AGENDA

1. Benefit assessment and changes
2. What’s new for 2023?
3. Medical, Dental and Vision Plans
4. Other health and wellness benefits
5. Dependent Eligibility Verification
6. Key dates
BENEFIT ASSESSMENT AND CHANGES

Health Plans/HR review employee feedback, market research and university goals to assess benefit offerings and changes.

Compare current benefit offerings with university peer groups and national plan benchmarks.

Develop recommendations for plan design and benefit changes.

Employee Benefits Advisory Committee and Senior Leadership vote and approve.

Communication and feedback to Academic Senate and Staff Assembly.

Implementation + Open Enrollment.
WHAT’S NEW FOR 2023
Medical premiums will be increasing by 3.6-8.3%, depending on the plan.
• The increase is in range with national trends for medical and prescription insurance coverage at 7.8% for PPO and 7.0% for HMO plans.
• After the wellness incentive contribution amount is applied, the change on your premium may be lower, depending on the plan.

Salary Band Tiers for medical plans have been adjusted for 2023.
• Medical plan rates are tiered so that the cost you pay for medical insurance is somewhat proportional to your pay rate.
• Most employees will benefit from the change as they would shift to a lower tier (pay less).

Employee Contribution will remain the same for all plans except for the USC EPO Plan.
• The USC Trojan Care EPO Plan will increase by 1% (from 25% to 26%) for USC Trojan Care EPO plan for 2023 – meaning employees cost share will be 26% of total premiums and University will pick up the remaining 74%.
2023 PLAN BENEFIT ADDITIONS

New and expanded benefits to USC PPO, USC Trojan Care EPO and USC EPO Plus Plans only, excludes HMO Plans

- **Hearing Aid Services** - Expanding benefit to include all plan members up to $2,000 maximum benefit every 3 years.

- **Fertility Benefits** - Benefit includes lifetime maximum benefit of $10,000 for medical services (i.e., artificial insemination, IVF) and $15,000 for fertility drugs.

- **Transitional Services** – Expanded benefit to include facial feminization and masculinization surgery up to a lifetime maximum of $20,000.

- **Maternity Care Program** - HealthComp’s Mommies 2-B (M2B) program provides a strong foundation of support for mothers and their babies at no member cost.
### MEDICAL PLANS OPTIONS (NO CHANGES)

<table>
<thead>
<tr>
<th>Plan</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>USC PPO</strong></td>
<td>- Plan offers the most provider choice, but highest cost.</td>
</tr>
<tr>
<td></td>
<td>- Access to <strong>Keck Medicine of USC</strong>, Anthem Prudent Buyer/BlueCard <strong>nationwide</strong> + Program</td>
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<tr>
<td></td>
<td>network providers <strong>internationally</strong></td>
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<tr>
<td></td>
<td>- Offers coverage with non-network providers</td>
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<tr>
<td></td>
<td>- No authorization required to see a specialist</td>
</tr>
<tr>
<td><strong>Anthem HMO</strong></td>
<td>- An HMO model plan for employees who reside in California</td>
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<tr>
<td></td>
<td>- This plan provides access to Anthem CaliforniaCare HMO provider network</td>
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<tr>
<td></td>
<td>- Requires referral from primary care physician to see a specialist</td>
</tr>
<tr>
<td></td>
<td>- No out-of-network coverage (except for emergencies)</td>
</tr>
<tr>
<td><strong>USC Trojan Care EPO</strong></td>
<td>- An affordable plan designed for employees who reside in California</td>
</tr>
<tr>
<td></td>
<td>- Offers access to Keck Medicine of USC providers and other selected <strong>Anthem providers within six</strong></td>
</tr>
<tr>
<td></td>
<td>Southern California counties</td>
</tr>
<tr>
<td></td>
<td>- No authorization needed to see a specialist</td>
</tr>
<tr>
<td></td>
<td>- No out-of-network coverage (except for urgent care and emergencies)</td>
</tr>
<tr>
<td><strong>Kaiser HMO</strong></td>
<td>- An HMO model plan for employees who reside in Southern California</td>
</tr>
<tr>
<td></td>
<td>- Requires referral from primary care physician to see a specialist</td>
</tr>
<tr>
<td></td>
<td>- No out-of-network coverage (except for emergencies)</td>
</tr>
<tr>
<td><strong>USC EPO Plus</strong></td>
<td>- An affordable plan designed for employees residing in California who cover dependents that reside out of state or in Northern California</td>
</tr>
<tr>
<td></td>
<td>- Employees and their covered dependents residing in California have access to Keck Medicine of USC providers and other selected Anthem providers within six Southern California counties</td>
</tr>
<tr>
<td></td>
<td>- Only dependents who reside out of state or in Northern California also have access to select</td>
</tr>
<tr>
<td></td>
<td>Anthem Prudent Buyer/BlueCard providers</td>
</tr>
<tr>
<td></td>
<td>- No out-of-network provider coverage (except for urgent care and emergencies)</td>
</tr>
</tbody>
</table>
No changes to plan options and premiums:

