

A Message from St. Luke's Vice President of Human Resources

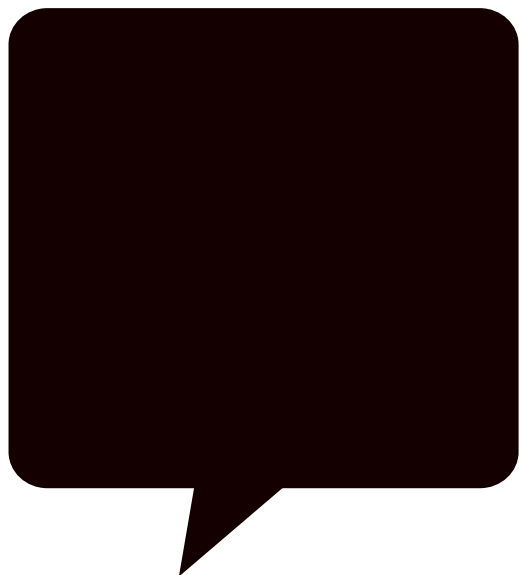
INTRODUCTION

ÙcÉÁŠ~\^q•Á { [•cÁâ { } [i cæ } cÁæ••^c•Áæ!^Áâc•Á^ { } | [^^^•ÉÁ
æ}áÁ, ^Áæ!^Á&[{ { ácc^áÁc[Á [~^!â} *Á [~!Á^ { } | [^^^•ÁæÁ
&[{ } ^cáç^Áà^} ^~âc•Á] æ&\æ * ^ÉÁÔç^} Áâ} Ác@â•Áââ~â& ~|cÁ
-â}æ}&áæ|Ácâ { ^ÉÁ, ^Áæ!^Á•câ||Áæà|^Ác[Á [~^!ÁæÁ] ! [*!æ { Á [-Á
à^} ^~âc•Áæ} áÁ•^!çâ&^•Ác@æcÁ! ^~|^&c•Ác@^Áçæ| ^Á, ^Á•^^Áâ} Á
^ [~ Áæ} áÁ ^ [~!Áæàâ|äcâ^•ÉÁÙcÉÁŠ~\^q•Áæ]] ! ^&âæc^•Á^ [~!Á@æ!áÁ
, [i\Á.Á• [ÁÙcÉÁŠ~\^q•Áâ^} ^~âc•Áæ!^Á, [i\â} *Á@æ!áÁ~ [iÁ^ [~É

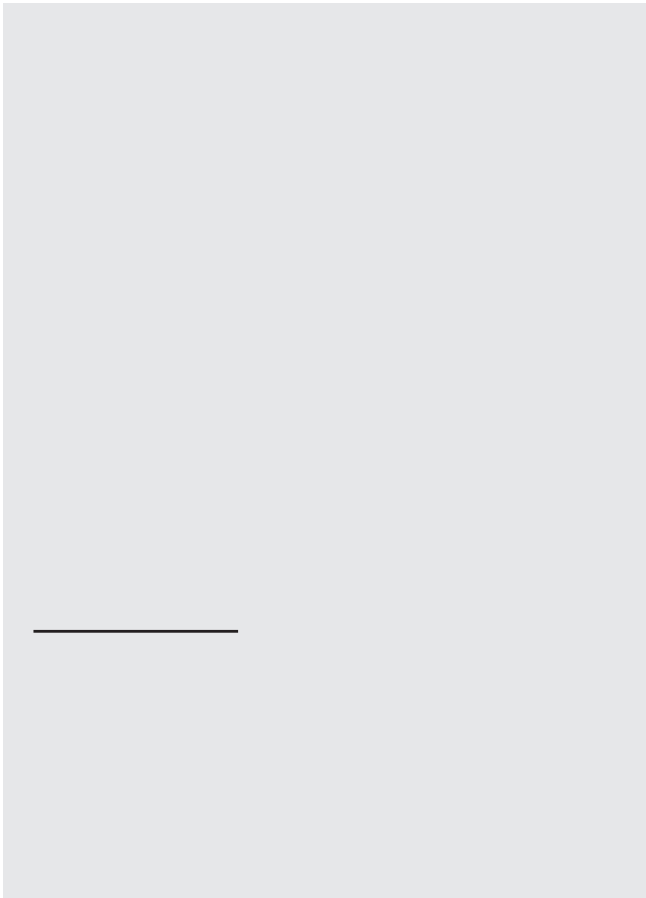
All benefits eligible employees must UWhjYmcost ete the onlin munrollment process for plan1 TD04400510(year3)5/16

<YU`h\GUjY`D`Ub`BYhkcf_`7cjYfU[Y.

