



Employee Benefits Update

November, 2025

Agenda

- Review of Benefit plans
- Next Steps to complete open enrollment elections
- Questions

Carleton

Quality

Maintain health plans that provide high quality care to Carleton employees.

Affordable

Keep health insurance premiums affordable for employees and Carleton.

Ensure that premiums collected cover claims and expenses.

Sustainable

Keep the rate of college expense growth sustainable.

Health Insurance Renewal

- Premium increase 7.25% (6.5% Carleton; 9.8% Employee)
 - Claims experience – 2025 is currently running less than expected thru August; 2024 we were running above expected for the same timeframe.
 - 14% average increase for similar size plans, this is due to:
 - ✓ Prescription drug costs
 - ✓ Medical provider shortages
 - ✓ Increased cost of materials
 - ✓ Increased demand of services
- AmeriHealth Administrators/BlueCross BlueShield (AHA/BCBS) is our health insurance provider.
- SmithRx is our Pharmacy Benefit Manager (PBM)
- Deductible increased for both the Blue and Maize plans.
- Passive Enrollment

CY26 Health Insurance Costs

Overall Increase: \$937,671 – 7.25%
 Carleton Increase: \$655,419 – 6.5%
 Employee Increase: \$282,252 – 9.8%

	2025 Premiums Monthly Premium			2026 Premiums Monthly Premium			2026 Adjustments					
	Total	Carleton	Employee	Total	Carleton	Employee	Carleton	Employee	Carleton	Employee	Carleton	Employee
Maize EE	\$ 820	\$ 607	\$ 213	\$ 880	\$ 646	\$ 234	\$ 39	\$ 21	6.5%	9.9%	73.4%	26.6%
Maize EE+1	\$ 1,760	\$ 1,285	\$ 475	\$ 1,891	\$ 1,369	\$ 522	\$ 84	\$ 47	6.5%	9.9%	72.4%	27.6%
Maize Family	\$ 2,700	\$ 1,944	\$ 756	\$ 2,901	\$ 2,070	\$ 831	\$ 126	\$ 75	6.5%	9.9%	71.4%	28.6%
Blue EE	\$ 774	\$ 611	\$ 163	\$ 830	\$ 651	\$ 179	\$ 40	\$ 16	6.5%	9.8%	78.4%	21.6%
Blue EE+1	\$ 1,652	\$ 1,305	\$ 347	\$ 1,771	\$ 1,390	\$ 381	\$ 85	\$ 34	6.5%	9.8%	78.5%	21.5%
Blue Family	\$ 2,478	\$ 1,958	\$ 520	\$ 2,656	\$ 2,085	\$ 571	\$ 127	\$ 51	6.5%	9.8%	78.5%	21.5%

NOTE: These numbers are rounded in this presentation the actual numbers are on HR Open Enrollment website and in Workday.

Health Insurance Overview

Health Plan Changes

- AHA is an affiliate of BCBS and will administer the Health Plan benefits.
- AHA will process claims and provide customer service specific to health plan benefits.

SmithRx will administer the Prescription Drug benefits

- Assists employers and employees in controlling the cost of prescription drugs
- The Blue Plan has a Preventive Prescription Drug List – these drugs are no cost to you.
- Prescription Drugs will be tiered (Tier 1, Tier 2, Tier 3, Tier 4, Tier 5)
- Process claims and provide customer service specific to prescription drug benefits.

New ID Cards will be issued to ALL!

AHA/BCBS & SmithRx Member ID Card

Carleton College - Blue Plan HDHP 2025



##fname_Ml##

##lname_suffix##

Member ID

##Prefix_MbrID##

Service Type	Prescription
Rx Bin	024368
Rx PCN	3207
Rx Group	019849
Member ID for Rx	Remove last two digits of member ID

Your employer has hired AmeriHealth Administrators to handle member claims, customer service and eligibility. See back for contact information.

Service Type	Medical
Network	BlueCard PPO
PCP	75% after Deductible
SPEC	75% after Deductible
Urgent Care	75% after Deductible
ER	75% after Deductible
Preventive Care	100%

	INN	OON
Ind Ded	\$1650	\$2500
Fam Ded	\$3300	\$5000
Ind OOP	\$3000	\$5000
Fam OOP	\$6000	\$10000



www.myahabenefits.com**

Customer Service & Eligibility-AHA**:	1-833-803-4458
To locate a BlueCard provider:	1-800-810-BLUE
MH/SA Authorizations-AHA**:	1-844-242-0200
Provider Precertification-AHA**:	1-800-952-3404
	AHAtpa.com/providers
Smith Rx**	1-844-454-5201
Smith Rx** Provider Service	1-844-512-3030
	member.mysmithrx.com

Members: See your benefit booklet for covered services and other important information. Possession of this card does not guarantee eligibility for benefits.

