

2023 MEDICAL PLAN SUBSIDY

Legacy Mills Employees

Northeastern University Human Resources

As part of the transition to Northeastern University's benefits, we are providing a one-time subsidy so that no Legacy Mills employee will pay more for health insurance coverage in 2023 than they did in 2022. **This subsidy is for 2023 medical premiums only.** To receive the subsidy, please note the following criteria:

- You must enroll in the Core PPO Plan.
- The subsidy is based on your current annual salary band and the coverage tier you enroll in for plan year 2023.
- If you elect the Core PPO Plan and don't see a subsidy listed next to the coverage tier you elect for 2023, you will see a decrease in your premiums with Northeastern rates.
- You will have full premiums deducted from your paycheck, pre-tax. The subsidy you receive will be provided as a separate, taxable payment.

We encourage you to review all three medical plan options available to you next year. Even with this one-time subsidy, the Core PPO Plan may not be your lowest-cost option.

The information provided in this notice is currently subject to bargaining in several bargaining units where agreements have not yet been finalized. Any subsidy that may apply to members of those units is pending discussion. Information about a subsidy for unionized employees will be shared as it becomes available.

Your 2022 Annual Salary Band	Tier	Current Mills Medical Premiums Per Pay Period	2023 Core PPO Rates Per Pay Period	Subsidy (Mills vs. NU) Per Pay Period
<\$73,100	EE Only	\$23.40	\$121.35	\$97.95
	EE + Spouse	\$277.90	\$303.38	\$25.48
	EE + Child(ren)	\$227.60	\$291.24	\$63.64
	EE + Family	\$391.58	\$327.65	N/A
\$73,101-\$85,099	EE Only	\$32.75	\$121.35	\$88.60
	EE + Spouse	\$288.19	\$303.38	\$15.19
	EE + Child(ren)	\$236.03	\$291.24	\$55.21
	EE + Family	\$406.09	\$327.65	N/A
\$85,100-\$110,099	EE Only	\$65.50	\$121.35	\$55.85
	EE + Spouse	\$380.83	\$303.38	N/A
	EE + Child(ren)	\$311.90	\$291.24	N/A
	EE + Family	\$536.62	\$327.65	N/A
\$110,100+	EE Only	\$102.93	\$121.35	\$18.42
	EE + Spouse	\$432.29	\$303.38	N/A
	EE + Child(ren)	\$354.04	\$291.24	N/A
	EE + Family	\$609.13	\$327.65	N/A

2023 Per Pay Period Medical Plan Premiums

	High Deductible PPO w/HSA	Core PPO	Enhanced PPO
EE Only	\$86.41	\$121.35	\$144.10
EE + Spouse	\$216.03	\$303.38	\$360.24
EE + Child(ren)	\$207.38	\$291.24	\$345.83
EE + Family	\$233.31	\$327.65	\$389.06

Please note: If you are paid on a bi-weekly basis, flat-rate deductions (such as medical, dental, and vision premiums) and reimbursement account contributions will be split evenly between your two paychecks each month. In months with a third pay date, your third paycheck will have no corresponding deductions.