New FSA rule: ÁÁÒ { }|[^^^Á, @[Á&@[[•^Ác[Á]æic&ā]æc^Á
ā}Ác@^ÁP^æ|c@ÁÔæ!^ÁØÜCEÁ, ā||Áà^Áæ||[, ^āÁc[Á![[Á[ç^!Á~]Ác[Á



...





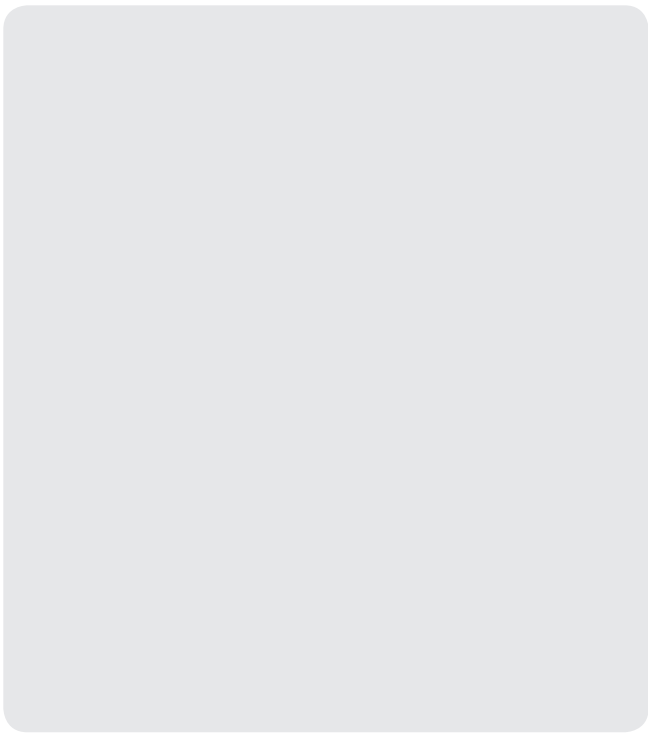
What is balance billing?

*Óæ|æ}&^Á àà||ā} *Á ã•Á c@^Á difference between the amount an out-of-network provider charges and the amount allowed by the Plan* ÉÁ Y @^} Á ^ [^ Á • ^ Á Á [^ c É [- É } ^ c , [! \ Á] ! [ç ã â ^ ! É Á ^ [^ Á ! ^ } Á c @ ^ Á ! ã • \ Á [- Á @ æ ç ã } * Á c [Á] æ ^ Á c @ ã • Á à æ | æ } & ^ É Á V @ ã • Á æ { [^ } c Á â [^ • Á Þ U V Á * [Á c [, æ ! â Á ^ [^ ! Á { æ ç ã { ^ { Á [^ c É [- É] [& \ ^ c É

***Important Note!**

If you work in the Treasure Valley area, you will be limited to a 15-day supply if you fill a prescription at a pharmacy other than a St. Luke's Outpatient Pharmacy.





5W\jYjY'U'<YU'h\m' l 'UbX'gUjY' a cbYm°

V@i•Á-!^ÉÁ&[}-iâ^}cäæ|Áæ}âÁÇ[|~}cæ!^Á];[*!æ { Áâ^|äÇ^!•ÁæÁ@^æ|c@^Á!^c~!}Á[}Á^ [~!Áâ}Ç^•c { ^}cÁâ}Á , ^||}^••ÁÄÖ};[|]Áâ}ÁÁ
St. Luke's Healthy UÁæ}âÁæ&@i^Ç^Ác@^ÁG€FÍÁP^æ|c@^ÁVWÁcæ! *^c•Á [~c|ä}^âÁâ^|[, Ác[Á•æÇ^Á~]Ác[ÁÁH€Á]^!Á]æ~Á]^!â[âÁ
ÇÁÏ|€Á]^!Á^~^æ!DÁ[}Á^ [~!Á { ^ââ&æ|Á]|æ}Á&[}c!ââ~cä[}•ÉÄÿ[~!Á•æÇä} *•Áâ[~à|ÁÇÁFÉÍÎ€Á]^!Á^~^æ!DÁ , @^}Á^ [~!Áâ^]^}â^}cÁ
•][~•^Á]æ!cä&â]æc^•Áæ}âÁæ&@i^Ç^•Ác@^Ácæ! *^c•Ác[[ÁÁ