Providers: File all claims to the local Blue Cross and/or Blue Shield plan. For claims where Medicare is primary, submit to Medicare first. For all other inquiries, notifications, or authorizations, call Provider Services.

Blue Cross and Blue Shield of Minnesota provides administrative services only and does not assume any financial risk or obligations with respect to claims.

** Contracts separately with Group

Providers: Files claims to the local BC/BS Plan.
Members: Send claims to:
P.O. Box 21974
Eagan, MN 55121
Payer ID# 54763

Blue Cross and Blue Shield of Minnesota and Blue Plus are nonprofit independent licensees of the Blue Cross and Blue Shield Association.



Pharmacy Benefits Administrator
Contracts separately with Group

SmithRx

Carleton College has the broadest formulary (or approved) list of prescription drugs

SmithRx Connect 360 team proactively:

- Works to find savings opportunities on medications you may be taking.
- Reaches out to you by phone and/or email to share these opportunities and help you.
- If you receive a call, or outreach from SmithRx, it's important you respond. Your personal savings can be significant
 - as much as 100% of the cost of the medication!

Savings opportunities! SmithRx assists their members by automatically identifying no cost or low-cost drugs.

- Ability to achieve a \$0 copay with high-cost specialty medications.
- Ability to achieve a \$0 copay or low copay with brand name medications.

If you hear from SmithRx, we encourage you to respond to learn more!

Plan Design Changes

	<u>2026 Maize</u>	<u>2026 Blue</u>
Deductible:	\$1,450/\$2,900	\$1,700/\$3,400
OOP Max:	\$3,000/\$6,000	\$3,000/\$6,000
Office Visit:	\$50	25%
Specialty Care:	\$100	25%
Co-Insurance:	25%	25%

NOTE: Plan design/coverage changes are indicated in red font.



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RX Plan Design

	<u>2026 Maize</u>	<u>2026 Blue</u>
Generic:	\$25	\$1,700/\$3,400
Formulary:	\$50	\$3,000/\$6,000
Non-Formulary:	\$100	25%
Specialty:	25% to \$200 max	25%

NOTE: Plan design/coverage changes are indicated in red font.

Prescription Costs - Blue Plan (HDHP)

- Actual cost of the medicine until deductible is reached.
- Once deductible is reached, then pay 25% of cost until out of pocket maximum (OOPM) is reached.
- Once OOPM reached, prescription covered 100%
- Same formulary

SmithRx - Blue Plan (HDHP) - Preventive Meds



Specific preventive prescription drugs paid at 100%.

- Includes preferred generic and brand name drugs.
- Treat conditions such as:
 - High blood pressure
 - High cholesterol
 - Diabetes
 - Asthma
 - Contraceptives
 - Breast cancer prevention
 - And more!

SmithRx Specialty Drugs



Specialty Drugs

- If you take a specialty medication, you may qualify for extra savings opportunities.
- SmithRx has programs that can help you obtain no cost on expensive drugs.
- If SmithRx reaches out to you, it's important that you engage with them.

Virtual Health Care: Teladoc

Teladoc physicians are equipped to diagnose symptoms and prescribe medications when appropriate, ensuring you receive timely and effective treatment.

