



WAUPACA FOUNDRY, INC.

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Additional Information

Working with Via Benefits

As you consider an individual or family plan, you'll need to be more active in evaluating your plan options. Consider your health situation and research what's available to make an intelligent decision.

Via Benefits is an unbiased resource that helps you navigate your new choices. Think of them as your "coach" – offering health care advice and guidance throughout all the stages of your retirement. You can access the Via Benefits insurance marketplace by going online, speaking one-on-one with the US-based Via Benefits Care Team, or doing a bit of both.

Before and during enrollment Via Benefits will:

- Understand your health and budgetary needs to evaluate the options that work for you
- Enroll you in your new individual or family health coverage.
- Provide guidance about how to lower your costs – whether to take the HRA or, if eligible, the federal subsidy.
- Help you to opt in to the HRA, should you choose to accept it

Things to be aware of as you prepare to enroll:

- Most plans available will be network-based (HMO, EPO, POS). This might differ from what you've experienced previously, but Via Benefits' licensed benefit advisors will help you find a plan that meets your needs and includes your preferred doctors.
- If you are a snowbird, you can have in-network coverage for urgent and emergent care, even out-of-network, regardless of the plan network type chosen.
 - Urgent care is for an illness, injury, or condition serious enough that a reasonable person would seek care immediately but not so severe that it requires emergency room care.
 - Emergent care is for an illness, injury, symptom, or severe condition that a reasonable person would seek care immediately to avoid severe harm.
- Depending on a plan's network type, you may or may not have out-of-network coverage for routine care. Please review this need with your Via Benefits advisor if this is important to you.
- If you have an underage college student or dependent who lives out of the state, their emergent and urgent care needs will be met. Ask your licensed benefit advisor if there is a nationwide network for the HMO plan you are considering.
- In addition to your healthcare plan in most states (excluding NJ and NY), protection plans (often called 'metal gap' plans) are available to help reduce expected out-of-pocket costs associated with your plan's deductible. Important Note: protection plans are not reimbursable from an HRA.
- Availability of HSA: Some marketplace plans will allow you to utilize and contribute to an HSA. If this feature is important to you, please mention it to your licensed benefit advisor or select a plan online that has this feature available. *Important Note: Please consult a tax advisor about contributing to an HSA plan.*

Throughout the year, Via Benefits:

- Administers your HRA to reimburse you for eligible medical expenses
- Answers questions you may have about your coverage and HRA
- Supports you with any insurance carrier issues you may have

When you become Medicare-eligible, Via Benefits:

- Guides you through transitioning from your Pre-Medicare plan to a Medicare plan
- Continues to administer your HRA

You will receive a loss of coverage letter from Waupaca Foundry in February 2024. Please keep this letter safe; you may need it to enroll in a new plan.

Important: If you do not enroll in coverage by April 30, 2025, you may have a lapse in health coverage. All individual and family coverage starts on the first day of a month following a successful enrollment.

Lowering your costs

Waupaca Foundry provides a way to lower your costs through a Health Reimbursement Arrangement (HRA). The Waupaca Foundry HRA is an account you can use to request reimbursement for eligible medical expenses for you and your dependents.

Via Benefits administers your HRA, but Waupaca Foundry funds it through an annual contribution.

Depending on your income level, you may be able to lower your costs through subsidies from the federal government in the form of a Premium Tax Credit (PTC) or Cost-Sharing Reduction (CSR). The PTC and CSR reduce the amount of the premium and out-of-pocket costs you pay. If you qualify, you must decide whether it is better to accept the HRA from Waupaca Foundry or take a federal subsidy. **You cannot use an HRA and federal subsidy in the same year by law.** Via Benefits can help you understand the difference between your funding options and help you make your selection.

Receiving either of these funding options is not automatic – and you can't have both. You must select one or the other by contacting Via Benefits.

The benefits of your Waupaca Foundry HRA

Reimbursing yourself from your HRA is safe, quick, and manageable when using Via Benefits' online tools and mobile app. You can reimburse yourself for:

Eligible medical expenses, including premiums and out-of-pocket costs incurred by you, your spouse, and your dependent children (IRS rules determine who a dependent child is for these purposes).



If you choose to lower your costs by opting into the HRA, a **Via Benefits Reimbursement Guide** will arrive in the mail a few weeks after your new coverage starts. The guide will include instructions on managing your account, submitting expenses for reimbursement, and a list of eligible expenses.

Upcoming Timeline

	Watch for mail from Via Benefits containing your Introducing Via Benefits Guide , which will give you more information and let you know what to expect and how to prepare.
2 weeks <u>after</u> retirement	<ul style="list-style-type: none"> • Visit the Via Benefits website to create your account and set up your profile. • Watch informational videos available on the website. • Call Via Benefits to complete your pre-enrollment assessment. If you do not proactively contact Via Benefits, a Care Team member will call to help you prepare. (Be sure to answer their call — and know you are safe sharing your personal information with Via Benefits.) • Schedule your enrollment appointment during your assessment or online. • Call Via Benefits at any time with questions.
	Call at your scheduled appointment time to complete your enrollment with a Care Team member or enroll online. You must actively enroll to receive retiree coverage.
	<ul style="list-style-type: none"> • If the Waupaca Foundry HRA is elected, receive your Reimbursement Guide in the mail. • Remember to set up direct deposit.

Questions?

The Via Benefits Care Team will be your first point of contact for any questions. We encourage you to use their available resources, tools, and support to learn about your area's health plans.

Visit **marketplace.viabenefits.com/waupacafoundry** at any time or call Via Benefits at 1-855-622-0934 (TTY: 711) Monday to Friday, 7:00 a.m. to 6:00 p.m. Central Time.



What is Next?**In Closing**

We're here to support you through this change and are excited to join hundreds of other companies in offering you access to Via Benefits' Individual Marketplace. Thank you for your years of service to Waupaca Foundry. You continue to be an essential part of our community, and we genuinely believe you will find this change beneficial in many ways.

Please note that the upcoming changes outlined in this letter are for retiree health benefits only. Any other retirement benefits you may be eligible for are not affected by the changes outlined in this communication.