- Delta Dental
- United Concordia HMO Dental
- Vision Service plan

Delta Dental Plan Implant benefit change for 2023:

- Changing $1,500 lifetime maximum benefit to CALENDAR YEAR maximum. This will be separate from $1,500 annual maximum dental benefit.
HEALTHY CHOICE OFFERINGS (NO CHANGES)

Healthy Choice Offerings for all Benefits Eligible:

TOBACCO CESSATION PROGRAM
Tobacco Cessation Program with Keck, USC Pharmacy and OT/PT
https://www.keckmedicine.org/usc-premier-care/

FREE FLU SHOTS
Free flu shots in collaboration with USC Pharmacies
https://pharmacies.usc.edu/flu-vaccine/

FITNESS INCENTIVE
Employees get up to $220 towards eligible fitness activity and/or device
www.wageworks.com

GYM SUBSIDIES
Employees and their dependents save up to 70% on gym and other fitness classes memberships with Gympass
gympass.com/us/usc-us

USC PPO, USC Trojan Care EPO and USC EPO Plus Plan Offerings:

HEALTH ASSESSMENT INCENTIVE
Employees save up to $480/year on medical premiums if they complete a health assessment and get a physical
https://employees.usc.edu/wellness-benefit/

POPULATION HEALTH
Plan Members get care management services and navigation using Keck Providers
https://www.keckmedicine.org/usc-premier-care/

DIABETES PROGRAM
Plan members get free diabetes supplies, medicines and coaching with Livongo
http://www.join.livongo.com/USCTROJANS/hi

PRIMARY CARE DOCTOR INCENTIVE
Plan Members get $10 copay discount if they select a primary care doctor
https://hconline.healthcomp.com/usc

MENTAL HEALTH
Plan members get high quality, personalized care for mental and emotional health
https://usc.lyrahealth.com/
To earn 2023 monthly incentive for medical plan:

- Complete the online questionnaire (Vitality Health Review) and in-person screening (Vitality Check) before December 16, 2022 to save $480 in 2023.
- Note: In-person health screening must be completed through primary care physician visit only.

Participate in health assessment and save $480 annually on your medical plan premiums. Get started at employees.usc.edu/wellness-benefit.

SAVE UP TO $480 ANNUALLY

Complete online questionnaire  Complete in-person health screening  Annually (Excluding Anthem MyChoice Plan)
FREE FLU SHOTS THIS YEAR!

Event is Sept. 12, 2022 through Jan. 31, 2022

Appointments are highly recommended but not required.

USC staff and faculty working remotely should contact their healthcare provider to arrange for the flu vaccine.

Note: USC PPO, EPO, EPO Plus members can get their flu shots at any retail pharmacy, or with a primary care doctor at no cost.

For more information visit: Pharmacies.usc.edu/clinic
A healthier lifestyle pays off

GET UP TO $220 REIMBURSEMENT FOR ELIGIBLE WELLNESS ACTIVITIES THROUGH WAGEWORKS.

