

2026 | Employee Benefits Guide



WHAT'S NEW FOR 2026

Here's a quick overview of important updates to your 2026 benefits:

MEDICAL

There will be NO increases to employee medical premiums for 2026. There will also be NO plan changes. This is the third year in a row that the menu of plans, networks, and costs, will not change.

RETIREMENT PLAN

Effective January 1, 2026, Hamline is eliminating the vesting schedule for employer contributions to your 403(b) retirement accounts. This means all contributions Hamline has made to your TIAA retirement account will be 100% vested regardless of your length of service and even if you leave Hamline. Hamline will continue to contribute up to 7.5% of your base salary in matching and non-elective funds.

HEALTH SAVINGS ACCOUNT

The annual maximum contribution limits are increasing for 2026. The new limits will be:

- Employee Only: \$4,400
- Employee + One and Family: \$8,750
- Catch Up Contribution (for age 55+) remains at \$1,000

FLEXIBLE SPENDING ACCOUNTS

The maximum annual contribution level for the **Medical** and **Limited Purpose FSA** is increasing to \$3,400. You can carry over a portion of your unused dollars in your Medical or Limited Purpose FSA. The maximum carryover amount is also increasing to \$680.

For the first time since 1986, the **Dependent Care FSA** contribution maximum is increasing to \$7,500 annually (up from \$5,000). The maximum is \$3,750 if filing separate tax returns.

MINNESOTA PAID FAMILY & MEDICAL LEAVE (PFML)

The MN PFML law takes effect on January 1, 2026. The rules of this policy are entirely dictated by the State of Minnesota. This program provides partial wage replacement and job protection for up to 20 weeks per year and is funded by a payroll tax that is paid by employers and employees. Hamline has selected Unum to administer the PFML program for University employees.

We are here to help...

The Hamline Benefits Office is available to assist you with any questions you may have.

Please do not hesitate to contact us at **651.523.2464**.

You can also visit the **Hamline Benefits Office website** by clicking [HERE](#).

If you are a member of the International Union of Operating Engineers, Local No. 70, you may have certain benefits that are part of your collective bargaining agreement. We encourage you to refer to your labor agreement for guidance.

This is not a contract of employment and nothing stated herein implies or guarantees any special term of employment or entitlement of benefits. The material contained in this packet supersedes and replaces all prior Flexible Benefits Program informational materials issued. For specific details, please consult the Summary of Benefits and Coverage and/or Certificate of Coverage for each benefit.



BENEFITS AT A GLANCE

Hamline offers a competitive benefit program that is reviewed annually to ensure it meets the needs of our diverse employee base. See the chart below for a quick look at the information provided in this Benefit Guide. Then, click on the page number in the table below to go to that specific section for more detailed information. Direct yourself back to this page just by clicking the "home" icon in the upper right corner of each page.



Page #	Benefit Plan	Description
2	General Plan Information	Eligibility, when and how to make changes
4	Medical	Four options: • Plan A: \$6,500 / \$13,000-100% HSA Plan • Plan B: \$3,500 / \$7,000-75% HSA Plan • Plan C: \$1,700 / \$5,400-\$35 Copay Plan • Plan D: \$850 / \$2,500-\$35 Copay Plan
13	Health Savings Account	Pre-tax savings account for high deductible health plan participants
14	Medical Flexible Spending Account	Pre-tax account for paying eligible health care expenses
16	Dependent Care Flexible Spending Account	Pre-tax account for paying eligible dependent day care expenses
17	Dental	Dental plan with PPO and Premier network provides coverage for preventive, basic and major services, as well as orthodontia for dependent children
18	Vision	Provides coverage for lenses, frames and/or contacts
19	Basic Life and AD&D	Hamline provides you with coverage equal to two times annual salary up to the guarantee issue limit
19	Voluntary Life and AD&D	Additional coverage you may purchase for yourself, your spouse, and/or your children
20	Long Term Disability (LTD)	Replaces 66-2/3% of base salary for your period of disability
21-27	Additional Benefits	Critical Illness Employee Assistance Program Short Term Disability Travel Assistance Hospital Indemnity Medical Bill Saver Legal Plan Will Prep & Life Planning MN Paid Family & Medical Leave (MN PFML)
28	Retirement Plan	403(b) retirement account information
29	Terms Defined	Definitions helpful in understanding your benefits
30	Important Resources	Listing of the resources available to answer questions or provide information about your benefits

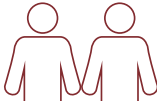


GENERAL PLAN INFORMATION

As a Hamline employee, you have a variety of benefit options to choose from. This Benefit Guide provides an overview of the plans available to you to help you make informed enrollment decisions.

ELIGIBILITY

You are eligible to participate in Hamline University's benefit program on the first of the month following your date of hire if you are an active full-time employee. Spouses and children (up to age 26) are eligible for most benefits.

	 YOU	 YOUR SPOUSE	 YOUR CHILD(REN)
	Full-time 30+ hrs/wk.	Part-time 20+ hrs/wk.	
Medical	✓		✓
Dental	✓	✓	✓
Vision	✓	✓	✓
Basic Life Insurance and AD&D	✓		
Voluntary Life Insurance and AD&D	✓		✓
Long Term Disability Insurance	✓		
Health Savings Account	✓		✓
Medical Flexible Spending Accounts	✓		✓
Dependent Care Flexible Spending Accounts	✓	✓	✓
Worksite Benefits – Short Term Disability, Critical Illness, Hospital Indemnity Insurance	✓	✓	✓
403(b) Retirement Plan	✓	✓	



GENERAL PLAN INFORMATION

CHANGING YOUR ELECTIONS

The benefit elections you make during your initial or annual enrollment remain in effect for the entire calendar year due to IRS regulations. You are, however, allowed to modify your elections in certain situations, called "**qualifying life events**." If you experience a qualifying life event, you may make changes to your benefits. Please Note: These changes must be made within **30 days** from the event.

A qualifying life event includes a change in:

- **Legal marital status** – marriage, death of spouse, divorce, legal separation, or annulment
- **Number of dependents** – birth, adoption, placement for adoption, divorce or death of a dependent, or assuming primary support of a child of an unmarried dependent child
- **Employment status** – eligible dependent gains or loses access to employer-sponsored coverage
- **Dependent status** – change due to age or other circumstance which causes your dependent to satisfy or cease to satisfy eligibility requirements under the plan
- **Medicare or Medicaid eligible status** – you or your spouse become Medicare or Medicaid eligible.

Any benefit changes must be consistent with the life event you or your family member experienced. The new election becomes effective as of the date of the change in status or loss of coverage, whichever comes later.



You must notify the Benefits Office within 30 days from the qualifying life event to make any changes in your benefits. You may be required to submit documentation.



MEDICAL INSURANCE

The cornerstone of Hamline's benefits package is medical coverage. Whether you are facing an illness or injury, or simply utilize preventive care, the University offers comprehensive protection against the financial hardship that can accompany a medical need. Read this section to determine which option best meets the needs of you and your eligible dependents.

MEDICAL PLAN CHOICES

Hamline offers four medical plan options. All options provide high-quality, affordable medical care, including preventive care, doctor's visits, hospitalization, and emergency care. However, each plan has unique characteristics and advantages. The plans are offered through Medica, a non-profit organization providing health coverage to approximately 1.5 million members.

Your choices include:

- Plan A: \$6,500 / \$13,000 - 100% HSA Plan
- Plan B: \$3,500 / \$7,000 - 75% HSA Plan
- Plan C: \$1,700 / \$5,400 - \$35 Copay Plan
- Plan D: \$850 / \$2,500 - \$35 Copay Plan



Visit welcometomedica.com/hamline for additional information with side-by-side comparisons of the plans. Find a doctor, or review what each plan offers along with some of the value-added programs included in your plan.

HOW THE PLANS WORK

Plans A & B

These plans require covered participants to meet an annual deductible before the plan will start to pay for covered services – with the exception of preventive care which is covered at 100%. Plan A has a higher deductible, but once a participant has met the deductible, the plan pays 100% of all covered in-network expenses for the remainder of the calendar year. Plan B has a lower deductible, but services are subject to coinsurance once the deductible is met. This means that once you have met your deductible, you will share the cost of care with Medica – called coinsurance – until you reach your out-of-pocket maximum. At that time, the plan will pay 100% of all covered in-network expenses for the remainder of the calendar year.

