

# Welcome

The University of Louisville's benefits team brings you a quarterly newsletter to provide you with reminders and valuable information related to your benefits.

## Self-Funded Health Plans

Self-funded healthcare plans. What does that mean and how does that affect employees at UofL? Simply put, our university's self-funded health plan provides health benefits to our employees with our own funds and then, when a claim is filed, the university pays the claim through our third-party vendor (Anthem). If we had a fully insured plan, we would pay a set premium to an insurance company and then they would pay all the claims.

Being self-funded means that the university and the employee have a shared responsibility when it comes to our healthcare. This partnership allows UofL to offer options that best fit our employee's needs while also giving employees the power to make educated choices.

### So why does UofL choose to have a self-funded plan?

Obviously, being self-funded means that the amount we pay can vary a lot depending on the health claims of our employees. That can increase risk. However, it also gives us the opportunity to manage our healthcare costs better and smarter.

With the potential risk involved, the university must be a good steward of our resources. As we all know, healthcare costs continue to rise and have exceeded the rate of inflation each year during the last 40 years. Statistically, the unhealthiest 5 percent of the population consume 50 percent of total healthcare costs. At UofL, we strive to strategically manage our risk while also ensuring employees and their dependents have comprehensive medical coverage.

### How can we work together to manage our resources better?

Taking an active part in your own health can pay big dividends. Here are some steps you can take.

#### *Preventive Healthcare:*

It's free! Preventive healthcare screenings, including vaccinations, are an important part of maintaining good health and are offered at no cost to you under our plans. An illness detected and treated in its beginning stages is less costly. Most importantly, it can maintain your quality of life. You feel better, you save money and UofL saves money. It is a win all around. Schedule your annual physical and talk to your doctor. Ask questions and share in the decision-making process. Also, be sure to schedule vaccinations as a preventive measure.

#### *Chronic Condition Management:*

If you have chronic conditions like diabetes, high blood pressure, asthma, COPD or high cholesterol, explore the options available through the disease management program. Enroll in Get Healthy Now and take advantage of the support and education offered. It may also help cover some of your medication expenses.



## BENEFIT PROVIDERS

### Health Insurance

Anthem Blue Cross Blue Shield  
855.747.1137

Nurse Line: 888.279.5378  
[www.anthem.com](http://www.anthem.com)

### Dental Insurance

Metlife  
1.866.832.5756

[www.Metlife.com/mybenefits](http://www.Metlife.com/mybenefits)

### Flexible Spending Accounts

Discovery Benefits  
1.866-451-3399

[www.discoverybenefits.com](http://www.discoverybenefits.com)

### Vision Insurance

Davis Vision  
1.877.923.2847

[www.davisvision.com](http://www.davisvision.com)

### Prescription Drug Coverage

Express Scripts, Inc.  
1.800.298.6890

[www.express-scripts.com](http://www.express-scripts.com)

### KY RX Coalition

855.218.5979

[www.kyrx.org](http://www.kyrx.org)

### Life Insurance

MetLife  
1.800.638.6420

### Long Term Disability

MetLife  
1.800.858.6506

### Short Term Disability

Humana  
1.877.378.1505

## DECODING YOUR



If you are like most people, when you review your Explanation of Benefits (otherwise known as an EOB) there are several columns, sections or segments of the bill that will have you scratching your head in puzzlement. Anthem has a great Guide to Your EOB (<http://louisville.edu/hr/benefits/health/guidetoEOB.pdf>) to help you. Here are some other terms that can help.

### Annual Deductible:

This is the amount that you must pay out of your pocket each calendar year before your health insurance kicks in and begins paying coinsurance (see definition of coinsurance). The annual deductible includes office visits, X-rays, hospital stays and so on (anything not considered preventive).

### Copay:

Copays are a part of our EPO and PPO plans. They are a set dollar amount that you must pay towards the cost of a health service. For example, the PPO plan has a \$15 copay for an office visit to your regular doctor (referred to as a PCP or primary care physician).

### Coinsurance:

Coinsurance begins after you meet your deductible. At that point, coinsurance kicks in to share the cost of your medical expenses. For example, if you have already met your deductible with the PPO plan and you have an x-ray, you would pay 10% of that cost and the health plan would cover 90%. These percentage amounts vary by plan.

For more definitions, including out-of-pocket maximums, premiums and networks, visit <http://louisville.edu/hr/benefits/benefits-definitions>.

Did You Know?



### Helpful Plan Tips

Did you know that the regular copay applies to an office visit with a nurse practitioner, even if it is a specialty doctor's office? Keep this in mind the next time you visit a specialty office.

### Reminder!

### Discovery Benefits is New Vendor for Flexible Spending Accounts in 2018

2018 Flexible Spending Accounts (FSA) are managed by a new vendor, Discovery Benefits. For full details on our new provider and FSAs at UofL, please visit <http://louisville.edu/hr/benefits/fsa>



## May is Healthy Vision Month

Approximately 37 million adults in America have age-related macular degeneration, cataract, diabetic retinopathy, or glaucoma, all of which can cause visual impairment or blindness. However, recent studies show that making healthy choices and getting regular eye exams can help reduce a person's risk of vision loss. In support of Healthy Vision Month in May, the American Academy of Ophthalmology is encouraging everyone to preserve their sight by following some simple tips:

<http://louisville.edu/hr/benefits/vision/may-healthy-vision-month>

Eye exams may be covered under your UofL health plan.

## Well Visits and Why They are Important

“I’m not sick, why should I visit the doctor?” At least once a year, employees should visit their healthcare provider for a well visit. Disease prevention is the best alternative to a cure. Well visits are covered in full by UofL health plans.

Yearly well visits allow you and your doctor to spot health problems and risk factors before they turn into major issues. Health problems identified and treated early are much more likely to be effective. Also, well visits are a great time for assessing your general health. Parameters of your health—such as blood pressure, cholesterol levels and weight—can be discussed with your doctor and, if necessary, you can work together to correct any problems.

And, don’t forget that screenings, such as colonoscopies and mammograms, are an important part of well visits because they can assess susceptibility to diseases such as diabetes and cancer.

Well visits for mental health are important too. Talking with someone you trust about such issues as stress, anxiety and depression will help you and your doctor assess the mind/body connection. To prepare for such visits—bring a list of questions and concerns and your family health history.

Give yourself the gift of great health and schedule your well visit with your primary care provider today. You’ll be glad you did.



### RETIREMENT CORNER

## New Monthly Brown Bag Seminar Series on Retirement Plans

Faculty, staff and retirees are invited to bring their lunch and join us each month for a brown-bag seminar series called University of Louisville 403(b) Retirement Plan 101, Basics and Beyond. During this one-hour session, you will learn the basics of the university’s 403(b) plan with information about your contribution options, how much you should be saving and investment options. These sessions are a great opportunity for new and current employees to learn more about one of the best benefits the university offers to employees. This session will be presented by Fidelity Investments. For dates and times, and to register, visit <http://louisville.edu/hr/benefits/retirementplans/retirementworkshops>