

# 2022 OPEN ENROLLMENT ACTION GUIDE

Open Enrollment: November 15 - November 30

## Get Ready for Open Enrollment

**AeroVironment plans renew on January 1, 2022. Don't miss this opportunity to select the best coverage for you and your family.**

Open Enrollment is your annual opportunity to make your benefits choices for the upcoming 2022 plan year. During Open Enrollment, you can change your plan options and add or remove dependents from your coverage. Consider your enrollment options carefully as changes are not allowed after **November 30<sup>th</sup>**, or during the plan year, unless you experience a qualified life event in family status as defined by the IRS.

### Announcements:

For plan year 2022, we took a deep look at our benefit offerings from the perspective of our employees, long term sustainability and market competitiveness. As a result, we have made some plan design changes that include changes to the cost share structure for the medical benefits.

See below 2022 highlight of changes:

**Medical** - To maintain uniformity across the states, we are remaining with Anthem Blue Cross as our provider. The EPO plan is rebranded as "PPO-Low" and the PPO plan is reflected as "PPO-High." These plans will offer some design changes specifically around co-insurance and deductibles. For example, the outpatient surgery copays/coinsurance have changed. All three plans reflect a reduction in bi-weekly premiums including a \$0 cost option for employee only with the HDHP.

**Dental** - We are increasing the orthodontics benefits for children from \$1,500 to \$3,000.

**Voluntary Life (Spouse)** - We are increasing the maximum benefit amount you can purchase from \$150,000 to \$250,000. EOI requirements still apply.

**Critical Illness** - We are increasing the maximum amount of benefit you can purchase from \$15,000 to \$40,000.

**Hospital Indemnity Plan** - We are introducing a hospital plan that can help supplement any out-of-pocket expense you might have should the need arise.

**Health Savings Account** - New IRS maximum allowed contributions amounts are \$3,650 Employee and \$7,300 Family. The additional catch-up contributions for those age 55+ remains at \$1,000.

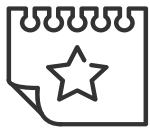
**Flexible Spending Account** - For the Health FSA, the new IRS allowed contribution amount has increased to \$2,850.

More detailed plan information is available when accessing [www.MyAvBenefits.com](http://www.MyAvBenefits.com), including Benefit Guides and summary plan descriptions.

### Enroll In Your 2022 Benefits Nov. 15 through Nov. 30

November 2021						
S	M	T	W	TH	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

**All enrollments and changes made during this time are effective January 1, 2022.**



# What's Changing - Medical

2022 Anthem Blue Cross PPO High	
Network	Non Network

2022 Anthem Blue Cross PPO Low	
Network	Non Network

2022 Anthem Blue Cross HDHP PPO w/HSA	
Network	Non Network

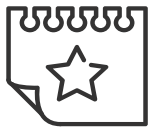
## Health Benefits

	2022 Anthem Blue Cross PPO High		2022 Anthem Blue Cross PPO Low		2022 Anthem Blue Cross HDHP PPO w/HSA	
	Network	Non Network	Network	Non Network	Network	Non Network
Lifetime Maximum Benefit	Unlimited		Unlimited		Unlimited	
Annual Maximum Benefit	Unlimited		Unlimited		Unlimited	
Calendar Year Deductible*						
- Individual	\$250	\$750	\$300	\$1,500	\$2,800	\$5,200
- Family	\$750	\$2,250	\$900	\$4,500	\$5,200	\$10,400
Co-Insurance (You Pay)	0%	20%	10%	50%	20%	50%
Office Visit Copay						
- Primary Care Physician	\$25 Copay	Ded, 20%	\$25 Copay	Ded, 50%	Ded, 20%	Ded, 50%
- Specialist Office Visit	\$40 Copay	Ded, 20%	\$40 Copay	Ded, 50%	Ded, 20%	Ded, 50%
Out-of-Pocket Maximum						
- Individual	\$2,500	\$6,000	\$3,000	\$7,500	\$5,200	\$10,400
- Family	\$5,000	\$12,000	\$6,000	\$15,000	\$7,900	\$20,800
Hospitalization						
- Inpatient	Ded, \$1,000 Copay	Ded, \$300 Copay, 20%	Ded, 10%	Ded, \$300 Copay, 50%	Ded, 20%	Ded, 50%
- Outpatient	Ded, \$250 Copay	Ded, \$130 Copay, 20%	Ded, 10%	Ded, \$300 Copay, 50%	Ded, 20%	Ded, 50%
Lab and X-Ray	\$25 Copay	Ded, 20%	\$30 Copay	Ded, 50%	Ded, 20%	Ded, 50%
Emergency Services	\$150 Copay		\$150 Copay		Ded, 20%	Ded, 20%
Urgent Care	\$25 Copay	Ded, 20%	\$25 Copay	Ded, 50%	Ded, 20%	Ded, 50%
Preventive Care	No Charge	Ded, 20%	No Charge	Ded, 50%	No Charge	Ded, 50%
Chiropractic Care / Acupuncture	\$40 Copay	Ded, 20%	\$40 Copay	Ded, 50%	Ded, 20%	Ded, 50%
Skilled Nursing Facility/ Rehabilitation Center	\$0 Copay	Ded, 20%	Ded, 10%	Ded, 50%	Ded, 20%	Ded, 50%
Home Health Care	\$0 Copay	Ded, 20%	Ded, 10%	Ded, 50%	Ded, 20%	Ded, 50%