These two plans are paired with a Health Savings Account through Lively. Participants may contribute to a Health Savings Account (HSA) to help cover out-of-pocket costs on a pre-tax basis. Federal rules limit reimbursement to family members who are tax dependents or a legal spouse.

Plans C & D

These plans require that you pay a copay for office visits and prescription drugs. Preventive care is covered at 100%. All other covered services, including lab work and x-rays associated with an office visit, are subject to the deductible, coinsurance and out-of-pocket maximum. Plan C has a higher deductible and out-of-pocket maximum than Plan D. The office visit and prescription copay amounts are the same under both plans. Once you've met the annual out-of-pocket maximum, the plans pay 100% of covered services for the rest of the calendar year as long as services are in-network.

To help pay for qualified health care expenses, Plan C and D participants are eligible to contribute to a Medical Flexible Spending Account on a pre-tax basis through payroll deduction. You can use the medical FSA to reimburse expenses for yourself and your legal tax dependents.



BENEFIT SUMMARY

This is a summary of your benefits, not a complete listing. Please see your Summary of Benefits and Coverage (SBC) for additional details. **NOTE: All Hamline medical plans provide creditable drug coverage.**

IN-NETWORK	PLAN A	PLAN B	PLAN C	PLAN D
Deductible	\$6,500 per person \$13,000 per family	\$3,500 per person \$7,000 per family	\$1,700 per person \$5,400 per family	\$850 per person \$2,500 per family
Out-of-Pocket Maximum	\$6,500 per person \$13,000 per family	\$7,000 per person \$14,000 per family	\$5,000 per person \$10,000 per family	\$4,000 per person \$8,000 per family
PREVENTIVE CARE – ROUTINE				
Well-child, adult physical and eye exams / immunizations	100% coverage	100% coverage	100% coverage	100% coverage
PHYSICIAN SERVICES				
Physician and specialist visits; urgent care	100% coverage after deductible	75% coverage after deductible	\$35 copay	\$35 copay
Convenience care	100% coverage after deductible	75% coverage after deductible	\$20 copay	\$20 copay
X-rays & Imaging	100% coverage after deductible	75% coverage after deductible	75% coverage after deductible	75% coverage after deductible
HOSPITAL SERVICES				
Inpatient / Outpatient Hospitalization	100% coverage after deductible	75% coverage after deductible	75% coverage after deductible	75% coverage after deductible
EMERGENCY SERVICES				
Emergency room	100% coverage after deductible	75% coverage after deductible	\$75 copay	\$75 copay
Ambulance	100% coverage after deductible	75% coverage after deductible	75% coverage after deductible	75% coverage after deductible
MENTAL HEALTH / CHEMICAL DEPENDENCY				
Inpatient	100% coverage after deductible	75% coverage after deductible	75% coverage after deductible	75% coverage after deductible
Outpatient	100% coverage after deductible	75% coverage after deductible	\$35 copay	\$35 copay
PHARMACY (on Medica formulary)				
Retail – up to 31-day supply	100% coverage after deductible	Generic & Preferred: 75% coverage after deductible Non-Preferred: 55% coverage after deductible	Generic: \$12 Preferred: \$50 Non-preferred: \$90	Generic: \$12 Preferred: \$50 Non-preferred: \$90
Mail Order – up to 93-day supply	100% coverage after deductible	75% coverage after deductible	Generic: \$24 Preferred: \$100 Non-preferred: \$180	Generic: \$24 Preferred: \$100 Non-preferred: \$180
Specialty – up to 31-day supply from designated specialty pharmacy	100% coverage after deductible	Preferred: 75% coverage after deductible, not to exceed \$200 copay/prescription Non-Preferred: 55% coverage after deductible	Preferred: You pay 20% up to \$200 maximum; Non-preferred: you pay 40%	Preferred: You pay 20% up to \$200 maximum; Non-preferred: you pay 40%
OUT-OF-NETWORK	PLAN A	PLAN B	PLAN C	PLAN D
Deductible	\$9,525 per person / \$19,050 per family	\$4,500 per person / \$9,000 per family	\$2,250 per person / \$6,750 per family	\$1,125 per person / \$3,375 per family
Out-of-Pocket Maximum	\$12,700 per person / \$25,400 per family	\$13,000 per person / \$26,000 per family	\$9,000 per person / \$18,000 per family	\$7,000 per person / \$14,000 family
Preventive Care – Routine	50% coverage after deductible	50% coverage after deductible	50% coverage after deductible	50% coverage after deductible
Physician Services	50% coverage after deductible	50% coverage after deductible	50% coverage after deductible	50% coverage after deductible
Hospital Services	50% coverage after deductible	50% coverage after deductible	50% coverage after deductible	50% coverage after deductible



MEDICAL INSURANCE

PRESCRIPTION DRUG COVERAGE

Medica partners with **Express Scripts, Inc. (ESI)**, as the pharmacy benefit manager (PBM) for health plans across all of Medica's segments. High-cost specialty drug management is provided (through Accredo) or medical pharmacy management (through Magellan). Covered drugs are listed on the Medica Preferred Drug List, which is comprised of drugs that provide the most value and have proven safety and effectiveness.

How you pay for your prescriptions will vary by your plan choice and where you fill your prescription.

- **Retail Pharmacy** – Participants in Plans A and B are responsible for the full cost until the deductible has been met. Once the deductible is met, then the plan pays 100% for the remainder of the calendar year. Participants in Plans C and D pay a based on the type of drug purchased.
- **Mail Order Pharmacy** – Express Scripts, Inc. is Medica's prescription mail order provider. Mail order provides the convenience of receiving a 3-month supply mailed directly to your home. Plan C and D participants also get a 3-month supply for the cost of two (2) copays. Before deciding if mail order is right for you, compare prices using the Medica Price a Medication tool available on www.Medica.com/SignIn. Members will be able to easily start, manage and refill eligible mail order prescriptions using the Express Scripts website (accessible through Medica.com/SignIn.com) or the Express Scripts mobile app. You can also contact Express Scripts Pharmacy 24/7 by phone at **1.800.263.2398**.
- **93-Day Refill Option** – You can get up to a 93-day supply of ongoing medications from a participating pharmacy with the 93-day refill option. You'll pay three retail copayments or coinsurance amounts (depending on your plan) and get the convenience of saving trips to the pharmacy. To use this option, ask your provider for a 93-day prescription and bring it to a participating pharmacy.
- **Specialty Drugs** – These medicines treat health care conditions like cancer, hepatitis, multiple sclerosis and rheumatoid arthritis. Medications considered "specialty" drugs must be filled through an approved specialty pharmacy or there will be no coverage.
- **Accredo** – Medica partners with Accredo to provide specialty pharmacy services. The Accredo clinical team offers one-on-one counseling and assistance as well as opportunities to engage through web, mobile, text, chat and email to make refilling medications as easy as possible. Specialty medications are conveniently delivered to members via FedEx or UPS. You can contact Accredo by phone at **1.877.ACCREDO (222.7336)** or access their website: www.accredo.com



Tools and resources are available on www.Medica.com/SignIn, as well as a mobile app, that makes it easy for you to check drug costs, locate pharmacies and view your prescription history.



MEDICAL INSURANCE

YOUR NETWORK OPTIONS

It is in your best interest to seek providers who are in-network. If you see a provider that is not in your Medica network, your costs will be significantly higher because you receive a lower coverage amount under your benefit plan – and your share of the costs is based on the provider's full charges rather than the discounted rate Medica negotiates with network providers. Also, costs that exceed the usual and customary (U&C) rate are not subject to the out-of-pocket maximum. So once the total of your out-of-network U&C charges reach your out-of-pocket maximum, the plan will pay 100% of the remaining U&C charges, but you continue to pay the full cost of any charges above U&C.

The following is a brief description of the **networks** available to you:

- **Choice Passport** – Medica's largest, national network has access to more than 1 million providers and nearly 7,300 hospitals across the U.S. For care received within the Medica service area, you have the Medica Choice Passport open access network. For care received outside of the Medica service area (students, while traveling, etc.) you have access to the UnitedHealthcare national network. You are free to see any provider in the Medica network (without a referral) and you are not required to select a primary care clinic.
- **Elect** – A separate, smaller network of providers delivering services at lower rates. You save money on your monthly premium, as well as the services you receive. For care received outside of the Medica service area (students, while traveling, etc.) you have access to the UnitedHealthcare national network (see next page for specifics).

