

Learning more about

The PEHP STAR Plan & Health Savings Accounts

COST & QUALITY TOOLS

There's never been
a better time to be
on The STAR Plan.
Look inside to see why!



peHP Serving the Employees Who Serve Utah

NEW FOR 2013: We've Made The STAR Plan Even More Potent!

- ➔ **Estimate Costs Based on Your Benefits**
- ➔ **Compare Pricing Among Providers**
- ➔ **See Providers' Quality Information**
- ➔ **Compare Prescription Drug Prices**

PEHP's new Cost & Quality Tools take the mystery out of healthcare pricing, allowing you to see healthcare costs, shop for value, and maximize your HSA.



- 
Cost Calculator
 Compare costs among medical providers. Estimate out-of-pocket costs based on your specific plan and network.
- 
Quality & Code Lookup
 Get costs for things the cost calculator doesn't cover or look up by code. See providers' reviews and performance benchmarks.
- 
Find a Medication
 Find the best value for prescription drugs. See coverage and pricing for any covered medicine based on your benefits.
- 
Cost-Saving Tips
 Use tools and information here to get the best healthcare value and avoid unnecessary medical bills.

Access these tools at myPEHP and start looking at healthcare in a completely different way!

Save with The STAR Plan

The STAR Plan allows you to manage the cost of healthcare based on how you use it. You take more responsibility for your spending and can save money each year.

You must meet your deductible before benefits are paid for non-preventive services, but your out-of-pocket maximum protects you from large dollar medical bills.

Couple your STAR Plan with a Health Savings Account to pay for healthcare. An HSA is a tax-advantaged, interest-bearing account. Your money goes in tax-free, grows tax-free, and is spent on qualified health expenses tax-free. It's a great way to save for health expenses in both the short and long term. An HSA is like a flexible spending account, but better. You never have to worry about forfeiting HSA money you don't spend.

Money in your HSA carries over from year-to-year and even from employer-to-employer.

To learn more, see your benefits summary by logging in to myPEHP at www.pehp.org.

Most preventive benefits — those addressed in healthcare reform — will be covered at 100% even before you reach your deductible when you receive them from a contracted provider.



Spending Your HSA

Eligible HSA expenses include deductibles and coinsurance, as well as all flex-eligible health expenses (see examples on Page 8). When you spend your own HSA money, you have fewer restrictions. You don't have to worry about limitations or exclusions. You can visit a therapist, a chiropractor — even an acupuncturist — without visit limits. Note, however, that while many expenses are HSA-eligible, spending will only apply to your deductible and out-of-pocket max if they're covered by your plan.

More than 95% of PEHP members who chose The STAR Plan in 2011 stayed with it in 2012.

Good for You

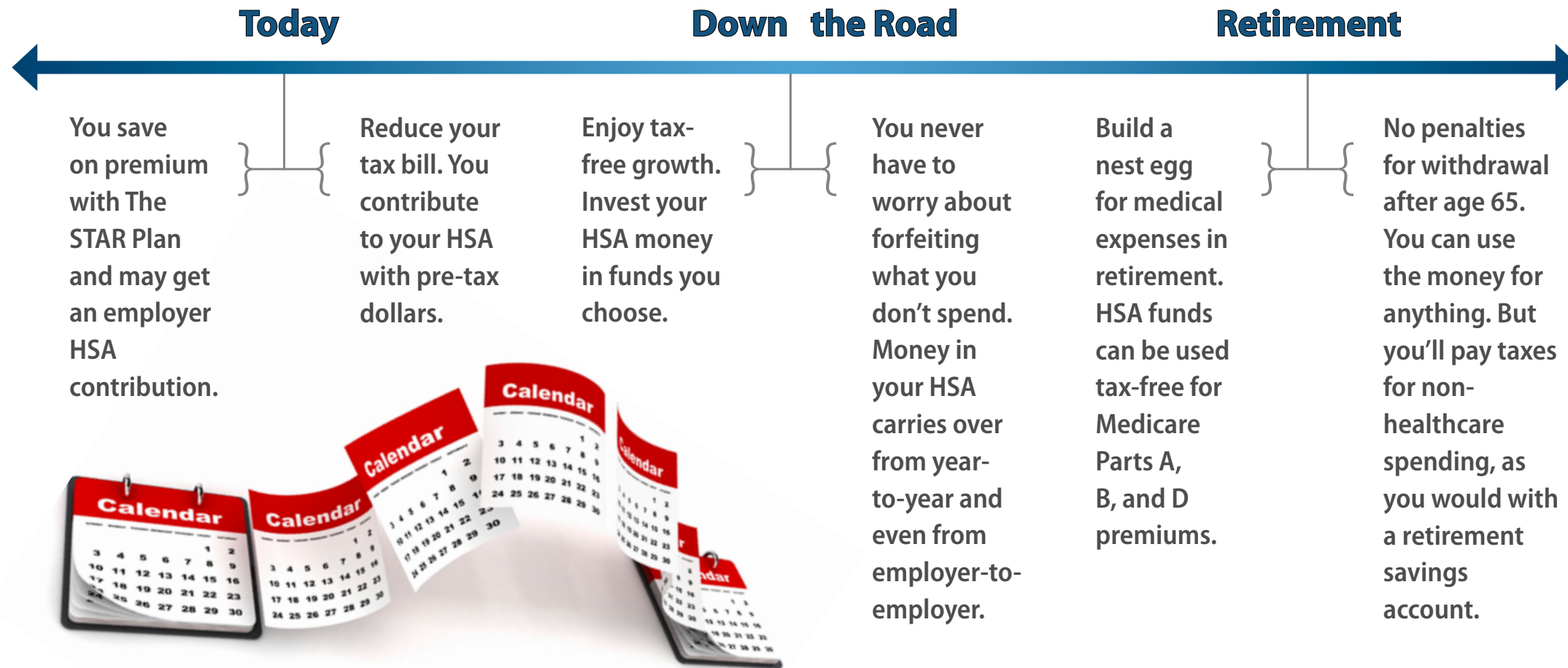
Why all the buzz about HSAs?

