



# 2013 BENEFITS

# THERE'S NO PLACE LIKE HOAG

October 8, 2012

Dear Hoag Employee:

It's that time of the year again for our employee Benefits Annual Open Enrollment! All benefit eligible employees will have the opportunity to review and choose their 2013 benefit elections. Current medical election will not "rollover" in 2013 and will need to be actively reviewed and chosen for the new plan year which begins January 1, 2013.

**IMPORTANT: All Full Time and Part Time employees are required to go through Open Enrollment.** This year Open Enrollment will be from Oct 26 – Nov 12 for an effective date of January 1, 2013.

Hoag will continue to offer its employees a variety of benefits including comprehensive medical plans, dental, vision, employee assistance program, wellness incentives, life and disability insurance. Also offered is a selection of voluntary insurance benefits including supplemental life, home, auto, boat, pet, legal and critical illness.

We understand that no two employees have the same needs; therefore, all of the benefit plans have been specially selected to give our employees a variety of choices and options that best fit each employee and their family's lifestyle and budget needs.

## Here are just a few examples:

- For 2013, Hoag remains committed in paying an average of 80% of the employee's benefit cost. This is above current market rates for most employers who pay approximately 70% or less of the cost.
- Participate in a biometric screening and health assessment prior to November 21, 2012 to take advantage of a bi-weekly payroll premium rate reduction on all medical plan tiers. This rate reduction will actually save money for employees.
- Through CIGNA you can earn a wellness \$300 Visa gift card incentive for signing up with a CIGNA health coach and completing 3 sessions or reaching a health goal.
- Expectant mothers may be eligible to receive a wellness incentive of \$200 or \$400 by enrolling and participating in CIGNA's Healthy Pregnancies, Healthy Babies Program. The incentive is paid to the employee in the form of a check from CIGNA and is issued 6 (six) weeks post completion of the program contingent on the member's active participation in the program.
- As a healthcare provider, we are committed to continue to offer a no-cost plan for full time employees who select the CIGNA Choice Fund Health Savings Account plan. To participate, enroll in the CIGNA Choice Fund (HSA) plan and complete a biometric screening along with CIGNA's health assessment by November 21, 2012 and Hoag will pay 100% of the premium cost for employee only coverage.
- For employees who enroll in the CIGNA Choice Fund (HSA) plan Hoag will continue to share the deductible cost with you and contribute \$750/Single or \$1500/Family to your HSA bank account if you complete your biometric screening and health assessment by the deadline.
- Hoag will continue to offer a \$100 monthly credit (\$46.15 per pay period) to employees who opt out of Hoag's medical plans if proof of other medical coverage is provided.
- Your health and well-being is very important to us - that is why our Hoag's Trail to Wellness Program is designed to inspire healthy living and creates a culture of well-being for our employees. The wellness program offers you valuable health benefit support with resources, tools, health coaching, Weight Watchers at Work, and on-site activities. Look for other events coming soon in 2013.

## WHAT'S NEW?

### Hoag Medical Group

Hoag is pleased to announce the launch of the Hoag Medical Group. Currently open at 510 Superior Avenue, Suite 200B, Hoag Medical Group plans to have offices throughout Orange County including Newport Beach, Irvine and Huntington Beach. The Hoag Medical Group will allow you to find the right internist, family practitioner or pediatrician and provide same day appointments, quality health care and full access to the Hoag network. You can access this group through either the Cigna Choice Fund HSA plan or the Hoag St Joseph Preferred Network HMO plan. For more information about the Group, physicians and locations, please visit [www.hoagmedicalgroup.com](http://www.hoagmedicalgroup.com).

*Continued on reverse*

## Hoag & St. Joseph Health Systems Preferred HMO Plan

Our employees have shared with us that at times they are geographically challenged to seek care at a Hoag facility due to the location of where they live. So we have partnered with St. Joseph Health Systems (SJHS) to create a special preferred network that will be offered as one of our HMO medical plans in 2013. Hoag is always looking for ways to keep employees' out-of-pocket expenses down and we believe this partnership will make this possible. This new network has expanded the in-network facilities and medical groups that employees may access. This network will benefit all Hoag employees living near SJHS facilities (such as Fullerton, Orange, Mission Viejo, the Apple Valley and many more). This does not mean that you have the same benefits as a SJHS employee – you are still a Hoag employee with Hoag benefits – we simply created a network that includes the SJHS facilities for the convenience of our employees who do not live near Hoag facilities. Children's Hospital of Orange County and Children's Hospital of Mission Viejo are other facilities in this network.

### WHAT ARE MY OPTIONS?

You may select from the following three medical plans:

1. Choice Fund Health Savings Account (HSA) Plan
2. Hoag / SJHS Preferred Network HMO Plan
3. CIGNA Full Network HMO Plan

Because of the new plan offerings and the opportunity to reduce employee contributions **all full time and part time employees will be required to enroll for 2013 benefits. If no benefits are elected or no action is taken, the employee's medical benefits will be automatically waived/terminated.**

To learn more about the medical plans for 2013, please read the 2013 Benefits Brochure available online on the WAVE or at [www.hoagbenefits.com](http://www.hoagbenefits.com). Hard copies will be available for review during the Benefits Fair at Hoag Newport Beach, Irvine and 520 Superior beginning on October 29th through November 12th. Dates, times and locations will be provided by email during the month of October.

Our benefit vendors will be available at the 2013 Benefits Fair to answer questions regarding your benefit selections. This will be a great opportunity for you to meet our representatives from CIGNA, MetLife, and Prudential. During the Benefits Fair, attend an information session on the CIGNA Choice Fund Health Savings Account (HSA), the new Hoag/SJHS Preferred Network HMO, or both, to learn more about these plans. Dates and times for information sessions will be available in the next few weeks.

In closing, Hoag is pleased to be able to continue to offer comprehensive, affordable benefits designed to meet the various lifestyle needs of our employees. Attached is a general overview of next year's plans – more detail will be available at the Benefits Fair, on the Hoag Benefits Center website and during open enrollment.

**Don't miss your once-a-year chance to enroll in benefits!**

Cordially,



Jan L. Blue  
Senior Vice President Human Resources