The network has a number of "care systems", a group of primary care clinics, specialists and hospitals. **You choose a primary care clinic, within a care system, to be your medical home.** You do not need referrals within your care system, but referrals can be issued outside of the care system.

- **VantagePlus** – A combination of several major care systems and independent providers offering a broad geographic access and a greater focus on lowering health care costs and improvements in service. It provides direct access to more than 4,800 providers, 650 clinics, and 11 hospitals.



KEEP IN MIND – If you are traveling or have family members who live away from home – a child at school, for example – emergency services will always be considered in-network. For children away at school, coverage for routine services like physical therapy or office visits for the flu or an ear infection will depend on where they are located in relation to the Medica service area (Minnesota, North Dakota, South Dakota and western Wisconsin), as follows:

Inside the service area:
Routine services will be considered out-of-network unless they are received from a provider in their Elect or VantagePlus care system.

Outside the service area:
Routine services will be considered in-network as long as they are delivered by a UnitedHealthcare provider. Keep in mind, however, that chiropractic services are not included outside the Medica service area. Your out-of-network benefits would apply in this case.

ELECT NETWORK		VANTAGEPLUS NETWORK
Allina Medical Clinics Children's Health Network Integrity Health Network Hennepin Health Park Nicollet Health Services	RiverWay / North Suburban Clinics St. Luke's Lakeview Medical Group Minnesota HealthCare Network	M Health Fairview* North Memorial * HealthEast has now integrated with Fairview Health Services



MEDICAL INSURANCE

REFERRALS

A referral is a written recommendation from your primary care clinic to see a specialist outside of your care system. If your care system can't deliver the care you require, your primary care clinic will write you a referral. Your primary care clinic will notify Medica that you have a referral so the care will be considered in-network.

The referral will list the:

- Name of the specialist
- Type of service
- Number of visits
- Date range when you can see the specialist

Please note that your referral provider cannot refer you on to another specialist, this would need to be coordinated by your primary care clinic. However, if your referral says that the specialist can "consult, diagnose and treat" then the specialist can order services such as physical therapy, imaging (X-rays, CT scans, etc.), outpatient surgery and other related care.

Some services can be accessed outside of your care system, as long as they are in your network. Examples would be chiropractic care, convenience care, urgent care, or durable medical equipment. If you have questions regarding referrals (or the need for a referral), contact Medica Customer Service at **800.952.3455**.



ELECT NETWORK: Designating or Changing a Primary Care Clinic

When you enroll in the Elect network, you will need to designate a primary care clinic (PCC) for each member of your family. Please note that each family member can choose their own primary care clinic, and they do not need to be within the same care system.



MEDICAL INSURANCE

FINDING A PROVIDER

The Medica website provides help when you need to find a network provider or Primary Care Clinic.

To find a network provider

Go to welcometomedica.com/hamline OR medica.com/find-care/select-employer-provided-plan

- Select the network you wish to search:
 - Medica Choice Passport*
 - Medica Elect
 - VantagePlus
- "Click on **"Find a provider or facility"**
 - Enter your city or zip code in upper right.
- Search for providers by name, facility, specialty, or condition to find doctors who treat specific conditions.

NOTE: If you enroll in the VantagePlus network, you will be automatically assigned the VantagePlus PCC# upon enrollment. You do not need to enter it on your own (there is only one option so there is also no need to attempt to change it once enrolled).

* If using Medica's website direct, if asked, please select Medica Choice with UnitedHealthcare Choice Plus.

To find a Primary Care Clinic (PCC)

Elect network ONLY

Go to welcometomedica.com/hamline OR medica.com/find-care/select-employer-provided-plan

- Select the network you wish to search:
 - Medica Choice Passport*
 - Medica Elect
 - VantagePlus
- "Click on **"Find a provider or facility"**
 - Enter your city or zip code in upper right.
- Under the **"How can we help you today?"** section, click on **Providers by Specialty - Primary Care Physicians**. You can narrow your list to just those with PCC IDs by clicking the **Filter** icon and selecting **"Yes"** under **"Eligible Primary Care Clinic (PCC)."** You can then further narrow your search by provider name, type, care system, etc., all under the Filter drop-down.
- In your results, look for the clinic's Care System listing – that's where you will find the clinic's PCC ID – which is the number you will use to designate the clinic as your PCC when you enroll.
 - A PCC ID looks like this (PCC ID: 00000000123).
 - If no PCC ID is displayed, you cannot choose that clinic as your primary care clinic.

For assistance locating a Primary Care Clinic or selecting a Care System, call Medica Customer Service at **800.952.3455**.



MEDICAL INSURANCE

VIRTUAL CARE OPTIONS

You can access virtual care through providers in your plan's network. Your virtual care options may include:

Amwell

24/7 online clinic available in every state.

Services

- Treatment of common medical conditions. Visits are typically a lower cost option to an in-person visit, depending on your plan's coverage for virtual care.
- Behavioral health care services including therapy and psychiatry. Cost per visit may vary depending on your plan and type of service. Eligible services are covered under your plan as a behavioral health office visit.*
- Amwell also offers other online services, but it's not an in-network provider for those services. You can use those services, but you will pay the full cost.

How it works

You have a video visit with a board-certified doctor or nurse practitioner using the web or mobile app.

1. To get started, create an account with Amwell.
Smartphone/tablet: Download the free Amwell app from the Apple Store or Google Play.
Computer: Go to **amwell.com/cm**.
Phone: Call **1.844.733.3627**.
2. Enter your email address, create a password, then add the requested insurance information from your Medica ID card.
3. Select a doctor or nurse practitioner and follow the prompts to start your visit.
4. The doctor will review your history, answer questions, diagnose, treat and prescribe medication (if needed).
5. If a prescription is needed, it'll be sent to your pharmacy. The cost of your prescription will be based on your plan's prescription drug coverage.

Virtuwell

24/7 online clinic available in select states.**

Services

- Treatment of common medical conditions. Check the Virtuwell website for current pricing. Visits are typically a lower cost option to an in-person visit, depending on your plan's coverage for virtual care.

How it works

You have an online visit with a certified nurse practitioner.

1. Go to **virtuwell.com** and take a quick online interview that checks your medical history and makes sure your problem can be treated online.
2. If you can be treated online, you'll create an account with your contact, insurance, pharmacy, and payment information.
3. A nurse practitioner will review your case and write a personalized treatment plan. You'll get an email or text when your plan is ready.
4. If a prescription is needed, it'll be sent to your pharmacy. The cost of your prescription will be based on your plan's coverage for prescription drugs.



COMMON CONDITIONS FOR VIRTUAL CARE

- | | |
|----------------------|-------------------------------|
| • Allergies | • High blood pressure |
| • Sinus infection | • Migraines |
| • Bladder infection | • Pink eye |
| • Bronchitis and flu | • Rashes |
| • Cold and cough | • Other non-urgent conditions |
| • Ear pain | |

* To check your plan's coverage for behavioral health, sign in to your member account at **Medica.com/SignIn** or call the number on the back of your Medica ID card.

** Visit **virtuwell.com** for a list of available states.



MEDICAL INSURANCE

MEDICA WELLNESS DISCOUNTS AND RESOURCES

Medica has a wealth of discounts and resources available for members:

Behavioral Health Support

Connect with on-demand help for stress, depression and anxiety through **Self Care by AbleTo**. Download the AbleTo app to access coping tools, daily mood tracking, guided journeys and weekly progress check-ins to stay engaged and manage symptoms. You receive premium access as part of your plan's behavioral health benefits.

Omada

Empowers you to build healthy behaviors that last. Omada is a digital lifestyle change program for people at risk for chronic conditions like pre-diabetes, hypertension, high cholesterol and cardiovascular disease. Participants learn how to make meaningful changes and sustain behaviors. Medica members (ages 18+) who are at risk for diabetes or heart disease may be eligible to participate at no cost. To find out if you are at risk and eligible to participate, complete a short health assessment at **OmadaHealth.com/Medica**.

Value for Your Health Care Dollar

Cost and quality can vary significantly among providers. Knowing the difference can help you save money and have better results. Look up cost ranges for common procedures at dozens of facilities using **Main Street Medica**. Or use the online provider search tool to find doctor-specific cost and quality information with Premium Designation. Both tools are available on **Medica.com/SignIn**.

My Health Rewards Program

Taking steps to improve your health might be easier than you think. Whether you want to stress less, quit smoking or eat more fruits and veggies, **My Health Rewards by Medica®** makes it fun — and rewarding. You'll earn rewards as you complete activities personalized just for you. To get started with My Health Rewards, download the Personify Health app (formerly Virgin Pulse), free in the App Store or on Google Play.