- **General Medical (\$25/visit):**

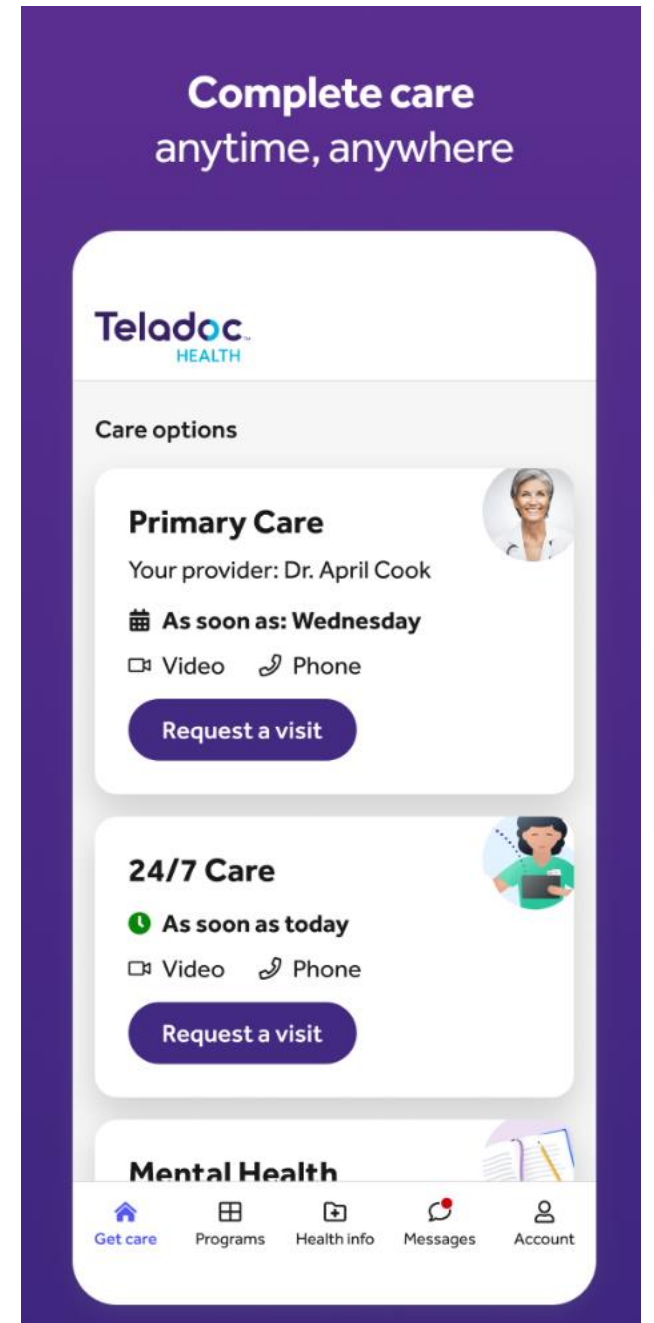
- Get 24/7 access to low-cost, high-quality virtual care for common medical conditions such as the flu, sinus infections, bronchitis, and more.

- **Dermatology (\$35/visit):**

- Address recent skin changes or manage chronic skin conditions with virtual dermatology consultations.

- **Behavioral Health (\$45/visit):**

- Receive support for stress, anxiety, grief, depression, and other mental or chemical health concerns.



Health Savings Account

- Automatic employer contributions.
- Optional employee pre-tax contributions (lowers your taxable income).
- Balance automatically rolls over into the next calendar year.
- HSA debit card.
- Pay at point of service or set up payments online.
- Investment opportunity with balances \$2,000 or more.
- Employee owned bank account, no risk of forfeiture.



2026 IRS HSA Contribution Limits

<u>Tier</u>	<u>Employee Annual Max Contribution</u>	<u>Plan HSA Annual Contributions</u>	<u>2026 IRS Annual Limit</u>
Single:	\$3,200	\$1,200	\$4,400
Employee + 1:	\$6,350	\$2,400	\$8,750
Family:	\$5,750	\$3,000	\$8,750

- Catch up contribution for those age 55 or older is \$1,000.

HSA & Federal Guidelines - Review if...

- You have Medicare, including Part A:
 - You are ineligible to contribute to an HSA or receive HSA contributions.
- Your spouse has Medicare, including Part A:
 - You are eligible to contribute to the annual family HSA maximum as long as you continue to cover your spouse or other dependents on the HDHP (Blue Plan).
- If you have coverage under other non-HDHP plan (including a spouse's traditional medical FSA), you are not eligible to contribute to an HSA.
- Your spouse is contributing to an HSA - combined total cannot exceed \$8,550.
- Cannot use HSA funds for the following:
 - Child(ren) on your plan that you no longer claim as dependents.
 - You have a domestic partner on the plan.

Flexible Spending Accounts

Dependent Care Account

- You must elect your annual amount; funds are available as they are contributed through payroll.
- \$7,500 limit per household (\$3,750 for married individuals filing separately).

Medical Flexible Spending Account

- Not available for Blue plan participants.
- You must elect your annual amount; funds are available to you January 1.
- IRS's 2026 limit is \$3,400.
- Grace Period allows you to incur expenses thru 03/15 each year.
- Run-Out Period allows you to request reimbursement by 04/30 each year.
- **2025 Enrolled in Maize (and medical FSA), 2026 change to Blue- Must have a ZERO balance in your FSA by 12/31/2025.**

NOTE: If you don't use it, you lose it. No Rollover.

Unum Life and Disability

- Spouse/Domestic Partner and Child AD&D coverage tiers align with the Voluntary Life tiers
- Voluntary Life and Long Term Disability (LTD) policies.
 - Changes to enrollment will require you to complete the Evidence of Insurability questionnaire. This will appear in Workday on the homepage under announcements.

