



Your Medical Plan Options Are Changing for 2016

We're giving you a preview of the medical plan options now, so that you can get familiar with what will be offered during Annual Enrollment this fall. Read this short newsletter to see changes to your medical and prescription drug coverage. You will receive more details about 2016 changes in your Annual Enrollment communications in early October.

When you enroll for benefits, you'll choose between...

HSA

The Health Savings Account (HSA) Plan: It's the new name for the High Deductible Health Plan (HDHP) that 65% of you are already enrolled in.

HRA

The Health Reimbursement Account (HRA) Plan: It's a new consumer-driven medical plan that includes an account to help you pay for eligible medical and prescription drug expenses.

Both plans include the same:

- Covered services with preventive care at **100%**.
- Prescription drug coverage – *will be updated for 2016!*
- Cap on what you spend out of pocket (including the deductible) – **\$2,500** individual/**\$5,000** family in-network.

For most covered services, you'll pay **20%** in-network coinsurance after you meet the medical plan deductible up to the out-of-pocket maximum.

UnitedHealthcare (UHC) will administer both plans.

If the **HSA** Plan isn't right for you...

With the HSA Plan, you pay the lowest per paycheck contribution, in exchange for a higher deductible. The in-network deductible will be **\$1,300** for associate only coverage or **\$2,600** for family coverage.

The plan includes an OptumBank HSA to pay for eligible medical, prescription drug, dental and vision expenses:

- **You receive contributions from Coca-Cola:** \$200 for associate only coverage and \$400 for family coverage.
- **You can save.** You decide how much to put into your account each year up to IRS maximums. What you will save in paycheck contributions is a great place to start.
- **You never pay taxes.** You don't pay taxes on any money you and the Company put into your HSA when it goes in or when you use it for eligible expenses.
- **It's your money.** Use your HSA to pay for health care today or in the future, even if you leave the Company.

Then, there's the **HRA** Plan.

The HRA Plan offers a lower in-network deductible – **\$750** for associate only coverage or **\$1,500** for family coverage – in exchange for a higher per paycheck contribution.

The HRA Plan includes a reimbursement account administered by UHC, but it works differently than the HSA.

- **You receive contributions from Coca-Cola:** \$300 for associate only coverage and \$600 for family coverage.
- **You cannot save your own money in the HRA.** Only the Company can put money in your account. Company contributions are tax-free.
- **The HRA is used automatically to pay for medical and prescription drug expenses,** to help cover your deductible.
- **If you leave the Company you lose the money in your HRA.**



Last year, we gave you a heads up that the Value+ Plan would be replaced with another consumer-driven medical plan option. The move to the HRA Plan supports our focus on helping our associates become better health care consumers.

Here's what you'll pay for medical coverage in 2016

Although the Company continues to pay the majority of the costs, your contributions will increase.

Monthly Contributions	HSA Plan	HRA Plan
Associate only	\$48	\$154
Associate + Spouse/Same-Sex Domestic Partner	\$201	\$491
Associate + Child(ren)	\$126	\$358
Associate + Family	\$261	\$620

These contributions are for associates and/or spouses or same-sex domestic partners with non-tobacco status or enrolled in a tobacco cessation program. If you or your spouse or same-sex domestic partner are tobacco users, you will pay more for medical coverage per month – \$50 per month for you and \$100 per month for you and your spouse or same-sex domestic partner than those who do not use tobacco.

As you think about which medical plan option is right for you, consider how prescription drugs will be covered in 2016

Prescription drug coverage will be the same in both medical plans. That's a change to how coverage works now.

1. You'll **pay 100% of the negotiated cost of prescription drugs** until you meet the medical deductible.
2. **After you meet your deductible**, you'll pay a percentage of the cost based on the type of prescription drug. Minimum or maximum costs apply.
3. **All prescription drug expenses** will count toward the medical deductible and out-of-pocket maximum.

CVS Caremark will continue to administer our prescription drug coverage. We'll provide more details in our Annual Enrollment communications.

Type of Prescription Drug	HSA and HRA Plans	
	Retail	Mail Order
Generic Preventive (no deductible)	\$2 copay	\$5 copay
<i>After you meet the deductible</i>		
Generic (All other medications)	10% (Min \$10, Max \$50)	10% (Min \$25, Max \$125)
Preferred Brand	20% (Min \$20, Max \$75)	20% (Min \$50, Max \$180)
Non-Preferred Brand	40% (Min \$40, Max \$125)	40% (Min \$100, Max \$300)

Prescription drug coverage update

In recent years, many commonly prescribed medications that treat acid reflux and ulcers (such as Nexium, Prilosec, or Prevacid) have been shown to be safe and effective and are now available over the counter (OTC) without a prescription. In addition, medications for seasonal allergies (Zyrtec and Claritin among others) have also become available OTC.

Since the majority of medications in these two classes are available without a prescription, they will no longer be covered by the Plan. There are very few medications that remain prescription-only in these drug classes (Dexilant or Xyzal) so they will not be covered beginning 2016 since alternative OTC medications that work the same way can be purchased without a prescription.



One more thing to consider...covering the deductible!

With both medical plan options, you pay the full cost for care, other than preventive care, until you reach the deductible. So, if you go to the doctor for a sore throat before you meet the deductible, you pay the cost of the office visit, the strep test your doctor does, and the antibiotics he prescribes. As you think about which plan is best for you, factor in how much you need to meet the deductible and how the tax-free account options can help cover what you spend out of pocket.

If you enroll in the...

HSA Plan

- ✓ You and Coca-Cola can contribute up to the IRS maximums \$3,350 for associate only coverage; \$6,750 for family coverage. Plus, you can save \$1,000 more if you are age 55 or older.
- ✓ Save additional pre-tax dollars in a **new** Limited Purpose Flexible Spending Account (FSA) (up to \$2,550). This money can be used for dental and vision expenses. Putting money in a Limited Purpose FSA allows you to save your HSA money for medical and prescription drug expenses – now or for the future.

The money you save in the HSA and FSAs out of your paycheck is pre-tax, and you don't pay any taxes when you use the money for eligible expenses. Don't forget that while HSA and HRA balances will roll over to the next plan year, FSA balances don't (including the Limited Purpose FSA).

NEW! On January 1, 2016, UnitedHealthcare will replace WageWorks as our new FSA and Dependent Care Reimbursement Account (DCRA) administrator. You'll learn more in your Annual Enrollment communications.

HRA Plan

- ✓ Money in your HRA is automatically deducted to pay for medical and prescription drug expenses to help cover your deductible.
- ✓ Although you can't contribute to the HRA, you can save money in a Flexible Spending Account (formerly called the Health Care Reimbursement Account) for medical, prescription drug, dental and vision expenses (up to \$2,550).

Annual Enrollment: October 26 – November 13

Start planning now. Use the Health Plan Chooser to compare the plans.

Look for your Annual Enrollment brochure in the mail in early October.

Questions?

Corporate Associates: Contact **The Coca-Cola Company Benefits Service Center** via KO HR Help at 1-877-676-7656 or 404-676-7656 (in Atlanta).

CCR/CCNA Associates: Contact the **HeRe! Team** at 1-888-818-4373