24-Hour Health Support

Worried that your stomach bug could be serious? Wondering what to do about that cough that won't go away? The advisors and nurses at **Medica CallLink®** can help. They're available 24 hours a day, 365 days a year to answer your questions and help you make smart decisions about your health. Just call **1.800.962.9497** (TTY users, call 711).



MEDICAL INSURANCE

COST OF MEDICAL COVERAGE (MONTHLY PREMIUMS)

	PASSPORT		ELECT		VANTAGEPLUS	
Plan/Tier	Employer Contribution	Employee Contribution	Employer Contribution	Employee Contribution	Employer Contribution	Employee Contribution
Plan A						
Employee	\$687.89	\$89.87	\$610.89	\$69.65	\$593.69	\$67.40
Employee+1	\$1,396.11	\$353.85	\$1,249.15	\$282.07	\$1,214.49	\$272.97
Family	\$1,424.02	\$605.92	\$1,267.23	\$508.97	\$1,232.89	\$492.55
Plan B						
Employee	\$665.02	\$130.65	\$610.44	\$85.77	\$593.31	\$83.00
Employee+1	\$1,167.74	\$622.51	\$1,051.86	\$514.61	\$1,023.71	\$498.01
Family	\$1,354.57	\$722.11	\$1,145.54	\$671.56	\$1,115.28	\$649.90
Plan C						
Employee	\$773.17	\$212.66	\$736.75	\$125.86	\$716.17	\$121.80
Employee+1	\$1,217.66	\$1,000.46	\$1,111.56	\$829.30	\$1,082.85	\$802.55
Family	\$1,412.48	\$1,160.53	\$1,289.41	\$961.98	\$1,256.11	\$930.95
Plan D						
Employee	\$667.75	\$365.99	\$565.01	\$339.51	\$549.29	\$329.40
Employee+1	\$861.94	\$1,463.97	\$740.79	\$1,294.38	\$721.21	\$1,255.81
Family	\$999.85	\$1,698.20	\$859.39	\$1,501.48	\$836.60	\$1,456.73



NOTE ON COST-SHARE

Based on current enrollment, Hamline covers approximately 75% of the total medical premium.



HEALTH SAVINGS ACCOUNT

If you enroll in Plans A or B, you can contribute to an HSA on a pre-tax basis through payroll deduction. Annual contributions are limited by federal law depending on the level of health coverage you elect. You can start, stop or change your HSA contribution at any time during the year.

ELIGIBILITY

Because of the tax-advantaged nature of an HSA, there are specific eligibility requirements, including:

- You may NOT be covered by another non-HDHP health plan (for example, a spouse's traditional medical plan that covers you).
- You and your spouse may NOT enroll in a medical Flexible Spending Account that could reimburse your medical expenses. Participation in a limited Flexible Spending Account that covers only dental and vision expenses is allowed.
- You may NOT be enrolled in a government health plan, such as Medicare A and/or B or Medicaid.
- Children who are NOT your tax dependents are not eligible for reimbursement from the HSA.
- You may NOT have an HSA and be claimed as a dependent on someone else's tax return.

USING YOUR HSA

Funds can be used to pay for:

- Qualified medical expenses
- Qualified dental, vision and hearing expenses
- COBRA continuation coverage if you leave employment with the University
- Qualified long-term care insurance

Funds can also be used to build savings to cover future medical expenses on into retirement, including Medicare premiums and out-of-pocket expenses.

HSA participants receive an HSA debit card, which may be used to pay for qualified health care expenses directly. Or, you may reimburse yourself from your HSA at a later date. You own the amount in your account and may take it with you if you leave Hamline.

You do not need to provide proof of your expense to Lively. However, you should keep your receipts in case you are audited and need to provide proof that your withdrawals were for qualified medical expenses.

Tax reporting is required for the HSA. IRS form 8889 **must** be completed with your tax return each year to report total deposits and withdrawals from your account (you do not have to itemize to complete this form).

For additional information, contact Lively customer service at **1.888.576.4837** or **livelyme.com**. You can also email **support@livelyme.com** with questions.

COVERAGE LEVEL	ANNUAL MAXIMUM CONTRIBUTION	CATCH-UP CONTRIBUTION IF AGE 55+
Employee Only	\$4,400	\$1,000
Employee +1	\$8,750	\$1,000
Family	\$8,750	\$1,000



MANAGING YOUR HSA

It's easy to manage your HSA using the Lively portal at **livelyme.com**. You can check your account balance, view account activity, reimburse yourself, designate a beneficiary or review investment options (for balances over \$3,000). You can also download the "Lively HSA & FSA" mobile app which allows you to manage your HSA on the go. **You will be charged a \$1.25 monthly administration fee.**



MEDICAL FLEXIBLE SAVINGS ACCOUNT

The Medical Flexible Spending Account gives Plan C or D participants the opportunity to set aside pre-tax dollars to pay for qualified medical, dental and vision expenses. Examples of eligible expenses include deductibles and copays, prescription drug costs, over-the-counter medicines (if prescribed by a doctor), and other non-covered medical, dental, vision and hearing care expenses.

Plan A & B participants can contribute to a **Limited Purpose Flexible Spending Account** for dental and vision expenses ONLY.

FSA CONTRIBUTIONS

You may contribute up to \$3,400 to your Medical FSA through pre-tax payroll deductions. Estimate expenses carefully, as a federal “use-it-or-lose-it” law applies for any amount above \$680 remaining in your account. Any unused amount exceeding this at the end of the year will be forfeited. Keep in mind that you cannot change your FSA election mid-year without a corresponding qualifying life event, as described on **page 3**.



FSA CARRYOVER

Any unused dollars up to \$680 in your Medical or Limited Purpose FSAs can be carried over to the following plan year. Rollover will occur after the runout period ends on March 31, 2027.



MANAGING YOUR FSA

Visit **app.thrivepass.com** to file a claim, check account balance and claim status, view account history, access forms and manage your profile

USING YOUR FSA

You can pay for eligible expenses in one of two ways:

- **Debit card:** Use the debit card to pay for eligible health care expenses at the point of service or write your debit card number on your provider's bill – just as you would a credit card. Funds will be taken directly from your ThrivePass medical FSA account.
- **FSA claim form:** Pay the provider directly and then file a claim for reimbursement. You will need to complete an FSA claim form and submit it to ThrivePass along with your receipts.

NOTE: Expenses must be incurred between January 1, 2026 and December 31, 2026. You will have until March 31, 2027 to submit claims.



MEDICAL FLEXIBLE SAVINGS ACCOUNT

COMPARING HSA AND FSA ACCOUNTS

	HSA	MEDICAL FSA
Who can have this plan?	Plan A & B participants	Plan C & D participants; Plan A & B participants with an HSA can have a limited purpose FSA only
What is the contribution limit?	Employee Only: \$4,400 Employee + 1 or Family: \$8,750	\$3,400
Can I make a catch-up contribution?	Yes, up to \$1,000 for 2026 if you are age 55+ and not enrolled in Medicare	No
What are the tax advantages?	• Contributions are tax-free • Investment earnings on balance are tax-free • Withdrawals for eligible expenses are never taxed	• Contributions are tax-free • Withdrawals for eligible expenses are never taxed
What expenses are eligible?	Any out-of-pocket expenses for medical, prescription drugs, dental, vision and hearing	
Can I make a contribution change?	Yes, allowed throughout the year at anytime	Maybe, changes are only allowed if you have a Qualifying Life Event (see page 3)
How can I use the funds?	You can spend them now on eligible health care expenses, or save for future health care expenses	You need to spend them on eligible health care expenses incurred in the year designated
Is there a time limit for using fund balance?	No limit	You must file your 2026 claims by March 31, 2027
Can I roll-over my unused funds from year to year?	Yes	Yes, any unused funds up to \$680 can rollover
What funds are available to reimburse expenses?	Limited to your current account balance	Entire contribution amount elected for the year
Do I need to provide proof my expense?	No, proof is not required by Lively; if you are audited by the IRS proof will be required, so keep your receipts	Yes, proof is required by ThrivePass for one-time expenses; no proof after initial substantiation for recurring expenses or for copay amounts



DEPENDENT CARE FLEXIBLE SPENDING ACCOUNT

The Dependent Care Flexible Spending Account allows employees to set aside pre-tax dollars to pay for eligible dependent daycare expenses. Contributions are automatically deducted from your paychecks on a pre-tax basis, saving you money by not paying federal, state or Social Security taxes on the portion of your income that you contribute to the plan.

