

**EXHIBIT A**

**AMERICAN GUILD OF MUSICAL ARTISTS HEALTH FUND**

**2022 Plan Design**

	<b>Plan A</b>	<b>New Plan A1</b>
<b>In-Network Deductible (Ind / Fam)</b>	Medical: \$0 / \$0 Rx: \$75 / \$150	\$1,700 / \$3,400 (Combined)
<b>In-Network Out of Pocket Maximum (Ind / Fam)</b>	\$3,000 / \$6,000	\$3,000 / \$6,000
<b>In-Network Cost Sharing</b>		
Inpatient Facility	\$200 per stay	20% **
Emergency Room	\$150	20% **
Urgent Care	\$75	20% **
Outpatient Surgery	\$100	20% **
Outpatient Behavioral Health	\$0	20% **
Preventative Care	\$0	\$0
Imaging	\$20	20% **
Primary Care Visit	\$30	\$30 **
Specialist Visit*	\$50	\$50 ***
<b>Out of Network Deductible (Ind / Fam)</b>	\$3,000 / \$6,000	\$3,000 / \$6,000
<b>Out of Network Out of Pocket Maximum (Ind / Fam)</b>	\$6,000 / \$12,000	\$6,000 / \$12,000
<b>Out of Network Coinsurance</b>	30%	40%
<b>Prescription Drug Coverage</b>		
Retail (30 days): T1 / T2 / T3	20%/25%/30%	20%/25%/37.5%
Mail Order (90 days): T1 / T2 / T3	15%/20%/25%	15%/20%/30%
T1= Generic; T2= Preferred Brand; T3= Non-Preferred Brand		
<b>Employer Paid HSA Contribution (Ind / Fam)</b>	N/A	<b>\$83/\$167 per month</b>
<b>Member Contribution (in addition to employer contribution)</b>	<b>\$40 per month</b>	N/A

\*Applies to physical, occupational and speech therapy and initial chiropractor visits. Members pay \$50 for initial chiropractic visit then all future visits are covered at no cost

\*\*After the Deductible is satisfied

\*\*\*After the Deductible is satisfied; then \$50 per visit

Please note the following about Plan A1:

- Members will be able to contribute to the HSA to the Fund through their employer on a pre-tax basis up to the allowed IRS limits

# Cost Sharing Examples

## Member Cost Sharing Under Plan A and Plan A1 Example 1 - Common Cold

	Annual Total Allowed		
<b>Estimated Allowed Costs</b>			
1 Primary Care Visit	\$210		
1 Rx Antibiotics - Generic	<u>\$10</u>		
Total Cost of Care	\$220		
<b>Plan Design</b>		<b>Plan A</b>	<b>Plan A1</b>
In-Network Deductible		Medical: \$0 / \$0 Rx: \$75 / \$150	\$1,700 / \$3,400 (Combined)
In-Network Out Of Pocket Max		\$3,000 / \$6,000	\$3,000 / \$6,000
Annual Member Contribution	\$480		\$0
Annual Employer HSA Contribution	\$0		\$1,000
Primary Care Visit Copayment	\$30		\$30*
Rx Retail Generic Copayment	20%		20%*
<b>Total Member Cost Sharing</b>			
Annual Member Contribution	\$480		\$0
1 Primary Care Visit	\$30		\$210
1 Rx Antibiotics – Generic	<u>\$10</u>		<u>\$10</u>
<b>Total Member Annual Spend (before HSA)</b>	\$520		\$220
<b>Total Member Annual Spend/(Savings) (after HSA)</b>	\$520		(\$780)

Impact to move to Plan A1: (\$1,300)

\*After deductible has been met

# Cost Sharing Examples

## Member Cost Sharing Under Plan A and Plan A1 Example 2 - Chiropractor

<u>Allowed Costs</u>	<u>Per Unit</u>	<u>Annual Total Allowed</u>
1 Initial Consultation	\$210	\$210
1 X-Ray	\$1,000	\$1,000
1 X-Ray Read	\$210	\$210
20 Chiropractor Visits	\$75	<u>\$1,500</u>
		\$2,920
<b><u>Plan Design</u></b>	<b>Plan A</b>	<b>Plan A1</b>
In-Network Deductible	Medical: \$0/\$0 Rx: \$75 / \$150	\$1,700 / \$3,400 (Combined)
In-Network Out Of Pocket Max	\$3,000 / \$6,000	\$3,000 / \$6,000
Annual Member Contribution	\$480	\$0
Annual Employer HSA Contribution	\$0	\$1,000
Primary Care Visit	\$30	\$30*
Diagnostic Test	\$20	20%*
Chiropractic Services	\$50 Initial Visit only	\$50 per visit*
<b><u>Total Member Cost Sharing</u></b>		
Annual Member Contribution	\$480	\$0
1 Initial Consultation	\$50	\$210
1 X-Ray	\$0	\$1,000
1 X-Ray Read	\$0	\$210
20 Chiropractor Visits	\$0	\$1,100
<b>Total Member Annual Spend (before HSA)</b>	<b>\$530</b>	<b>\$2,520</b>
<b>Total Member Annual Spend/(Savings) (after HSA)</b>	<b>\$530</b>	<b>\$1,520</b>

