



August 21, 2018

McDonald's

2019 Annual Enrollment Microsite Concepts


Alight Solutions
Consumer Experience

alight

Option 1

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ANNUAL ENROLLMENT




November 5 – 21, 2018


This is your chance to enroll in McDonald’s health benefits for 2019. After enrollment ends you can’t change your mind or drop coverage unless you have a qualified life event like marriage or birth of a child.

Use this guide to learn about your choices. Simply click on the tabs above.

Then **take action!** The chart below shows what happens if you do nothing.

If you currently...	Then you will...
Have McDonald’s medical, dental and/or vision coverage	<div>Remain in your current plans for 2019, including the same surcharges and dependent coverage</div> <ul style="list-style-type: none">Because there are some changes to the plans in 2019 – including costs – it’s important that you consider at all your optionsSpending accounts require re-enrollment each year
Do NOT have McDonald’s medical, dental and/or vision coverage	NOT have coverage in 2019
Have medical coverage through the public exchanges	NOT be eligible for a subsidy on that coverage through the public exchanges in 2019





Important notice: To help you make an informed choice, McDonald’s makes available a Summary of Benefits and Coverage (SBC), which summarizes the important information about each medical coverage option available to you in a standard format. You can access the SBCs on the Plan Documents page or by calling the McDonald’s Health & Retirement Service Center at 877-469-4015.

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Option 1

Medical Page

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Medical Plans

McDonald's offers three medical plans: Gold, Silver and Bronze. Each works in the same basic way and comes with a Health Reimbursement Account (HRA).

What differs is how you pay for your medical care and prescription drugs in each medical plan. Carefully review this information to decide which one is right for you.

open all | close all

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How do the medical plans work?

+

What's a Health Reimbursement Account (HRA)?


-

How do I decide?

There are many things to consider.

- Do you prefer to pay more out of your paycheck (premiums) and less when you get medical care or the other way around?**
 - The Gold plan premiums are quite a bit higher, but the plan covers more of the cost when you need medical care and begins sharing the cost of your care sooner.
 - The Bronze plan premiums are the lowest, but you will pay more of your medical care costs.
 - The Silver plan is in the middle.
- Are you and your family generally healthy, often just getting preventive care during the year?**
 - Take a closer look at the Bronze plan.
- Does someone have a chronic condition or a potential surgery expected in 2019?**
 - Consider the Gold and Silver plans since you know you will have significant medical expenses.
- Do you or a family member take prescription drugs regularly?**
 - The Gold plan pays a higher percentage of the cost of medications.


You don't have to figure it out by yourself. Visit [ALEX](#), your virtual benefits counselor, to help you decide which plan will work best for you and your family next year.




See the medical plan details

See the annual medical plan premiums

Visit [ALEX](#), your personal benefits counselor






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It's Annual Enrollment Time!


NOVEMBER 5 – 21, 2018


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Option 2

Medical Page



 Medical

Dental

Vision

Spending Accounts

Life Insurance

Eligibility/Dependents

Contacts

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What differs is how you pay for your medical care and prescription drugs in each medical plan. Carefully review this information to decide which one is right for you.

open all | close all

How do the medical plans work?

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What's a Health Reimbursement Account (HRA)?

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How do I decide?

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There are many things to consider.


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