HOW THE PLAN WORKS

This account is for eligible work-related daycare expenses. Eligible dependents include children under age 13 and disabled dependents of any age who are incapable of self-care. You can use the funds to pay for daycare, preschool, summer camp, before/after school programs or eligible senior centers while you (and your spouse) are actively working or attending school. The primary purpose should be to provide for the dependent's well-being and protection. Education-focused expenses that can be separated from daycare expenses are not eligible.

By law, any unused funds are forfeited after year-end. You may not carry a balance over to the next year. So estimate your eligible expenses carefully and conservatively.

FSA CONTRIBUTIONS

You may contribute up to \$7,500 (\$3,750 if married and filing separately) to your Dependent Care FSA through pre-tax payroll deductions. Estimate expenses carefully, as a federal "use-it-or-lose-it" law applies. This means that if you have not incurred enough expenses to reimburse the funds in your account at the end of the year, your remaining account balance will be forfeited. Keep in mind that you cannot change your FSA election mid-year without a corresponding qualifying life event, as described on **page 3**.



MANAGING YOUR DEPENDENT CARE FSA

Visit app.thrivepass.com to file a claim, check account balance and claim status, view account history, access forms and manage your profile

USING YOUR FSA

When you have incurred dependent care expenses, you must submit a claim for reimbursement – along with proof of the expense. The claim form can serve as a receipt for payment if you have your provider sign the Provider Certification section of the form. Or, you can attach a third-party receipt or billing statement as proof of the expense (canceled checks are not acceptable). The form requires that you provide the federal tax identification number of each provider.

NOTE: Expenses must be incurred between January 1, 2026 and December 31, 2026. You will have until March 31, 2027 to submit claims.



DENTAL INSURANCE

Staying healthy includes good dental care. Hamline's dental plan provides the comprehensive coverage necessary to help you and your family maintain good dental health. The dental benefit is administered by Delta Dental.



For more plan information, such as the average cost of dental procedures, claims information, or to print an ID card, go to deltadentalmn.org.

HOW THE PLAN WORKS

Plan participants have the flexibility to see any dentist they choose. But greater discounts and benefits are available by seeing an in-network dentist. The provider options include:

- Delta Dental Premier – larger network; discounts
- Delta Dental PPO – smaller network; larger discounts
- Out-of-Network – all other providers; no negotiated discounts



What is "Allowed Amount"? — This is a term for the negotiated rate that Delta Dental has set with network providers for a specific service. Out-of-network providers may charge more than the allowed amount, leaving you responsible for the difference in cost.

FINDING NETWORK PROVIDERS

Dentists who participate in the Delta networks will:

- Save the participant and the plan money,
- File claims on behalf of the covered participant, and
- Agree not to charge more than the plan's negotiated rates (or "allowed amount").

To find in-network preferred providers, go to www.deltadentalmn.org, select "members," click "Find a Dentist," then "Get Started." Enter your zip code and the distance you are willing to travel to find a provider in your area. Or you can also call **1.800.448.3815**.

MONTHLY PREMIUMS

Single: \$23.82

Family: \$61.96

BENEFIT SUMMARY

	IN-NETWORK	OUT-OF-NETWORK
Annual Deductible	None	\$50 per person, \$150 per family
Annual Plan Maximum	\$2,000 combined	\$1,500 combined
Diagnostic and Preventive Exams & cleanings; x-rays; fluoride treatments; space maintainers; sealants	Covered at 100%	100% of plan's allowed amount, no deductible
Basic Services Emergency treatment; fillings	Covered at 80%	80% of plan's allowed amount after deductible
Endodontics Root canal therapy	Covered at 50%	50% of plan's allowed amount after deductible
Periodontics Surgical /non-surgical treatment of gum tissue	Covered at 50%	50% of plan's allowed amount after deductible
Oral Surgery Surgical/non-surgical extractions; all other oral surgery	Covered at 50%	50% of plan's allowed amount after deductible
Major Restorative Crowns, inlays and onlays	Covered at 50%	50% of plan's allowed amount after deductible
Prosthetics Repairs and Adjustments Dentures and bridges	Covered at 50%	50% of plan's allowed amount after deductible
Orthodontics For covered dependents to age 19	Covered at 50% up to \$750 lifetime maximum	



VISION PLAN

Hamline offers a vision plan administered by EyeMed. This coverage is a voluntary benefit that features coverage for prescription glasses and contact lenses, as well as other vision-related items.



To find network providers, view your benefits and claims information or see special offers, go to eyemed.com. Under "choose your network" select the Insight Network. To access a list of Lasik providers, go to eyemedlasik.com or call 877-5LASER6.

HOW THE PLAN WORKS

You have the freedom to receive services from any provider. However, you will receive a greater level of benefit if you use a provider who participates in the EyeMed Insight network. By using a network provider, you may also receive discounts for services not otherwise covered by the vision plan (i.e., sunglasses and laser vision correction).

MONTHLY PREMIUMS

Employee Only:	\$5.30
Employee + Spouse:	\$10.08
Employee + Child(ren):	\$10.61
Family:	\$15.60

NOTE: This plan provides coverage for materials and hardware only. Coverage for routine annual vision exams are provided through your Medica medical plan as a preventive appointment.

BENEFIT SUMMARY

	IN-NETWORK	OUT-OF-NETWORK
Eyeglass Lenses*		
Standard Single Vision	\$0 copay	Reimbursed up to \$30
Standard Bifocal	\$0 copay	Reimbursed up to \$50
Standard Trifocal	\$0 copay	Reimbursed up to \$70
Standard Lenticular	\$0 copay	Reimbursed up to \$70
Standard Progressive	\$65 copay	Reimbursed up to \$50
Premium Progressive		
Tier 1	\$85 copay	Reimbursed up to \$50
Tier 2	\$95 copay	Reimbursed up to \$50
Tier 3	\$110 copay	Reimbursed up to \$50
Tier 4	\$65 copay; 80% of charge less \$120 allowance	Reimbursed up to \$50
Frames	\$0 copay; \$150 allowance; 20% off balance over \$150	Reimbursed up to \$105
Contact Lenses		
Conventional	\$0 copay; \$130 allowance; 15% off balance over \$130	Reimbursed up to \$130
Disposable	\$0 copay; \$130 allowance	Reimbursed up to \$130
Medically Necessary	\$0 copay; Paid-in-full	Reimbursed up to \$210
Laser Vision Correction	15% off the retail price or 5% off the promotional price	N/A
Frequency	Lenses or Contact lenses: Once every 12 months** Frames: Once every 24 months	

* Please refer to the plan document for additional lens options and corresponding copays or % discounts (if applicable).

** Contact lenses are in lieu of eyeglass lenses and frames. Members may, however, still be able to receive additional discounts off another complete pair of eyeglasses or conventional contact lenses once the covered benefit has been used.



LIFE AND AD&D INSURANCE

You can't always predict – or control – your life. But, you can prepare for it. Protecting the financial interests of your loved ones in the event of your death or serious injury can be invaluable. Hamline covers the cost of Life and AD&D (accidental death or dismemberment) insurance. These benefits are offered through Unum. The plan provides:

- **Basic Term Life and AD&D** – Eligible employees automatically receive the basic portion of the Life and AD&D benefit – there are no choices to be made. Per IRS regulations, you pay tax on the premium paid by Hamline for coverage over \$50,000. Any benefits paid out are tax-free to the recipient.
- **Voluntary Life and AD&D** – You decide if you want to purchase voluntary coverage. You need to choose the level of coverage and who you want to cover – yourself, your spouse and/or your dependent children.

HOW THE PLAN WORKS

Life benefits are payable to your designated beneficiary in the event of your death. An additional AD&D benefit is payable to you in the event of a covered dismemberment or to your beneficiary if your death is the result of an accident.



Buy-in, Buy-up – If you enroll at any coverage amount during initial eligibility, you can purchase up to the Guarantee Issue Amount during future annual enrollments.

NOTE: You must purchase coverage for yourself in order to elect coverage for your spouse and/or child(ren). Children are eligible to participate up to age 19 (or age 26 if a full-time student).