Unum Employee Assistance Program (EAP)

- Utilizes Health Advocate as the EAP provider.
- National Provider Network of 60,000+ providers.
- Counseling/therapy (individual & family): six visits per family member/year.
- Financial and Legal assistance; Support for families during a terminal illness.
- Travel Assistance
- Work Life balance resources.
- Emotional support resources.

Dental Insurance Renewal

- No plan design changes
- Premium increased by 1.65%
- Passive enrollment

2026 Dental Premiums

Value	<u>2025 Monthly Premium</u>	<u>2026 Monthly Premium</u>
Employee:	\$38.34	\$38.97
Employee + Spouse:	\$76.96	\$78.23
Employee + Child(ren):	\$72.42	\$73.61
Family:	\$124.46	\$126.51

Comprehensive

Employee:	\$51.04	\$51.88
Employee + Spouse:	\$102.56	\$104.25
Employee + Child(ren):	\$96.40	\$97.99
Family:	\$165.68	\$168.41



Vision Insurance Renewal

- No plan design changes
- Premiums remain flat
- Passive enrollment

2026 Vision Premiums

VSP Choice	<u>2025 Monthly Premium</u>	<u>2026 Monthly Premium</u>
Employee:	\$7.99	\$7.99
Employee + Spouse:	\$12.78	\$12.78
Employee + Child(ren):	\$13.05	\$13.05
Family:	\$21.03	\$21.03

2026 Summary of Changes

- **Health:** No plan design changes; premiums increased by 7.25%
- **Dental:** No plan design changes; premiums increased by 1.65%
- **Vision:** No plan design changes; premiums stayed flat
- **HSA:** IRS annual limits increased
- **Flex Medical:** IRS 2026 limit is \$3,400
- **Flex Dependent Care:** IRS annual limit increased to \$7,500
- **Group Life:** No plan design changes.
- **Supplemental Life:** New requests or increases **will** require Evidence of Insurability/Medical Underwriting
- **Long Term Disability:** New elections **will** require Evidence of Insurability/Medical Underwriting.
- **Employee Assistance Program:** Auto enrolled; no changes



Key Takeaways & Next Steps

Open Enrollment 11/5/2025-11/25/2025 (midnight)

❖ Log into Workday:

- Username & Password are the same as your Single Sign On (SSO)
- Inbox Task titled: **Open Enrollment Change**
 - This was delivered on 11/5/2025 to your inbox.

❖ Review:

- Current benefit elections and make changes if needed.
- Dependent DOB and SSN; update if they are missing
- Beneficiaries DOB and SSN; update if they are missing

❖ There are two types of enrollment:

- **Passive:** Auto enrollment into the same plan you have today, unless you make a change.
- **Active:** Not Auto enrolled; Must elect if you want the plan for 2026.



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Active Enrollment - Action Required

- **HSA:** Review your contribution to the account
 - Increase to the IRS Annual contribution limit.
- **FSA:** Elect or waive each of these
 - Medical FSA (Maize) - IRS limit slight increase.
 - Dependent Care - IRS limit increased for 2026.

Open Enrollment Resources

- **2026 Open Enrollment webpage:** <https://www.carleton.edu/human-resources/benefits/2025-carleton-college-benefits/>
- **Workday:** <https://www.myworkday.com/carleton/d/home.html>
 - Inbox Task Title: **“Open Enrollment Change”**
- **Human Resources:**
 - Andrea Zunkel, Benefits Coordinator (azunkel@carleton.edu / x5989)
 - Kirsten Budin, Benefits Manager (kbudin@carleton.edu / x 4831)

Open Enrollment: 11/5/25 - 11/25/25



Human Resources
Resolving Workplace Issues
Jobs & Opportunities
Employee Resources
Benefits and Leaves
Earned Sick and Safe Time
Insurance, Retirement, and Time Off Benefits
Employee Dependent Tuition Benefit
Other Benefits
Workers' Compensation
Leaves of Absence
Wellness and Community
MN Paid Leave

Open Enrollment allows you to review the benefits you are currently enrolled in and make changes for calendar year 2026.

- **November 5th** - Open Enrollment starts; you will receive a **Task in your Workday Inbox** prompting you to start your Open Enrollment process.
- **November 25th** (midnight)- **Deadline** to complete your 2026 elections.

Open Enrollment Meetings: We offer both in-person and virtual sessions, we will review the available plans, premium changes, IRS contribution limits and how to complete your elections. There will be time for questions and answers during each session.