Learn more and join at: https://www.wageworks.com/
A single membership lets you access gyms and studios, live-streamed classes, personal training, wellness apps and an array of on-demand fitness content.

CHOOSE YOUR PLAN UP TO 70% OFF!

<table>
<thead>
<tr>
<th>PLAN</th>
<th>NORMAL PRICE PER MONTH</th>
<th>YOU PAY PER MONTH (PLUS TAX)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Starter</td>
<td>$40</td>
<td>$11.99</td>
</tr>
<tr>
<td>Basic</td>
<td>$70</td>
<td>$30.99</td>
</tr>
<tr>
<td>Bronze</td>
<td>$100</td>
<td>$55.99</td>
</tr>
<tr>
<td>Silver</td>
<td>$150</td>
<td>$89.99</td>
</tr>
<tr>
<td>Gold</td>
<td>$250</td>
<td>$159.99</td>
</tr>
<tr>
<td>Platinum</td>
<td>$350</td>
<td>$239.99</td>
</tr>
<tr>
<td>Diamond</td>
<td>$450</td>
<td>$279.99</td>
</tr>
</tbody>
</table>

No lock-ins. Cancel your membership right in your app.

THREE STEPS TO GET STARTED:

1. REGISTER
   Create your free account. Sign up with your primary work email address on the Gymphass App or at gymphass.com/usc-usc. You will also need your 7-digit employee ID number.

2. CHOOSE YOUR PLAN
   Find gyms and wellness partners. Once activated, the gyms and partners available to you will be displayed when you are logged in.

3. START USING GYMFPASS
   Begin exploring the wellness options available. Access gyms and studios, sign up for a live class, download a wellness app, or book your first 1:1 virtual personal training session.

For questions, visit help.gymphass.com to find answers to FAQs or chat with a Gymphass representative.
What and Why: In order to maintain high quality benefits for our employees and their dependents, and to ensure fairness of the medical costs shared by all, we are initiating an effort for all employees with a dependent, enrolled in USC medical coverage, to be required to provide eligibility documentation for each dependent.

Secova, Inc. will be managing this verification process and has been administering dependent eligibility verifications for over 26 years with higher education institutions experience. Secova’s knowledgeable professionals will offer employees confidential support and resources throughout the verification process.

Open Enrollment: Communication will be going out before this upcoming open enrollment season announcing the dependent eligibility audit. Open Enrollment is an opportunity for employees to voluntary drop dependents who are not eligible for medical coverage for the new plan year.
Verification Process and Timeline:

- Employees will be receiving a verification packet in the mail the week of Sept. 26, 2022 and will have 30 days to respond *(a date will be provided in the letter).*

- The verification packet will identify enrolled dependents and required documents for submission to Secova through online portal, U.S. Mail, email or fax.

- A receipt of documentation will be sent out after submission is completed. Secova has a 10-day review period before issuing a letter of determination of complete or incomplete status. Reminders and follow up emails/calls will also be conducted if needed by Secova.

- During the audit, if an employee is found to have an ineligible dependent or does not complete verification by the deadline, will result in dependent(s) being terminated from the medical plan and not eligible for COBRA.

- A final determination letter will be sent out by Nov. 16, 2022 and a final report of eligibility to USC on Nov. 30, 2022.

- Please refer to project timeline for more information in the appendix.
DATES TO REMEMBER

HEALTH ASSESSMENT INCENTIVE PROGRAM
December 16, 2022
Complete both steps by this date to save $480 in 2023.
https://employees.usc.edu/wellness-benefit/

OPEN ENROLLMENT
October 24 – November 07, 2022
More information coming soon on 10/10/22

FLU SHOTS
September 12, 2022 – January 31, 2023
Pharmacies.usc.edu/clinic
APPENDIX
HOW ARE HEALTH BENEFITS DECIDED?