BENEFIT SUMMARY

	BASIC TERM LIFE/AD&D	VOLUNTARY LIFE/AD&D		
		EMPLOYEE	SPOUSE	CHILD(REN)
Benefit Amount	2 x annual salary - Minimum: \$10,000 - Maximum: \$500,000	Lesser of 5x annual earnings or \$500,000 in increments of \$10,000 <i>Note: Maximum is \$50,000 for age 70+</i>	\$250,000, may not exceed 100% of the employee amount in increments of \$5,000	\$10,000 in increments of \$2,000
Guarantee Issue*	\$500,000	\$200,000	\$50,000	\$10,000
Age Reduction	- At age 65, benefit reduces to 65% of the original amount - At age 70, inforce coverage reduces to 50% of original amount	- At age 70, benefits will reduce to 65% of the original amount - At age 75, inforce coverage will reduce to 50% of original amount		

* *Guarantee Issue (GI) refers to the amount of coverage you can purchase without providing evidence of good health. Guarantee Issue applies to life insurance ONLY. There are **no** GI requirements for AD&D.*

COST OF VOLUNTARY LIFE AND AD&D COVERAGE

You pay the full cost for additional life and AD&D coverage on an after-tax basis. Cost for life coverage for employee and spouse is based on the employee's age. The cost for AD&D is a set amount, shown below:

VOLUNTARY LIFE/AD&D MONTHLY RATES – PER \$1,000 OF COVERAGE											
Age	<30	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70-74	75+
Life	\$0.04	\$0.05	\$0.08	\$0.12	\$0.20	\$0.34	\$0.54	\$0.72	\$1.16	\$2.05	\$3.50
AD&D	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03
Dependent Child(ren)	\$0.18 Life \$0.03 AD&D										



LONG TERM DISABILITY INSURANCE

Being disabled doesn't mean that your income has to stop. Hamline's disability program is designed to replace a portion of your income if you are unable to work due to a non-work related accident or sickness.

HOW THE PLAN WORKS

Employees may be eligible for disability payments if they are unable to perform their job due to a non-work related injury or illness. Disability benefits are insured through Unum, and all disability claims are reviewed and approved by Unum.

EVIDENCE OF INSURABILITY

It is strongly encouraged that faculty and staff who are interested in having Long Term Disability coverage enroll when they are first eligible. This is the best way to maximize your benefit without needing to answer health questions.

Any election after initial eligibility will be treated as a late entrant and evidence of insurability requirements will need to be satisfied in order to have coverage.

YOUR COST

You and Hamline share the cost of long term disability coverage 50% Hamline / 50% employee. The cost of coverage is \$0.41 per \$100 of covered monthly earnings.

Calculation Example:

This is an estimate of premium cost. Actual deductions may vary slightly due to rounding and payroll frequency.

Cost Example – Employee Portion

EXAMPLE	JOHN DOE	YOU
Monthly Earnings	\$5,000	\$
Multiplied by the rate factor – 0.00205	\$5,000 x .00205	\$ ____ x .00205
Estimated Monthly Premium	\$9.00	\$

This is an estimate of premium cost. Actual deductions may vary slightly due to rounding and payroll frequency.

BENEFIT SUMMARY

When do benefits start?	Qualifying benefits begin after 90 days if you remain disabled according to the terms of the plan
How long will the plan pay a benefit?	Until your disability ends or you reach Social Security Normal Retirement Age
How much will I receive?	66-2/3% of base salary (up to \$10,000 a month)
Will I have to pay taxes on the benefit I receive?	You will pay tax on the 50% employer paid portion; the 50% employee-paid portion will be received tax-free
What if I receive other benefit payments?	Your LTD benefit will be offset by any other disability payments, like Social Security or Worker's Compensation
Is there anything that would stop me from receiving a benefit?	Pre-existing condition limitations apply (3 months prior to/12 months after initial enrollment) and your disability must be approved by Unum on a periodic basis
How can I use the funds?	You can spend them now on eligible health care expenses, or save for future health care expenses
Is there a time limit for using fund balance?	No limit



ADDITIONAL BENEFITS

VOLUNTARY CRITICAL ILLNESS INSURANCE

Voluntary Critical Illness insurance through Unum is offered to all benefit eligible employees who work at least 20 hours per week.

Heart attack, stroke, cancer and other illnesses can affect not only your health but also your bank account; medical expenses reportedly lead to more than half of all bankruptcies in the United States. When faced with a severe illness and the accompanying medical costs, Critical Illness insurance can help

Critical Illness insurance is offered as a voluntary benefit to supplement your regular medical coverage. This insurance is designed to cover out-of-pocket expenses not covered by your health insurance,

such as your deductible and copays as well as any out-of-network charges. Illness can often lead to extended time away from work, and critical illness benefits can offset some of those lost wages and help you pay routine living expenses such as child care, transportation and rent or mortgage payments. If you don't want to drain your savings because of medical bills and time away from work, critical illness insurance can protect you from financial loss.

Portability: You can continue your coverage on a direct-bill basis at the same rates if you leave employment at Hamline.

PLAN DETAILS

Covered Conditions	Receive 100% of the benefit amount for: Cancer, Heart Attack, Blindness, Major Organ Failure, End-stage Kidney Failure, Benign Brain Tumor, Stroke (who's effects are confirmed at least 30 days after the event), and Permanent Paralysis (at least two limbs due to covered accident). Receive 25% of the initial benefit amount: Coronary Artery Bypass Surgery, and Carcinoma in Situ (defined as cancer that involves only cells in the tissue in which it began and has not spread to nearby tissues).
Employee Benefit	Choose your benefit amount: \$5,000 to \$50,000 in increments of \$5,000. Coverage up to \$10,000 is guaranteed without evidence of insurability when enrolling when first eligible.
Spouse Benefit	Spouses from ages 17 to 64 can get \$5,000 of coverage without medical questions (when first eligible) as long as you purchase coverage for yourself. The maximum spousal benefit is \$30,000, but evidence of insurability will apply.
Child Benefit	Dependent children from newborn to age 26 are automatically covered at no extra cost. Their coverage amount is 50% of the coverage you elect. They are covered for all of the same illness listed, plus specific childhood conditions: cerebral palsy, cleft lip or palate, cystic fibrosis, Down syndrome, and spina bifida.
Pre-Existing Conditions	12/12: Any sickness or injury or symptoms of a sickness or injury for which you received medical treatment, consultation, care or services during the 12 months prior to the effective date will not be covered for a period of 12 months.
Wellness Benefit	Every year, each covered family member on the Critical Illness plan can also receive \$50 simply for getting a health screening test, such as: chest X-rays, stress tests, colonoscopy, mammograms, blood tests, pap smear, and more.

ADDITIONAL BENEFITS

VOLUNTARY CRITICAL ILLNESS INSURANCE



MONTHLY PREMIUM* - PER \$1,000 OF COVERAGE		
ISSUE AGE	NON TOBACCO	TOBACCO
<25	\$0.39	\$0.56
25-29	\$0.43	\$0.68
30-34	\$0.63	\$1.01
35-39	\$0.86	\$1.49
40-44	\$1.22	\$2.17
45-49	\$1.68	\$3.01
50-54	\$2.20	\$4.01
55-59	\$2.89	\$5.11
60-64	\$3.71	\$6.13
65-69	\$4.17	\$6.38
70+	\$7.48	\$10.29

*Calculate your rate above based on your intended benefit and then add an additional \$1.60 for the mandatory wellness benefit.

Premium Example:

The following calculation is based on a \$10,000 benefit level for a 38-year-old non-tobacco user.

Cost per \$1,000	\$0.86
# of \$1,000 increments	x 10
Monthly premium	\$8.60
Wellness benefit cost	\$1.60
TOTAL Monthly Costs	\$10.20



ADDITIONAL BENEFITS

VOLUNTARY HOSPITAL INDEMNITY INSURANCE

Hamline offers Voluntary Hospital Indemnity insurance through Unum to all benefit eligible employees who work at least 20 hours per week.

Hospital Indemnity insurance is designed to help provide financial protection for covered individuals by paying a benefit due to a hospitalization and in some cases, for treatment received for an accident or sickness, even if that treatment occurs outside the hospital. Employees can use the benefit to meet the out-of-pocket expenses and extra bills that can occur.

Hospital Indemnity lump sum benefits are paid directly to the employee based on the amount of coverage listed, regardless of the actual cost of treatment.

Portability: You can continue your coverage on a direct-bill basis at the same rates if you leave employment at Hamline.