They can be an effective weapon against rising healthcare costs, to everyone's benefit.

» Recent analysis shows the vast majority of employees are better off financially on The STAR Plan.

» Couple The STAR Plan with an HSA for potentially huge savings. Money goes in **tax-free**, grows **tax-free**, and can be used for eligible expenses **tax-free**.

Health Savings Account: Savings today and tomorrow



Good for "the System"

» HSA-qualified plans such as The STAR Plan create incentives for employees to become cost-conscious and seek value in healthcare.

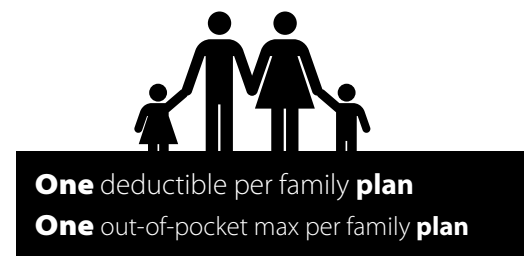
» As HSA owners demand value, it encourages an improved healthcare market. Doctors are said to be more considerate of costs when you pay with HSAs.

Self-Funding

Contribute to your HSA much like you would a 401(k). You decide how many pre-tax dollars you want withheld from each paycheck. Contribution limits are: **\$3,250** / individual and **\$6,450** / family (you and your employer combined).

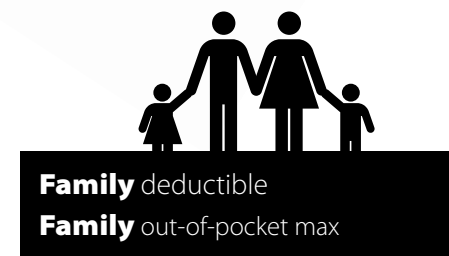
Different Plans, Different Ways of Accounting Deductibles and Out-of-Pocket Maximums

The STAR Plan



Neither accumulates by individual

Traditional Plan



Individual deductible
Individual out-of-pocket max

The STAR Plan

One deductible and out-of-pocket maximum.

One bucket for everyone on the plan, including pharmacy and all other eligible out-of-pocket spending



Traditional Plan

- » Deductible and out-of-pocket maximum separate for individuals and family
- » Separate pharmacy deductible
- » Deductible doesn't apply to out-of-pocket max



Show Your Card

Even if you're paying with your HSA, always show your PEHP/Medco benefits card at the time of service to get PEHP's discounted rate. It also allows PEHP to track your spending to apply to your deductible and out-of-pocket maximum.

Do You Qualify?

To be eligible for an HSA, the following things must apply:

- » You're not covered by a general-purpose flex account (FSA) or HRA or their balances are \$0 before you open an HSA
- » You're not covered by another health plan (unless it's another HSA-qualified plan)
- » You're not covered by Medicare or TRICARE
- » You're not a dependent of another taxpayer



See your benefits summary for details about The STAR Plan.

Go to myPEHP at www.pehp.org

Eligible Expenses

Eligible HSA expenses include deductibles and coinsurance, as well as all flex-eligible health expenses. Some examples are listed below. Eligible expenses include those for you and your dependents you can claim on your tax return.

If someone is on your plan but not considered a dependent for tax purposes, spending from your HSA for this individual is not eligible.

Example of Eligible Expenses

FOR A COMPLETE LIST, GO TO WWW.IRS.GOV.



Medical

- » Acupuncture
- » Alcohol, drug treatment
- » Antibacterial ointment
- » Back supports
- » Band-Aids & bandages
- » Blood pressure monitor
- » Chiropractic care
- » First-aid kits
- » Hearing aids & batteries
- » Incontinence products
- » Occupational therapy
- » Orthotics
- » Pregnancy tests
- » Prescription drugs
- » Physical therapy
- » Smoking cessation
- » Speech therapy
- » Thermometers
- » Wheelchairs



Dental

- » Bridges
- » Crowns
- » Dentures
- » Orthodontia



Vision

- » Contact lenses
- » Contact lens solution
- » Eye exams
- » Eyeglasses
- » Laser surgery (LASIK)



Expenses Requiring a Doctor's Note

- » Arthritis treatment
- » Cold medicines
- » Exercise equipment
- » Hormone therapy
- » Massage therapy
- » Muscle or joint pain reliever
- » Nasal spray for snoring
- » Sleeping aids
- » Vitamins & supplements
- » Weight loss drugs & programs

Information in this brochure is for illustrative purposes only. See your benefits summary and master policy for complete details about your plan.