

MEDICAL PLAN DECISION GUIDE

**You have some
choices to make!**

SKIDMORE

IMPORTANT:

Review your medical plan options carefully and choose the plan that will best meet your needs next year.

Choose What's Best for You

You have two medical plans to choose from. We ask that you review and compare your medical plan options carefully, and choose what is best for you and your family each year.

To help you make an informed decision, we've created this guide. Here, you'll see a comparison of the plan options and learn which plan may be best for you depending on your family's personal situation.

We know that, as you're reading this guide, you may have other questions. In addition to this guide, you can find more information on skidmore.edu/benefits. You can also reach out to Human Resources if you have any questions.

Let's get started!

SKIDMORE PLAN OPTIONS

Skidmore offers two medical plans:

- **Preferred Provider Organization (PPO)** Higher paycheck contributions, lower deductible, covers in-network and out-of-network care, eligible for Health FSA.
- **High Deductible Health Plan (HDHP)** Lower paycheck contributions, higher deductible, paired with HSA, covers in-network and out-of-network care.

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Your Skidmore Medical Plan Options

You have two medical plan options to choose, both administered by MVP Health Care:

- The high-deductible health plan (HDHP) with a health savings account (HSA)
- The preferred provider organization (PPO) plan with an optional health flexible savings account (FSA)

NOTE

Unless you are currently enrolled in the EPO Plan, it is no longer an option.



PLAN SIMILARITIES

With both plans, you'll have access to a national network of participating doctors, hospitals, labs, and other health care facilities through the MVP Participating Provider Network. Each plan pays 100% of the cost of preventive care received from in-network providers (e.g., adult routine physical, routine ob-gyn visit, etc.). The plans are similar in many other ways too:

- Comprehensive medical and prescription drug coverage
- A cap on what you will pay in a calendar year (known as an out-of-pocket maximum)
- Prescription drug utilization management program (including step therapy—an approach to more affordable prescriptions—and prior authorization for certain medications)
- Both plans pay benefits for care from in-network and out-of-network providers. You will pay less when you use an in-network provider.
- Access to telemedicine services, and more.

PLAN DIFFERENCES

While the plans share many similarities, they also have a few key differences:

- **Per-paycheck contributions.** The cost of coverage under the PPO Plan is higher than the cost of coverage under the HDHP.
- **Annual deductibles.** The HDHP has a higher deductible than the PPO Plan.
- **Savings and spending accounts.** The PPO plan allows you to use a flexible spending account (FSA), which is “use-it-or-lose-it” and has limited rollover, while the HDHP is paired with a health savings account (HSA) that rolls over year-to-year, is portable, and offers triple tax advantages.

ASK YOURSELF THESE QUESTIONS

- How often do you and your covered family members anticipate needing medical care?
- What type of care do you anticipate needing?
- Would you like to save money for health care needs in retirement?
- Are the doctors, hospitals, labs, and other health care facilities you plan to use part of the MVP Participating Provider Network?

The High-Deductible Health Plan

At Skidmore, we want to empower you to make the best choice for you and your family's needs. The high-deductible health plan (HDHP) gives you more choice over how you pay for health care.

The HDHP provides you with lower per-paycheck contributions and more control over your health care spending. By using a health savings account (HSA), you'll benefit from tax-advantaged savings that you can use now or save for the future.



HOW COVERAGE UNDER THE HDHP WORKS

Here's a quick summary of how the plan works. To review all the plan details, view the Summary of Benefits Coverage, located on skidmore.edu/benefits.

- If you enroll in the HDHP, you'll pay less in per-paycheck contributions than the PPO Plan. However, you may pay more at the doctor's office, because the plan has a higher deductible. For non-preventive services, you'll need to meet the annual deductible before the plan starts sharing costs with you.
- After you meet your annual deductible, the plan will share the cost of your medical care and prescription drugs until you meet the annual out-of-pocket maximum, which is a cap on what you'll pay in a plan year for covered services.
- Once you meet your annual out-of-pocket maximum, the plan will pay 100% of eligible expenses for the rest of the calendar year.

One of the most important features of the HDHP is the accompanying HSA. Skidmore will contribute to your HSA, to help pay for eligible health care expenses. You can make a contribution as well.

ABOUT THE HSA

This special savings account is only available with the HDHP. Think of the HSA as a second savings account, set up through our medical plan administrator—MVP Health Care. You can use the money in your HSA to cover current eligible health care expenses, like your annual deductible, copays, coinsurance, dental and vision care expenses, many over-the-counter drugs, and health care supplies. You may also choose to use the money in your HSA to cover future eligible health expenses. That's because the HSA is yours forever, even if you change plans, change jobs, leave Skidmore, or retire.