Review and Elect 2026 Benefits, below are Workday help articles to help you navigate through the Open Enrollment benefit task:

- **Overview of Open Enrollment:** This help article walks you through the process for reviewing, changing and updating information in the benefit event task in Workday.
- **Changing Coverage Amounts & Options:** This help article walks you through the process to change the coverage tier/dependents you are covering.
- **Dependent Information:** This help article walks you through the process to

Open Enrollment Meetings

Thu, Nov 6, 2025

2026 Benefits Open Enrollment Information Session 9:00 am

Tue, Nov 11, 2025

2026 Benefits Open Enrollment Information Session 2:30 pm

Thu, Nov 13, 2025

2026 Benefits Open Enrollment Information Session 10:00 am

Tue, Nov 18, 2025

2026 Benefits Open Enrollment Information Session 1:30 pm

Thu, Nov 20, 2025

2026 Benefits Open Enrollment Information Session 10:00 am

Mon, Nov 24, 2025

2026 Benefits Open Enrollment Information Session 3:00 pm

[Open Enrollment Events](#) ➔



HR Events Calendar: https://www.carleton.edu/human-resources/about/calendar/?calendar_search=Open+Enrollment

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Benefit Enrollment - Inbox Task

Workday is the enrollment system, you will receive a task in your inbox. See the example in the screenshot below.

The screenshot shows a user interface for managing tasks. On the left, a sidebar contains 'My Tasks' (with a folder icon), 'All Items' (with a list icon), 'Saved Searches' (with a clock icon), and 'Filters' (with a diamond icon). The main area is titled 'All Items' and shows '63 items'. It includes a search bar with the text 'Search: All Items' and a dropdown arrow, and a link for 'Advanced Search'. A task card is visible with the title 'Open Enrollment Change: Kirsten Budin on', a date of '11/06/2023', and a star icon. Below the title is a redacted box and the text 'Effective: 01/01/2024'. To the right of the task card, there is a detailed view for 'Change Benefits for Open Enrollment', which includes the creation date 'Created: 11/06/2023 | Effective: 01/01/2024', the enrollment period 'Open Enrollment 11/06/2023-11/29/2023', and the instruction 'Choose new plans or re-enroll in the plans you currently have.' Below this information is an orange button labeled 'Let's Get Started'.

Change Elections after Submitting



Benefits and Pay |←



Overview



Benefits



Pay



Compensation



Tasks and Reports

Payment Elections

Change Benefits

My Tax Documents

Needs Attention

SUBMITTED

Benefit Event: Open Enrollment

Submit elections by December 2, 2024.

Edit



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Benefit election changes - Tip

Medical

Projected Total Cost Per Paycheck
\$1,127.81

Plans Available

Select a plan or Waive to opt out of Medical. The displayed cost of waived plans assumes coverage for Family (Code: EE + SP)

2 items

Benefit Plan	*Selection	You Pay (Monthly)	Company Contribution (Monthly)
HealthPartners HDHP Blue (< 65)	<input checked="" type="radio"/> Select <input type="radio"/> Waive	\$449.43	\$1,578.33
HealthPartners PPO Maize	<input type="radio"/> Select <input checked="" type="radio"/> Waive	\$614.51	\$1,860.18

"Confirm & Continue" takes you to the page where edits can be made.

Supplemental 403b Deferral Limits

PROJECTED Increased Limits in 2026

- 403b Deferrals:
 - SRA 403b (pre-tax): \$24,500
 - Roth 403b (post-tax): \$24,500
- Catch-up Contributions
 - 50+; 64+: \$8,000
 - 60-63 (Super Catch-up): \$11,250 - \$12,000
- Additional Deferral Possibility (subject to TIAA approval): \$3,000
 - 15 years of continued service

MN Paid Family and Medical Leave – Information Session Reminder

November 2025

- | | |
|-----------|--|
| TUE
11 | 3:30pm Faculty - 2026 Leave Changes & Paid Family & Medical Leave (PFML) Information Session - 30m
<i>In-Person • Olin 141 • from Human Resources</i> |
| THU
13 | 11:00am Staff - 2026 Leave Changes & Paid Family & Medical Leave (PFML) Information Session - 40m
<i>Virtual • from Human Resources</i> |
| TUE
18 | 2:30pm Staff - 2026 Leave Changes & Paid Family & Medical Leave (PFML) Information Session - 40m
<i>In-Person • Weitz 236 • from Human Resources</i> |
| THU
20 | 11:00am Faculty - 2026 Leave Change & Paid Family & Medical Leave (PFML) Information Session - 30m
<i>In-Person • Olin 141 • from Human Resources</i> |
| MON
24 | 4:00pm Faculty- 2026 Leave Changes & Paid Family & Medical Leave (PFML) Information Session - 30m
<i>Virtual • from Human Resources</i> |

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