

for your
benefit



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Getting the Most out of Health Care Spending

Why waste hundreds, if not thousands of dollars that you could be saving, tax free, and using to pay for health care expenses. MCGHealth offers two products to help you do just that; a Dependent Care Flexible Spending Account and a Health Care Flexible Spending Account. Both allow you to set aside pre-tax dollars into an account to pay for day care expenses and qualified medical expenses. The pre-tax feature helps you decrease your income tax while increasing your spendable income – adding up to hundreds, even thousands of dollars each year.

Here's how flexible spending accounts work...

- You can contribute from \$100 to \$5,000 each plan year
- Your contribution will be deducted in equal installments each pay period
- Pay for day care and health expenses not covered by FlexChoice, such as:
 - Fees paid for medical services
 - Vision materials
 - Fees paid for hospital services
 - Prescription medicines, co-pays
 - Insulin
 - Smoking-cessation programs
 - Over-the-counter medications
 - Copayments on covered expenses
 - Deductibles
 - Braces
 - False teeth, hearing aids, crutches, wheelchairs

Use It or Lose It!

Both the Dependant Care and the Health Care Flexible Spending Accounts are subject to the IRS 'Use It or Lose It' rules. Check your enrollment guide for details.

A Healthier (and Wealthier) You

Let's face it...being healthy costs a lot less than being sick. It's as simple as that. So, how can you improve your overall well being while putting money in your pocket? Here's how...

Take advantage of the many great wellness benefits offered by MCGHealth as part of your comprehensive benefits package.

- In the fall, we will introduce the HealthWise wellness program. You will be amazed at the health gains – and financial gains – you can achieve through a healthy lifestyle.
- Join the MCG Wellness Center to build your strength and endurance. A membership fee is your passport to group exercise classes, personal trainers, instructional fitness classes, intramural sports, free weights and resistance/strength equipment. Go to www.mcg.edu/wellness for additional information.
- Quit tobacco. Call 706-721-8224 to join the MCG tobacco cessation program.
- What's a healthy body without a healthy mind?

The Employee Assistance Program will help you shed some of that stress. You'll receive confidential guidance from a trained professional in areas relating to your work and personal life. Go to <http://hi.mcg.edu/HR/EAP.htm>.

Spending Accounts

You have until March 15th of 2011 to submit claims for Dependant Care or Health Care Flexible Spending Accounts. After this, money left in your account must be forfeited, according to IRS rules. Use your enrollment guide and free web site, <http://healthzone.com>, to determine the right contribution amount.

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What is a Health Savings Account?

One of the great things about FlexChoice is the addition of the Health Savings Account. This savings account is referred to as a "consumer - driven health care benefit". Claims are paid using a consumer-controlled account versus a fixed health insurance benefit, giving you greater control over your own health budgets and the health care you receive.

Available only as part of the Medical Choice Plan, the Health Savings Account allows you to pay for current or future eligible medical, prescription drug and over-the-counter drug expenses on a pre-tax basis.

What's The Difference - Savings vs. Spending Account?

They are confusing! Here's a quick review. All accounts are federally regulated and used to pay for eligible health care expenses. Contributions are made as tax-free payroll deductions.

Health Savings Account – Consumer-driven health care account used to pay for eligible health care expenses. You own the account (you can take it with you if you leave MCGHealth) and it will roll over annually. Available with the Medical Choice Plan only.

Health Care Flexible Spending Account – Used to pay for eligible health care expenses not covered by another plan or by dependant care expenses. Use it or lose it rules apply.

Dependant Care Flexible Spending Account – Used to pay for eligible child care or elder day care expenses. Use it or lose rules apply.

Knowledge is Power

It is the middle of the night and a family member has an uncontrollable nose bleed. Before you run to the Emergency Room, let your fingers do the walking. Call toll free at 888-724-BLUE (2583) and press 2 to speak to a registered nurse, available 24/7. You will get immediate, confidential answers to questions such as:

- Should I seek treatment?
- What kind of aid does my child require?

You can also listen to recorded messages about hundreds of health topics. Call 888-724-BLUE (2583) and press 3, then follow the directions. For more information, go to www.bcbsga.com.

MCGHealth will contribute \$50 per month to your Health Savings Account, while you choose your own contribution amount through pre-tax payroll deductions. For 2010, the federal government allows a combined employee/employer annual contribution limit of \$3,050 for individuals or \$6,150 per family. If you are age 55 or older, you may make additional annual catch-up contributions of up to \$1,000.

If you choose not to use the dollars in your Health Savings Account to pay for eligible expenses (and instead pay out of your pocket), you will lose the tax advantage.

Funds in your Health Savings Account will roll over to the next calendar year if you don't use them. In addition, you own this account, so you take your funds with you if you leave MCGHealth.

As a health care organization, MCGHealth has a responsibility to minister to the health care needs of our employees, and to provide superior and affordable benefits. We are proud to offer a number of wellness tools in order to continue to ensure your good health.

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