Impact to move to Plan A1: \$990

\*After deductible has been met

# Cost Sharing Examples

## Member Cost Sharing Under Plan A and Plan A1 Example 3 – Managed Diabetes – Generic Prescription Drugs

<u>Allowed Costs</u>	<u>Per Unit</u>	<u>Annual Total Allowed</u>
4 Specialist Visits	\$240	\$960
4 PCP Visits	\$210	\$840
2 Diagnostic Tests per Visit	\$200	\$800
1 Year Rx - Generic Drug	\$180	<u>\$180</u>
Total spend		\$2,780
<u>Plan Design</u>	<b>Plan A</b>	<b>Plan A1</b>
In-Network Deductible	Medical: \$0/\$0 Rx: \$75 / \$150	\$1,700 / \$3,400 (Combined)
In-Network Out Of Pocket Max	\$3,000 / \$6,000	\$3,000 / \$6,000
Annual Member Contribution	\$480	\$0
Annual Employer HSA Contribution	\$0	\$1,000
Specialist Visits	\$50	\$50
PCP Visiits	\$30	\$30
Diagnostic Testing	\$0	20%
Rx Mail Order Generic	15%	15%
<u>Total Member Cost Sharing</u>		
Annual Member Contribution	\$480	\$0
Specialist Visit	\$200	\$770
PCP Visit	\$120	\$520
Diagnostic Test	\$0	\$496
Rx Mail Order Generic	\$90	\$104
<b>Total Member Annual Spend (before HSA)</b>	<b>\$890</b>	<b>\$1,890</b>
<b>Total Member Annual Spend/(Savings) (after HSA)</b>	<b>\$890</b>	<b>\$890</b>

No Impact to  
move to Plan A1

\*After deductible has been met

# Cost Sharing Examples

## Member Cost Sharing Under Plan A and Plan A1 Example 4 – Managed Diabetes – Brand Prescription Drugs

<u>Allowed Costs</u>	<u>Per Unit</u>	<u>Annual Total Allowed</u>
4 Specialist Visits	\$240	\$960
4 PCP Visits	\$210	\$840
2 Diagnostic Tests per Visit	\$200	\$800
1 Year Rx – Brand Drug	\$565	<u>\$6,780</u>
Total spend		\$9,380
<b><u>Plan Design</u></b>	<b>Plan A</b>	<b>Plan A1</b>
In-Network Deductible	Medical: \$0/\$0 Rx: \$75 / \$150	\$1,700 / \$3,400 (Combined)
In-Network Out Of Pocket Max	\$3,000 / \$6,000	\$3,000 / \$6,000
Annual Member Contribution	\$480	\$0
Annual Employer HSA Contribution	\$0	\$1,000
Specialist Visits	\$50	\$50
PCP Visits	\$30	\$30
Diagnostic Testing	\$0	20%
Rx Mail Order Brand	20%	20%
<b><u>Total Member Cost Sharing</u></b>		
Annual Member Contribution	\$480	\$0
Specialist Visit	\$200	\$390
PCP Visit	\$120	\$300
Diagnostic Test	\$0	\$320
Rx Mail Order Brand	\$1,416	\$1,990
<b>Total Member Annual Spend (before HSA)</b>	<b>\$2,216</b>	<b>\$3,000</b>
<b>Total Member Annual Spend/(Savings) (after HSA)</b>	<b>\$2,216</b>	<b>\$2,000</b>

Impact to move to Plan A1: (\$216)

\*After deductible has been met



# Employee FAQ:

## Health Savings Accounts

### What is a health savings account (HSA)?

An HSA is a tax-advantaged personal savings account that can be used to pay for medical, dental, vision and other qualified expenses now or later in life. To contribute to an HSA you must be enrolled in a qualified high-deductible health plan (HDHP) and your contributions are limited annually. The funds can even be invested, making it a great addition to your retirement portfolio.

### Why should I participate in an HSA?

Funds contributed to an HSA are triple-tax-advantaged.