*COMPLETEW^D à

Á|~}â^âÁæc

DO THIS FIRST: January 13 - February 27

7c a d`YhY`h\Y`?bc k`Mc i f`B i a VYfg`fl?MBL`GWfYYb]b[

Øā}āÁāæc^•ĖĀcā { ^•Āæ}āÁ[&æcā[]•Ā[-Ā&[}ç^}ā^}cĀ[]•āc^Ā•&!^}ā}*•Ā[}Ā^ [~!Ā&æ {] ~•ĀĀXā•ācĀ

MC I F' : @9L=6@9'GD9B8=B ; '
ACCOUNTS

Ø|^çâà|^ÁÙ]^}âî}*ÁCE&&[~}c•ÉÁ[!ÁØÙÇ•ÉÁæ||[, Á^ [~Ác[Á
]æ^Á~[!Á@^æ|c@Á&æ!^Á[!Áâ^]^}â^}cÁ&æ!^Á^ç]^}•^•Á
~•â}*Á]^!^ËcæçÁâ[||æ!•ÉÁQ-Á^[~Á&@[[•^Ác[Á]æ!câ&â]æc^Áâ}Á
[}^Á[-Ác@^Á]|æ}•ÉÁ^[~Á{æ\^Á&[}c!îâ~câ[}•Ác@! [~*@Á

ÍÈÀ Q}Ác@^ÁP^æ|c@ÁÔæ!^Á[!ÁŠā {āc^āÁÚ~!}[•^ÁØÙCEÉā~Á~[~Á
&[~}c!ā~c^Á { [!^Ác@æ}Ác@^Áæ { [~}cÁ [-Á~[~!Áæ&c~æ|Á
^|ā~āā|Á^c]^}•^•ÉÁ~[~Á, ā|!Á~[!~ācÁæ}^Áæ { [~}cÁ[ç^!Á
ÁÍ€€~[!Ác@^Á]|æ}Á^Áæ!ÉÁÖ~^&cāç^Á~[!Á]|æ}Á^Áæ!Á
G€FIĐFÍÉÁ~]Ác[ÁÁÍ€€Á, ā|!Á&æ!~Á~[!~æ!āÁc[Ác@^Á]^cÁ
]|æ}Á^Áæ!ÉÁØ[!Ác@^ÁÖ^]^}ā^}cÁÔæ!^ÁØÙCEÁc@^!Áā~Á
Á Á Á

PAY IN LIEU OF BENEFITS (PILB)

Enrollment in PILB

Ò {] | [^ ^ ^ • Á æ | ^ Á [] | ^ Á ^ | ä * ä à | ^ Á c [Á ^ | ^ & c Á Ç [Á Á : ^ Ç [\ ^ D Á Ú Q Š Ó Á
 , ä c @ ä } Á H € Á ä æ ^ • Á [~ Á c @ ^ ä : Á @ ä : ^ Á [: Á c : ä } • ~ ^ Á c [Á æ Á ä ^ } ^ ~ ä c • È
 ^ | ä * ä à | ^ Á • c ä c ~ • Á ä æ c ^ È Á ä ~ : ä } * Á c @ ^ Á ä ^ • ä * } æ c ^ ä Á æ } } ~ æ | Á
 ^ } : [| | { ^ } c Á] ^ : ä [ä È Á [Á Á , ä c @ ä } Á Á € Á ä æ ^ • Á [~ Á æ Á ~ ~ æ | ä ~ ä } * Á
& @ æ } * ^ Á ä } Á • c ä c ~ • È

