drug plan. Also called an Rx or drug list.

**Health savings account (HSA):** A type of savings account connected to some health plans that lets you set aside money on a pretax basis to pay for qualified medical expenses. Useful because you can use untaxed HSA dollars to pay for deductibles, copays, coinsurance, and other non-covered expenses.

**In-network coinsurance:** The percent you pay (for example, 20%) of the allowed amount for covered health care services charged by providers who contract with your health plan. Getting care In-network costs you less than using out-of-network providers.

**Network:** The facilities, providers, and suppliers your health insurer or plan has contracted with to provide health care services. Contracted rates are generally lower and help keep your monthly premium down.

**Out-of-network coinsurance:** The percentage (for example, 40%) you pay of the allowed amount for covered health care services to providers who don't contract with your health insurance or plan. Out-of-network coinsurance usually costs you more than in-network coinsurance.

**Out-of-pocket costs:** Expenses for your medical care that aren't reimbursed by insurance. Out-of-pocket costs include deductibles, coinsurance, and copays for covered services, plus the cost for services that aren't covered.

**Out-of-pocket maximum:** The fixed maximum dollar amount you will have to pay for covered services in a plan year. After you spend this amount on deductibles, copays, and coinsurance for in-network care and services, your health plan pays **100% of the costs of covered benefits**. For budgeting, this is the most important number to keep in mind.

**Premium:** The amount you pay for your health plan or other insurance each month.

**Preventive services:** Routine health care that includes screenings, wellness visits, checkups, and patient counseling to prevent illnesses, disease, or other health problems.

**Provider:** A physician (M.D. [medical doctor] or D.O. [doctor of osteopathic medicine]), nurse practitioner, clinical nurse specialist, or physician assistant, as licensed under state law to provide a specified range of health care services.

## Source Notes

<sup>1</sup> Fidelity Investments record keeping data as of December 31, 2019 on hardship withdrawals from retirement savings plans. Investopedia.com 2023 on health care expenses as cause of personal bankruptcies in the U.S.

<sup>2</sup> Fidelity Investments "Paying for Healthcare" April 29, 2022.

<sup>3</sup> Kaiser Family Foundation, 2022 Employer Health Benefits Survey, October 2022.

<sup>4</sup> U.S. Census Bureau 2016 small business data on retirement plans.

<sup>5</sup> LIMRA U.S. Retail Individual Life Insurance Report, September 7, 2023.

<sup>6</sup> Key Facts to Know about Long Term Care. Sources: International Society of Certified Benefit Specialists, April 22, 2021, HealthView Services, June 29, 2021 and Daily Insurance Report, February 22, 2021.

- 70% of Americans over age 65 will need long term care services, largely not covered by Medicare or Medicaid.
- 25% of Baby Boomers now provide personal care and financial help to an aging parent, triple over 15 years ago, at an average cost of over \$300,000.
- 42% of employed Americans (54 million people) have provided eldercare in the past 5 years, spending out-of-pocket an average of nearly \$7000 on caregiving.
- Significant tax advantages and financial incentives are now in place for Private LTC insurance under State LTC Partnership programs

<sup>7</sup> "Glossary," Healthcare.gov, <https://www.healthcare.gov/glossary/>.

## BENEFITS ENROLLMENT GUIDEBOOK

**This is a U-Haul "Do-It-Yourself" Health and Insurance Benefits Program for Authorized Dealership business owners and their eligible business employees and family members.**

The information provided in this Benefits Enrollment Guidebook is general in nature and is intended to help focus and simplify the annual enrollment decision-making process for Health and Insurance Benefits offered through the Dealer Benefits Program. Only insurance plans approved by the various state insurance departments are offered through the Benefits Program. Availability, rates and provisions vary by state and change from year to year.

We encourage you to review your enrollment and application decisions carefully and consult with our licensed support staff and your own advisors regarding your personal situation, including your attorney or tax professional regarding compliance and tax questions. The Guidebook, the dedicated benefits website and the enrollment links provided by program affiliates contain important summary details on the available benefit plans, not contract language.

The information in this Guidebook is not intended as legal or tax advice. Dealer Benefits Network and U-Haul make no warranties regarding your use of the information in this Guide or results obtained by its use, and disclaims any liability arising out of your use of, or reliance on, this information.

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Benefit Department: (888) 551-9801. Dedicated Benefits Website: <https://dealerbenefits.org>

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