Benefits Planning

- MARKET RESEARCH
- CONSULTANTS
- HEALTH PLANS + HUMAN RESOURCES
- EXECUTIVE SPONSORS

Communication/feedback

- EBAC
  - Provide inputs on current and proposed benefits
  - Votes on benefits changes

- Presidents Senior Leadership Team
- Staff Assembly
- Academic Senate
- Open Enrollment
EMPLOYEE BENEFITS ADVISORY COMMITTEE (EBAC)

• Members nominated by Academic Senate, Staff assembly, Provost and SVP, Administration.
  (3 members each from Academic Senate and Staff Assembly)

• Provides input on all policies and programs related to current and proposed benefits, including concerns from employees on benefit issues and administration.

2021-2022 EBAC Voting Members (as of June 2022):

Faculty

• Patricia Riley, Ph.D. Assoc. Professor of Communication, Annenberg (EBAC Committee Chair)

• Tracy Tambascia, Ed.D. Professor of Clinical Education, Rossier (Academic Senate President)

• Paul Adler, Ph.D. Professor of Management, Marshall (Immediate Past President, Academic Senate)

• Jennifer Ailshire, Ph.D. Assoc. Professor of Gerontology, Davis (Asst. Dean of Intl Programs)

• Paula Cannon, Ph.D. Distinguished Professor of Microbiology, Keck (Special Advisor to the Provost)

• Jessica Cantiello, Ph.D. Assoc. Professor, Dornsife

• Jeffrey Chisum, Ph.D. Professor, Dornsife

• Jennifer Israel, M.D. Clinical Assoc. Professor of Obstetrics & Gynecology, Keck (Medical Director, Keck Ambulatory)

• Rima Jubran Professor of Clinical Pediatrics, Keck/CHLA

• Mona Patel, M.D. Assoc. Professor Pediatrics, Keck/CHLA

• Anjali Mahoney, M.D. Clinical Assoc. Professor of Family Medicine, Keck (Vice Chair for Clinical Affairs)

• Michael Nichol, Ph.D. Professor of Policy and Pharmaceutical Economics, Price (Assoc. Vice Provost of Online Education)

• Guilan Siassi, Ph.D. Assoc. Professor of French, Dornsife

• Ashley Uyeshiro Simon, OTD, OTR/L, MScS Assoc. Professor of Clinical, Chan Division of OT

Staff

• Kristi Culpepper Assoc. Director, Undergraduate Admissions and Outreach, Marshall (Staff Assembly President)

• Steve Adcook Asst. Dean and Director, Finance and Human Resources, Marshall

• Shannon Hinojosa Contracts & Grants Manager, Rossier

• Paul Craig Chief Human Resources Officer, Keck

• Richard Schroth AC Technician Journeyman, FP&M
All employees covering a dependent will be asked to submit proof of dependent’s eligibility. Below is a timeline starting from launch of first communication.

**PLANNING AND IMPLEMENTATION**
- Eligibility Requirements Confirmed
- Communication review and approval
- Test Data File Analysis

**+10 DAYS – MON., SEPTEMBER 26**
**VERIFICATION PACKET MAILED**
- COMM #2: Secova mails verification packet to employees
- Call Center Opens

**TUE., SEPTEMBER 20**
**USC ANNOUNCEMENT**
- COMM #1: Email sent to employees announcing Secova Dependent Eligibility Audit commencing and notification that verification packet will be mailed out

**+40 DAYS – WED., OCTOBER 26**
**INITIAL SUBMISSION DEADLINE**
- Initial documentation submission deadline
- Grace period begins
- Follow-up will be conducted via email and phone non-response

**+54 DAYS – WED., NOVEMBER 9**
**SUBMISSION PROCESS CLOSED**
- Call Center, email and fax line close

**+61 DAYS – WED., NOVEMBER 16**
**FINAL DETERMINATION LETTERS**
- Secova mails out determination letters

**+75 DAYS – WED., NOVEMBER 30**
**FINAL PROJECT ANALYSIS**
- Secova delivers final project analysis to client
- USC Benefits removes ineligible dependents from system

Open Enrollment for the 2023 calendar year concludes on November 7th 2022