OTHER BENEFITS AVAILABLE

5H'GH" @ I ?9fiG

25% Discount on St. Luke's Facility Fees

ÙcĖĂŠ˘\Λç•Ăă^}^~ăc•Ă^|ă*ăà|^Ă^ {]|[˘^^•ĖĂc@^ă!Ă•] [˘•^Ă
æ}ăĂc@^ă!Ă^|ă*ăà|^Ăă^] ^}ă^}c•Ăçflex statusĂ^ {]|[˘^^•Ă
æ}ăĂc@^ă!Ăă^] ^}ă^}c•Ăæ!^Ă~~not~~Ă^|ă*ăà|^Ăăæ!^Ăăæà|^Ăc[Ă

Employee Assistance Program (EAP)

V@ã•Á&[]-ãâ^}cãæ|ÉÁ•@[!cËc^!{ ÉÁ]![-^••ã[]æ|Á&[~ }•^|ã} *Á
•^!çã&^Áã•Á[~^!^ãâc[Áæ||Áà^}^~ãc•Á^|ã*ãà|^Á^ {]|^~^•Á
æ}ââc@^ã!Á-æ { ã|ã^•ÉÁY[~Á@æç^Áæ&^••Ác[Á]![-^••ã[]æ|Á
&[~ }•^|[!•Ác!æã}^ââc[Á@æ}â|^Á&ã•ã•Á&æ||•Á, @[Áæ!^Á
æçæ|æà|^ÁG|Á@[~!•Á]^!Áâæ~ÉÁÇE][ã}c{ ^}c•Áæ!^Á
æçæ|æà|^ÁÏÁâæ~•ÁæÁ, ^~\Áæ}âÁ^ {]|^~^•Áæ!^Áæ||[, ^âÁ
~]Ác[Á!Á-!^~Á•^••ã[]•Á]^!Á^~æ!Á]^!Áã••~^ÉÁ

GH"@ I ?9fG`9AD@CM99` ; =J=B ;`
PROGRAM

ÙcĖĂŠ` \^Ç•Ăă•Ă~ [& `•^ăĂ [}Ăcæ\ă} *Ă&æ!^Ă~ [! , æ!ăĂc@! [`~ *@Ă
à^cc^!Ă@^æ|c@Ăæ}ăĂà^cc^!Ă&æ!^ĂæcĂæĂ [, ^!Ă& [•cĖĂÙcĖĂ
Š` \^Ç•Ăæ|• [Ă&æ!^•Ă~ [!Ă^Ç^!^Ă] æcă^} cĂc@æcĂ& [{ ^•Ăc@! [`~ *@Ă
[`!Ăă [[!•Ă!^*æ!ă!^••Ă [~Ăc@^ă!Ăæàă|ăc^Ăc [Ă] æ^ĖĂĖ•ĂæĂ} [cĖ *@Ă
Ă c@ }

Š Ă

Siâ}^{|æ}â|â|æââ^{|â}~-^&câ[]•

Œà•&^••^•

W [} } |æ |æ

GEÀÙ~!*^!^!æ}â!^&[}•c!~&ç[}![-!c@^! [c@^!â!^æ•c!c[!]
]! [â~&^!æ!•^ { { ^c!â&æ!â!] ^æ!æ}&^!æ}â!
HEÀÙ! [•c@^•^•!æ}â

Employee Giving Form

1. MY INFORMATION:

Á ÞΕΤÒΚÁ ÁÀÒΤÚŠUYÖÒÁÁΚÁ

Á ÙQVÒΚÁ ÁÖÖÚΕÛVTÒΡVΚÁ ÁÁÖÝVΕÁÁΚÁ

Á PUTÒÁΤΕQŠQΡÖÁΕÖÖÜÖÜÜΚÁ

Á PUTÒÁÚPUΡÒΘÖÖŠŠΚÁ ÁÁÖËΤΕQŠΚÁ

Á ÞΕΤÒÁΕÛÁÿUWÁYQÛΡÁQVÁVUÁΕÛÚÒΕÛÁUPÁΕÔSPUYŠÖÖÖÒΤÒΡVΚÁ

Á



Ó^}^,c•ÁÒ}![[{^}c

February 9-27, 2015

P^æ|c@~ÁWÁÒ}![[{^}c

January 13- February 27, 2015