PLAN DESCRIPTION

	INSURANCE PAYS YOU
Hospital Admission	\$1,000 per insured once per year
Daily Hospital Confinement	\$100 per day, to a maximum of 65 days once per year
Intensive Care	\$200 per day, to a maximum of 20 days once per year
Portability	Included, you can take this policy with you if you leave employment
Family Coverage Options	Employee, Spouse, Child
Rates	Issue age; unisex
Evidence of Insurability	Employees that do not enroll when first eligible, will need to complete evidence of insurability.
Pre-existing Condition	12/12: Any sickness or injury or symptoms of a sickness or injury for which you received medical treatment, consultation, care or services during the 12 months prior to the effective date will not be covered for a period of 12 months.

MONTHLY PREMIUMS*				
ISSUE AGE	EMPLOYEE ONLY	EMPLOYEE + SPOUSE	EMPLOYEE + CHILDREN	EMPLOYEE + SPOUSE AND CHILDREN
17-49	\$12.07	\$24.25	\$18.23	\$30.41
50-59	\$15.90	\$32.85	\$22.06	\$39.01
60-64	\$22.33	\$46.27	\$28.49	\$52.43
65+	\$33.78	\$70.22	\$39.94	\$76.38

***Actual cost may vary:** Employee + Spouse and Employee + Spouse and Children coverage assume the employee and spouse are in the same age band. If in a different age band, the final rate will be different than shown.

ADDITIONAL BENEFITS

VOLUNTARY SHORT TERM DISABILITY INSURANCE



Hamline offers Voluntary Short Term Disability insurance through Unum to all benefit eligible employees who work at least 20 hours per week.

Many people live paycheck to paycheck. In the event of a covered injury or illness occurring, Short Term Disability insurance replaces part of your income if the ailment causes you to temporarily be away from work. As long as you remain disabled, you may receive payments for up to three months depending on the plan you choose.

You are generally considered disabled if you are unable to perform important parts of your job—and your income suffers as a result.

This insurance covers a variety of conditions and injuries. Some common reasons people use Short Term Disability are:

- Pregnancy*
- Injuries
- Joint disorders
- Back problems
- Digestive issues

** Pregnancy is covered nine months after coverage becomes effective. Medical complications of pregnancy may be considered as any other covered illness subject to the pre-existing condition limitation.*

Portability: You can continue your coverage on a direct-bill basis at the same rates if you leave employment at Hamline.

PLAN DESCRIPTION

	BENEFIT OPTIONS
Monthly Benefit	\$400 to \$5,000, up to 60% of your salary
Elimination Period The number of days that must pass between your first day of a covered accident or illness and the day you can start receiving disability benefits.	7/7 or 0/14: The first number is the elimination period for a covered off-the-job accident. The second number is the elimination period for a covered illness
Benefit Duration The number of months you could receive benefits while you are disabled.	3 months
Pre-existing Condition	Benefits for a disability due to a pre-existing condition will not be paid if that disability began within 12 months of your coverage effective date.

IMPORTANT NOTE:

Rates vary based on Age, Monthly Income Range, Monthly Benefit, and Elimination Period. While enrolling, your rates will be calculated for you based on the parameters that you select.



ADDITIONAL BENEFITS

MN PAID FAMILY & MEDICAL LEAVE (MN PFML)

Effective January 1, 2026, Hamline University employees who work more than 50% of the time in Minnesota are entitled to Paid Family and Medical Leave (PFML) under the Minnesota Paid Leave law. This program has been put in place by the State of Minnesota and provides partial wage replacement to employees who take leave from work for qualifying family or medical reasons. The private plan will be administered by Unum.

The PFML program is separate from, but will run concurrently and in conjunction with, other leave entitlements such as the federal Family and Medical Leave Act (FMLA), Short-Term Disability, and any other leave programs.

Eligibility

All employees who live and work at least 50% of the time in Minnesota and have earned sufficient wages to qualify under the state program are eligible for PFML benefits. Eligibility is determined by Unum in accordance with the rules set in place by the Minnesota Department of Employment and Economic Development (DEED).

Covered Leave Reasons

Employees may apply for PFML benefits for the following reasons:

- **Medical Leave** – For the employee's own serious health condition* that prevents them from working.
- **Family Leave** – To care for a family member with a serious health condition*.
- **Bonding Leave** – To bond with a new child after birth, adoption, or foster placement.
- **Safety Leave** – To address issues related to domestic abuse, sexual assault, or stalking.
- **Qualifying Exigency Leave** – For certain military family reasons.

Benefit Amount and Duration

Employees can receive up to 12 weeks of paid benefits for their own serious health condition and up to 12 weeks for family leave, with a combined maximum of 20 weeks per benefit year.

Intermittent leave is allowed under PFML and can be taken in 1 hour increments.

Benefit amounts are based on a percentage of the employee's average weekly wage, as determined by Unum (in accordance with state requirements), with a cap set annually.

Calculations of eligible benefits are below:

- 90% of employees' wages not exceeding 50% of the State Annual Weekly Wage (SAWW); plus
- 66% of employees' wages that exceed 50% of the SAWW but not 100%; plus
- 55% of wages that exceed 100% of the SAWW

Note: MN SAWW as of 10/1/2025 is \$1,423

Funding and Contributions

The program is funded through payroll taxes shared between employers and employees.

Hamline employees will be charged 0.43% of wages and Hamline University will cover the remaining costs.

Application for Benefits

Employees must apply directly to Unum for benefits. Unum, not Hamline University, makes the final determination of eligibility and payment amount. Employees should notify both the Unum and Human Resources as soon as possible when a qualifying leave is needed.

* Per MN Statutes § 268B.01, subd. 44, which governs the PFML, a "Serious health condition" is defined as a physical or mental illness, injury, impairment, condition, or substance use disorder that involves:

- (1) inpatient care in a hospital, hospice, or residential medical care facility; or
- (2) continuing treatment or continuing supervision by a health care provider.



ADDITIONAL BENEFITS

EMPLOYEE ASSISTANCE PROGRAM – FREE FOR MEDICA MEMBERS

The Employee Assistance Program available through Optum is an excellent source for confidential support, expert information and valuable resources, when you need it the most. You have access 24/7 to master's-level clinicians. Counselors have a wide range of expertise to assist you, including specialty teams for tobacco and gambling problems. Management consultation counselors are also available to help with workplace issues.

When appropriate, Optum will connect you with a local counselor who can address your concerns in person. You have access to five face-to-face visits covered at 100% per issue, per year. If you need additional assistance, the counselors can help you get care through your Medica health plan or refer you to affordable community resources.

For more information or to speak to a clinician, call Optum at **800.626.7944**.

EMPLOYEE ASSISTANCE PROGRAM – FREE THROUGH UNUM

The employee assistance program through Unum (provided by HealthAdvocate) provides employees access to counselors and services for help with personal, family and work issues including stress, depression, anxiety, relationship issues, divorce, job stress, work conflicts, family and parenting problems, anger, grief and loss, addiction, eating disorders and mental illness. The EAP offers 24/7 access to master's level staff clinicians for information, assessment, short-term problem resolution and referrals, and up to 3 (three) face-to-face counseling sessions. In lieu of face to face sessions, HIPAA compliant video counseling sessions are offered for those who prefer the use of technology to receive the service.

Employees may call **1.800.854.1446** (multi-lingual) to be referred to a local counselor. These resources may also be accessed online at **www.unum.com/lifebalance**.

MEDICAL BILL SAVER – FREE THROUGH HEALTHADVOCATE

Hamline University faculty and staff have access to experienced negotiators who can assist with confusing and difficult medical bills. Using fee benchmarking databases to help reduce non-covered medical and dental bills that exceed \$400 (regardless of insurance or benefit status), this team will contact doctors, dentists, hospitals and other providers on employees' behalf to negotiate discounts on the balance due and/or create payment plans.

Call **1.800.854.1446** to learn more.

TRAVEL ASSISTANCE – FREE THROUGH UNUM

If you are 100 or more miles from home with a medical problem or emergency, this benefit can help you evaluate, troubleshoot and make immediate recommendations for any emergency situation. Issues may range from a lost prescription to hospital admission to the need for medical evacuation. For assistance, call **800.527.0218** or **410.453.6330** and provide them with ID number 322541.