Your entire unused balance rolls over from year to year, earning interest along the way. And for even greater growth potential, you can invest part of your balance once it reaches \$1,000.

THE HSA TRIPLE TAX ADVANTAGE

One of the advantages of using the HSA is that it helps you save on taxes in three different ways. Here are the triple tax advantages:

- Funds contributed by you and Skidmore are deposited on a pretax basis into your account.
- Your HSA funds grow from interest and investments and any earnings are not taxed.
- When you use your HSA funds on qualified health care expenses, funds are withdrawn from your account tax-free.

Using your HSA

If you enroll in the HDHP, your HSA account will be opened by MVP Health Care. You will have to activate your account online by visiting myphhealthcare.wealthcareportal.com. Select **Register**, then follow the instructions onscreen. Once your account is activated, you'll receive a CareFund debit card in the mail, which can be used to pay for qualified expenses at pharmacies, grocery stores, and more.

Note: If you have a PO box, you'll need to complete the Customer Identification Program (CIP) paperwork to verify your identity and physical address, prior to account activation. This is a part of the USA PATRIOT Act—if you do not complete and return your paperwork, your HSA will remain inactive.

Funding your HSA

If you enroll in the HDHP, you can choose how much you want to contribute to your HSA. In addition to the contributions you make, you'll also get contributions from Skidmore. The total HSA contributions you receive from Skidmore depends on the coverage level you choose.

Eligibility

To be eligible for the HSA, you must be enrolled in the HDHP.

You're not eligible for the HSA if:

- You're someone's tax dependent.
- You're enrolled in another Skidmore medical plan, such as the PPO Plan; Medicare, including the Skidmore UHC Plan; or medical coverage through a spouse or domestic partner or parent.
- You're enrolling in a health flexible spending account (FSA) for the current plan year.

Further restrictions may apply. For more details about HSA eligibility, visit irs.gov/publications/p969. Note that all eligibility rules related to the HSA are determined by the IRS.

COVERAGE LEVEL	2026 SKIDMORE CONTRIBUTION	2026 TOTAL CONTRIBUTION LIMITS
Yourself only	\$850	\$4,400
Yourself plus one or more family members	\$1,700	\$8,750

If you are 55 years or older you can contribute an additional amount to your HSA. As you decide how much to contribute, make sure your contributions, plus Skidmore's, don't exceed the IRS maximum. Check your plan documents for the most current information.

The PPO Plan

Compared to the HDHP, the PPO Plan requires higher per-paycheck contributions, but has lower deductibles. Here's a quick summary on how the plan works. To review all the plan details, view your Summaries of Benefits Coverage, located on skidmore.edu/benefits.

HOW COVERAGE UNDER THE PPO PLAN WORKS

- If you enroll in the PPO Plan, you'll pay more in per-paycheck contributions than the HDHP.
- You will be responsible for the cost of copays when visiting a physician's office or the ER. For other health care needs you'll pay coinsurance when receiving health care services, after the deductible has been met.
- Like the HDHP, the PPO Plan has an annual out-of-pocket maximum, which is a cap on what you'll have to spend for in-network copays and coinsurance. Once you meet your annual out-of-pocket maximum, the plan will pay 100% of eligible expenses for the rest of the calendar year.
- The PPO Plan covers out-of-network care for many services; however, you'll pay less for care when you see in-network providers.
- Unlike the HDHP, the PPO Plan doesn't come with the HSA. However, you can participate in a health FSA.

ABOUT THE HEALTH FLEXIBLE SPENDING ACCOUNT (FSA)

If you choose the PPO Plan, you can set aside money for your health care expenses in: Skidmore's health FSA. You must enroll in it annually, during open enrollment.

Skidmore deducts your contributions from your paycheck before taxes are withheld, which reduces your taxable income. You can use your health FSA to pay for eligible health care expenses.

Unlike the HSA, the FSA is a use-it-or-lose-it account. This means that if you leave Skidmore, retire, or don't submit eligible expenses for reimbursement, you'll lose the funds in your account, unless you decide to continue medical coverage through COBRA.

2026 CONTRIBUTION LIMITS

Annual contribution maximum	\$3,400
Annual roll-over maximum	\$660

It's important to note that if you plan to switch to the HDHP with the HSA during open enrollment, all health FSA funds—including any rollover funds—must be used before you can open your HSA. You will not be eligible to open your HSA until your health FSA balance is at \$0.

THE DEPENDENT CARE FLEXIBLE SPENDING ACCOUNT

All benefits-eligible Skidmore Community members, regardless of medical plan enrollment, can participate in the dependent care FSA. Like the health FSA, the dependent care FSA allows you to set aside money to pay for eligible dependent care expenses. It can be used in addition to either the HSA or the health FSA.