- 1. Money goes in tax-free.** Most employers offer a payroll deduction through a Section 125 Cafeteria Plan, allowing you to make contributions to your HSA on a pre-tax basis. The contribution is deposited into your HSA prior to taxes being applied to your paycheck, making your savings immediate. You can also contribute to your HSA post-tax and recognize the same tax savings by claiming the deduction when filing your annual taxes.
- 2. Money comes out tax-free.** Eligible healthcare purchases can be made tax-free when you use your HSA. Purchases can be made directly from your HSA account, either by using your benefits debit card, ACH, online bill-pay, or check – or, you can pay out-of-pocket and then reimburse yourself from your HSA.
- 3. Earn interest, tax-free.** The interest on HSA funds grows on a tax-free basis. And, unlike most savings accounts, interest earned on an HSA is not considered taxable income when the funds are used for eligible medical expenses.

### What expenses are eligible for reimbursement?

Health plan co-pays, deductibles, co-insurance, vision, dental care, and certain medical supplies are covered. The IRS provides specific guidance regarding eligible expenses. (See IRS Publication 502).

### Am I eligible to participate?

In order to contribute, you must be enrolled in a qualified HDHP, not covered under a secondary health insurance plan, not enrolled in Medicare, and not another person's dependent. There are no eligibility requirements to spend previously-contributed HSA funds.

### What is a high-deductible health plan?

A HDHP is a health insurance plan with deductible amounts that are greater than \$1,400 for individual or \$2,800 for family coverage and have an out-of-pocket maximum that does not exceed \$7,050 for individual or \$14,100 for family coverage.

### How do I contribute money to my HSA?

Payroll deduction is most likely offered by your employer. Your annual contribution will be divided into equal amounts and deducted from your payroll before taxes. Direct contributions can also be made from your personal checking account and can be deducted on your personal income tax return.

### Can I change my contributions to my HSA during the year?

Yes. You will not be subject to the change-in-status rules applicable to other benefit accounts. You will be able to make changes in your contributions by providing the applicable notice of change provided by your employer.

### How much can I contribute to my HSA?

Contributions can be made by the eligible employee, their employer, or any other individual. Annual contributions from all sources may not exceed \$3,650 for singles or \$7,300 for families in 2022. Individuals aged 55 and over may make an additional \$1,000 catch-up contributions.

### **Do I have to spend all my contributions by the end of the plan year?**

No. HSA money is yours to keep. Unlike a flexible spending account (FSA), unused money in your HSA isn't forfeited at the end of the year; it continues to grow, tax-deferred.

### **What happens if my employment is terminated?**

HSAs are portable and move with you if you change employment. Your HSA belongs to you, not your employer, just like your personal checking account.

### **How do I access the funds in my HSA?**

Your HSA is similar to a checking account. You are responsible for ensuring the money is spent on qualified purchases only and maintaining records to withstand IRS scrutiny. Payments can be made via check, ACH, online bill-pay, or debit card, depending on what is available to you.

### **When must contributions be made to an HSA for a taxable year?**

Contributions for the taxable year can be made in one or more payments at any time after the year has begun and prior to the individual's deadline (without extensions) for filing the eligible individual's federal income tax return for that year. For most taxpayers, the deadline is April 15 of the year following the year for which contributions are made.

### **What happens to the money in my HSA if I no longer have HDHP coverage?**

Once you discontinue coverage under an HDHP and/or get secondary health insurance coverage that disqualifies you from an HSA, you can no longer make contributions to your HSA. However, since you own the HSA, you can continue to use the remaining funds for future healthcare expenses.

### **Is tax reporting required for an HSA?**

Yes. IRS form 8889 must be completed with your tax return each year to report total deposits and withdrawals from your account. You do not have to itemize to complete this form.

### **Can I still deduct healthcare expenses on my tax return?**

Yes, but not the same expenses for which you have already been reimbursed from your HSA.

### **Can I withdraw the money for non-healthcare purchases?**

Yes. If you withdraw the money for an unqualified expense prior to age 65, you'll be subject to your ordinary income tax, in addition to 20% tax penalty. You can withdraw the money for any reason without penalty after age 65, but are subject to applicable income taxes.

### **Can I roll over or transfer funds from my HSA or Medical Savings Account (or Archer MSA) into an HSA?**

Yes. Pre-existing HSA funds or MSA monies may be rolled into an HSA and will continue their tax-free status.

### **Can I control how the funds are invested?**

Yes. Once your HSA cash account balance reaches the minimum amount required by the custodian, you can transfer funds to an HSA investment account. You can choose from a selection of mutual funds and setup and allocation model for future transfers like you would for a 401k plan.

### **Can I transfer funds between the cash and investment accounts?**

Yes. You can transfer money between your HSA cash and HSA investment account at any time.