ADDITIONAL BENEFITS

WILL PREP & LIFE PLANNING SERVICES – FREE THROUGH UNUM EAP

Your Unum EAP benefit includes access to the simple tools needed to create a basic will. The work-life balance website also provides additional information about the following end-of-life topics, which you may wish to consider in drafting your will:

- Estate planning
- Advance directive or living will
- Power of attorney
- Final arrangements memorandum

To access the Personalized Legal Center, visit www.unum.com/lifebalance, click "Access Benefits," and select "Legal," or call **1.800.854.1446**.

METLIFE LEGAL PLANS

Metropolitan General Insurance Company (MetGen), a wholly owned subsidiary of MetLife, Inc., provides you with an unlimited number of telephone and office consultations with the attorney of your choice from within the MetGen network. **The monthly cost of \$20 covers you, your spouse and dependents.** Your premium is automatically deducted from your paycheck on a post-tax basis. Additional services for legal representation and family matters are available at an additional fee.

During the consultation, the attorney will review the law, discuss your rights and responsibilities, explore your options and recommend a course of action. Areas of legal consultation include:

- Estate planning
- Family law
- Juvenile matters
- Money matters
- Traffic offenses
- Consumer protection
- Real estate matters
- Document preparation
- Defense of civil lawsuits
- Elder law matters
- Immigration assistance
- Personal property protection



For more information, visit members.legalplans.com and enter access code **GETLAW**. You can also call **800.821.6400**.



RETIREMENT PLAN

As an employee of Hamline University, you are eligible to participate in our 403(b) Retirement Plan, which allows you to save on a pre- or post-tax basis through convenient payroll deductions. If you are 18 years of age or older, you are eligible to enroll in the 403(b) Retirement Plan upon date of hire.

Hamline's 403(b) plan is administered by TIAA.

HOW THE PLAN WORKS

As a Participant under the Plan, you may elect to reduce your compensation by a specific percentage and have that amount contributed to the Plan as an elective deferral.

There are two types of elective deferrals: Pre-Tax Deferrals and Roth (after-tax) Deferrals

To elect and change your deferrals you can:

1. Call TIAA's customer services at **800.842.2252**
2. Log onto the **Hamline TIAA portal**

CONTRIBUTION MAXIMUMS

For employees under age 50, the contribution limit (determined by the IRS) will increase by \$1,000 to \$24,500 for 2026. The catch-up contribution limit will increase to \$8,000 for employees aged 50+ and \$11,500 for employees aged 60-63.

HAMLIN MATCHING CONTRIBUTIONS

Hamline will continue to match 2.5% of your elective deferrals as well as make a 5% non-elective contribution to your 403(b) account. This totals a maximum employer contribution of 7.5%.

VESTING

Beginning January 1, 2026, all employees will be vested at 100% of employer contributions regardless of date of hire and years of service. The 5-year graded vesting schedule will be eliminated.

You also will always be 100% vested in your elective deferrals.



NEW AS OF 1/1/26

All employees will be vested at 100% of Hamline University's matching and non-elective contributions regardless of date of hire and years of service.



TERMS DEFINED

Coinsurance

Coinsurance is the rate at which you and the plan share expenses. The coinsurance percentages noted in this guide are the covered percentage paid by Medica. For example, 80% coverage indicates 80% of the cost is paid by the plan and it is your responsibility as a participant to pay the remaining 20% of the cost of service. The coinsurance rates vary depending on the medical plan and whether the services are incurred in-network or out-of-network. *(Note: coinsurance shown in other documents may indicate the participant's coinsurance percentage rather than the plan's percentage.)*

Copay

The fixed-dollar amount you pay for specific services in Plans C and D. After you pay this amount, the plan pays the rest of the cost of your service or prescription.

Deductible

The annual amount you must pay for non-preventive services before the plan starts to pay benefits.

Embedded Deductible

The IRS regulates the minimum deductible level at which a high deductible health plan may have an embedded deductible. For 2026, this minimum is \$3,400 single / \$6,800 family. Plans with an embedded deductible have a single deductible "embedded" within the family deductible to help limit an individual's expenses. This means that if one person in a family meets the single deductible, the plan coinsurance would start. Without an embedded deductible, one person in a family would need to meet the entire family deductible before the plan coinsurance would go into effect. All traditional (non-HDHP) plans with copays—Plans C & D—have embedded deductibles regardless of benefit level.

Out-of-Pocket Maximum

For your protection, all plans have annual out-of-pocket maximums that "cap" the amount you must pay toward covered expenses. Once you meet your out-of-pocket maximum, the plan pays 100% of your covered expenses for the rest of the calendar year. Deductibles, copays and coinsurance count toward your out-of-pocket maximum. Out-of-pocket maximums differ for in-network and out-of-network services.

Pharmacy Formulary

A list of prescription drugs used by practitioners to identify drugs that offer the greatest overall value. A team of physicians and pharmacists regularly reviews new and existing drugs to be sure the Preferred Drug List continues to meet the needs of members and providers. Drugs may be added to the list at any time during the year; however, Medica strives to limit removing drugs to no more than twice a year.

Premium

The amount you pay out of your paycheck toward the cost of coverage.

Preventive Care

Routine preventive care is critical to maintaining your health and uncovering problems early. All Hamline medical plans cover certain preventive services at 100% (no deductible or copay) from in-network providers. Services include annual wellness exams and certain screenings based on age for you and your covered dependents.

Prior Authorization

Prior Authorization approval is needed by Medica for coverage of a certain medications, services or supplies. Medications that require Prior Authorization are noted on the Preferred Drug List with a "PA" next to the drug name.

Step Therapy

Step Therapy is a program focused on using cost-effective prescription drugs as first-line treatment when appropriate. The program is used for certain conditions where there are many treatment options available. Drugs that require Step Therapy are noted on the Preferred Drug List. In Step Therapy, you try the preferred (Step 1) drug or drugs first as they are the most cost effective. If those, don't work then you can try Step 2, and so on.

Usual and Customary (U&C)

Payment for health care services received out-of-network is based on the U&C rates. The rate will be used to determine how much will be paid for a specific service. When out-of-network, you are responsible for the difference between what your provider charges and what the plan considers U&C, plus any co-insurance. The amount above and beyond the U&C rate is your responsibility and does not count towards the plan deductible or the out-of-pocket maximums.



IMPORTANT RESOURCES

BENEFIT	CONTACT INFORMATION
Medical Insurance Medica - Group #s vary – see your ID card Networks: Passport, Elect and VantagePlus Member Services: 800.952.3455	www.Medica.com/SignIn -Access benefit and claim information -Order replacement or temporary cards -Participate in My Health Rewards Programs -Estimate health care and pharmacy costs www.welcometomedica.com/hamline
Dental Insurance Delta Dental – Group #100475 Network: PPO & Premier Member Services: 800.448.3815	www.deltadentalmn.org -Access benefit and claim information -Locate participating dentists
Vision Insurance EyeMed – Group #1008703 Member Services: 888.203.7437	www.eyemed.com -Locate participating provider -Print benefit cards
Life Insurance & Long Term Disability Unum Member Services: 800.858.6843	www.unum.com/employees -File and track a claim -Review plan information
Health Savings Account (HSA) Lively 1.888.576.837	www.livelyme.com -Request replacement debit cards -Check account balances -Update Beneficiary Information
Flexible Spending Accounts (FSA) ThrivePass Flex Account Questions: 866.855.2844 tpa@thrivepass.com	app.thrivepass.com - Request replacement debit cards - Check account balances - Submit claims for reimbursement - Sign up for carrier connect for debit card substantiation and claim submission
Short Term Disability, Critical Illness, Hospital Indemnity, MN PFML Unum Customer Service: 800.635.5597	www.unum.com/employees -Access policy information -File a claim -See important service contact numbers
Legal Insurance MetLife Legal Plans Client Services: 800.821.6400	members.legalplans.com -Locate an attorney -Request a claim number
Retirement TIAA Client Services: 800.842.2252	https://www.tiaa.org/public/tcm/hamline -Update Beneficiary Information -Change investment allocations -Check account balances
Employee Assistance Program (EAP) Unum HealthAdvocate: 1.800.854.1446	www.unum.com/lifebalance -Available to all Hamline Employees -100% Confidential -Available 24/7
Employee Assistance Program (EAP) Medica 800.626.7944	-Available to all Hamline Employees -100% Confidential -Available 24/7

Please email the Benefits Administrator at glund02@hamline.edu or call 651.523.2464 if you have questions regarding your eligibility or the benefit enrollment process.

Visit our **Benefits Landing Page** for more helpful tools and resources related to benefits.