To learn more about the dependent care FSA, visit skidmore.edu/benefits.

Health Savings Account versus Flexible Spending Accounts

The table to the right provides an overview of each saving and spending account that Skidmore offers—the HSA, the health FSA, and the dependent care FSA.

ACCOUNT FEATURE	HSA	HEALTH FSA	DEPENDENT CARE FSA
Who's eligible?	HDHP participants with a few exceptions	PPO Plan participants	All benefits-eligible Skidmore Community members
Skidmore contributes to the account	✓		
You can invest the money in the account	✓		
Your balance carries over from year to year	✓	Up to \$660	
You can take your account with you if you leave Skidmore	✓		
Money in the account is tax-free	✓	✓	✓
Account administrator	WealthCare Saver	Voya	Voya

Important Note About the Health FSA and HSA

You cannot be enrolled in the health FSA and the HSA at the same time.

If you're currently enrolled in the health FSA and plan to switch to the HDHP during open enrollment, you must spend all your current health FSA funds by December 31. Although you may be able to roll over a portion of your health FSA funds into the next year, you must have a zero balance in your health FSA before you can open an HSA.

What You Pay for Care

	PPO PLAN		HDHP	
	In-network	Out-of-network	In-network	Out-of-network
Preventive care	\$0, before deductible	30% coinsurance, after deductible*	\$0, before deductible	30% coinsurance, after deductible
Annual deductible	\$200 individual / \$600 family (medical only)	\$300 individual / \$900 family (medical only)	\$1,700 individual / \$3,400 family**	\$3,400 individual / \$6,400 family**
Annual out-of-pocket maximum (medical)	\$1,750 individual / \$3,500 family	\$3,000 individual / \$6,000 family	\$3,400 individual / \$6,600 family**	\$9,000 individual / \$18,000 family**
Annual out-of-pocket maximum (prescription drugs)	\$8,850 individual / \$17,700 family	Not applicable		
HSA account funding (provided by Skidmore)	Not eligible		\$850 individual / \$1,700 family	
Primary care physician office visit	\$25 copay, after deductible	30% coinsurance, after deductible	10% coinsurance, after in-network deductible	30% coinsurance, after out-of-network deductible
Specialist visit	\$40 copay, after deductible	30% coinsurance, after deductible	10% coinsurance, after in-network deductible	30% coinsurance, after out-of-network deductible
Emergency room visit	\$150 copay, after deductible	\$150 copay, after deductible	\$150 copay, after in-network deductible	
Lab, X-ray, and diagnostic testing	\$0, after deductible	30% coinsurance, after deductible	10% coinsurance, after in-network deductible	30% coinsurance, after out-of-network deductible
Advanced imaging services (CAT and PET scans, MRIs)	\$0, after deductible	30% coinsurance, after deductible	10% coinsurance, after in-network deductible	30% coinsurance, after out-of-network deductible
PRESCRIPTION DRUGS (RETAIL/MAIL ORDER)				
Generic	\$10 copay / \$25 copay	Not covered	10% coinsurance for retail and mail order	Not covered
Preferred brand	\$30 copay / \$75 copay			
Non-preferred brand	\$50 copay / \$125 copay			
Specialty	Retail covered as noted for generic, preferred brand and non-brand			

* Routine immunizations are covered in full. See the Summary Plan Description for details about covered preventive care.

** Your annual deductible and annual out-of-pocket maximum under the HDHP include both medical and prescription drug expenses.

The EPO plan is grandfathered in 2026. See plan documents for EPO benefits.

Need Help Choosing a Medical Plan? Get Support From People Like You!

Choosing a medical plan that best meets your needs can be challenging, so it helps to see how each of our medical plans can benefit people with similar life situations.

The cost of health care services shown on the next three pages are estimates for the purpose of comparing the two plans. Your actual costs will vary depending on your providers. Visit mvphealthcare.wealthcareportal.com for information about providers.

Information about deductibles and out-of-pocket maximums are found on [page 12](#).



KRISTEN

**SINGLE / 26 YEARS OLD /
NO CHILDREN / \$60K SALARY**

Kristen has been working at Skidmore for four years. However, she's enrolling in Skidmore benefits for the first time. Before turning 26, Kristen was on her parent's medical plan. She recently moved out of her parent's home and is covering a lot of new expenses, like rent, in addition to paying off her student loans.

Kristen plans to stay on top of preventive care—by getting her annual physical with her primary care physician and her well visit with her ob/gyn. She honestly doesn't remember the last time she was sick, but while doing the “math” she assumes one visit to her primary care physician and one to a specialist.

COSTS	HDHP PLAN	PPO PLAN
Annual Paycheck Contributions (Employee only coverage based on her salary band)	\$1,764.74	\$2,336.10
Preventive care: Annual physical with primary physician and well visit with ob/gyn	\$0	\$0
Visit to primary care provider	\$110	\$110
Visit to specialist	\$300	\$90
TOTAL COSTS	\$2,174.74	\$2,536.10
HSA employer contribution from Skidmore	\$850	\$0
HSA used	(\$410)	\$0
TOTAL OUT-OF-POCKET COSTS AFTER USING HSA	\$1,764.74	\$2,536.10

Even without using the HSA contribution from Skidmore, Kristen's total out-of-pocket costs are lower in the HDHP. She still has **\$440** in her HSA to save for health care costs in future years.

PATRICK

**MARRIED / 52 YEARS OLD /
THREE CHILDREN / \$125K SALARY**

Patrick has been working at Skidmore for over 15 years. Patrick has type 1 diabetes, and his daughter, Elizabeth, has asthma, so good medical coverage is a must for his family. He's been seeing the same in-network doctors for years and likes having a predictable copay at office visits. However, recently Patrick has been overwhelmed by his finances. He is interested to see how the numbers really add up. Plus, he's intrigued by the health savings account that could help him save and invest more money for retirement.

COSTS	HDHP PLAN	PPO PLAN
Annual Paycheck Contributions (Employee + Family based on his salary band)	\$9,256.90	\$11,971.78
Preventive care: Annual physical with primary physician for the whole family and well visits with ob/gyn for his wife and daughter	\$0	\$0
Diabetic Costs		
Diagnostic Lab	\$120	\$100
Prescription Drug/Medical Supplies	\$2,410	\$730
Office Visit	\$570	\$365
Specialist Visit	\$300	\$290
Ear Infection Costs		
Office Visit	\$110	\$25
Prescription Drug	\$20	\$10
Asthma Costs		
Office Visit	\$75 *	\$35
Prescription Drug	\$10	\$10
TOTAL COSTS	\$12,871.90	\$13,536.78
HSA employer contribution from Skidmore	(\$1,700)	\$0
TOTAL OUT-OF-POCKET COSTS AFTER USING HSA	\$11,171.90	\$13,536.78

**The deductible is met while paying for this office visit so part of it is paid as coinsurance.*

Even without using the HSA contribution from Skidmore, the family's total out-of-pocket costs are lower in the HDHP. Patrick might consider saving the \$1,700 in his HSA and using it to save for health care costs in retirement.

HEATHER

**SINGLE / 34 YEARS OLD /
ONE CHILD / \$80K SALARY**

Heather has worked at Skidmore for only two years. She has one child and is pregnant with her second. One thing she's learned is that growing your family is expensive! She's curious about how each medical plan would cover her pregnancy.

COSTS	HDHP PLAN	PPO PLAN
Annual Paycheck Contributions (Employee + Child(ren) coverage based on her salary band)	\$4,516.08	\$5,824.43
Preventive care: Annual physical with primary physician for the whole family	\$0	\$0
Pregnancy Costs*		
Prenatal Visit/Diagnostic Lab	\$1,100	\$25
OB Specialist	\$1,600	\$600
Anesthesiologist	\$700	\$0
Inpatient Hospital	\$0	\$250
Generic Drugs	\$0	\$10
TOTAL COSTS	\$7,916.08	\$6,709.43
HSA employer contribution from Skidmore	(\$1,700)	\$0
TOTAL OUT-OF-POCKET COSTS AFTER USING HSA	\$6,216.08	\$6,709.43

** In the HDHP, once each individual on a family plan reaches their own individual embedded Out Of Pocket (OOP) Maximum, the plan pays 100% for that individual and coinsurance for other family members as the full family deductible of \$3,400 has been met.*

If Heather doesn't use the HSA contribution from Skidmore, her total out-of-pocket costs are higher in the HDHP. However with Skidmore's contribution, she would save almost \$500 in the HDHP.

Additional Resources for Making Your Medical Plan Decision

Thank you for investing the time to review this guide.
You can also go to skidmore.edu/benefits for additional
information and resources.

CONSIDER YOUR CHOICES CAREFULLY

If you are a new hire, you have 30 days from your date of hire to enroll.

If you are a current member of the the Skidmore community, you will enroll in the upcoming year's benefits during Open Enrollment every fall.

In both instances, you are unable to change your benefits until the next Open Enrollment, unless you have a qualified life event such as getting married or having a baby. Learn more about these events in our plan documents.