## Pharmacy Benefits

	Network	Non Network*	Network	Non Network*	Network	Non Network*
Retail Rx - 30 Day Supply						
- Generic Formulary	\$10 Copay	\$10 Copay	\$10 Copay	\$10 Copay	Ded, \$10 Copay	Ded, \$10 Copay
- Brand Name Formulary	The greater of \$20 Copay or 15%	The greater of \$20 Copay or 15%	The greater of \$20 Copay or 15%	The greater of \$20 Copay or 15%	Ded, the greater of \$20 Copay or 15%	Ded, the greater of \$20 Copay or 15%
- Brand-Name Maximum Copay	\$200	\$200	\$200	\$200	\$200	\$200
Mail Order - 90 Day Supply						
- Generic Formulary	\$10 Copay	Not Covered	\$10 Copay	Not Covered	Ded, \$10 Copay	Not Covered
- Brand Name Formulary	The greater of \$20 Copay or 15%, \$300 max	Not Covered	The greater of \$20 Copay or 15%, \$300 max	Not Covered	Ded, the greater of \$20 Copay or 15%, \$300 max	Not Covered

\* Non network pharmacy claims - Members will be reimbursed the contracted (discounted) cost of the medication minus their applicable copay. Claims must be submitted by completing the paper claim form, which can be accessed and downloaded by going to your account at [www.Caremark.com](http://www.Caremark.com). For more information, you can also contact CVS Caremark Customer Care at the number on the back of your medical ID card.



# Dental

Cigna DENTAL PPO	
Network	Non-Network

## Dental Benefits

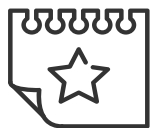
Calendar Year Maximum Benefit	\$2,000	
Calendar Year Deductible* - Individual - Family	\$50 \$150	
Preventive (Plan Pays)	100% Deductible Waived	80% Deductible Waived
Basic Services (Plan Pays)	90%	80%
Major Services (Plan Pays)	50%	50%
Orthodontia Child only Ortho Lifetime Maximum	50% \$3,000	



# Critical Illness

- Employee
- Spouse
- Child(ren)

2022 Mutual of Omaha Critical Illness
<ul style="list-style-type: none"> <li>• Benefit coverage increased from \$15,000 to <b>\$40,000 max</b></li> <li>• Benefit coverage increased from \$15,000 to <b>\$40,000 max</b></li> <li>• Coverage will be 25% of your employee benefit.</li> </ul>

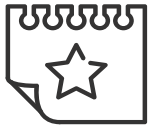


# New Benefit Offering

**Hospital Indemnity Plan** - The Hospital Indemnity plan through Unum can assist with unexpected hospital costs. This plan is designed to provide financial protection for covered individuals by paying a lump sum benefit of up to \$1,000 per year if admitted to the hospital as well as a daily \$100 benefit for days spent confined.

In addition, each family member who is covered under the plan can receive \$75 for getting a covered "Be Well Screening Tests" such as a well-child visit, cancer, yearly physical exams and more.

You can purchase coverage for you, your spouse and your covered dependent children up to age 26 years old.

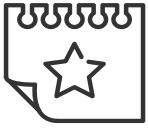


# Employee Contributions

This chart reflects the new **bi-weekly contributions** for our employee benefit plans. Your cost for coverage will vary depending on the option and level of coverage you choose. For your convenience, your age-banded Voluntary Life and AD&D premiums have been pre-calculated for you in Workday.

Employee contributions for Medical, Dental, and Vision are deducted from your paycheck with pre-tax dollars. This means that contributions are taken from your earnings before taxes, resulting in lower taxes and increased take home pay.

Medical HDHP - Anthem Blue Cross	
Employee Only	\$0.00
Employee + Spouse	\$57.30
Employee + Child(ren)	\$63.47
Employee + Family	\$151.16
Medical PPO Low - Anthem Blue Cross	
Employee Only	\$17.95
Employee + Spouse	\$116.57
Employee + 1 Child(ren)	\$113.60
Employee + Spouse & 1 Child	\$235.89
Employee + Family	\$277.43
Medical PPO High - Anthem Blue Cross	
Employee Only	\$62.28
Employee + Spouse	\$230.56
Employee + Child(ren)	\$189.81
Employee + Spouse & 1 Child	\$341.64
Employee + Family	\$414.89
Dental PPO - Cigna	
Employee Only	\$0.00
Employee + Spouse	\$14.27
Employee + Child(ren)	\$17.12
Employee + Family	\$27.11
Vision - EyeMed Vision	
Employee Only	\$4.27
Employee + Spouse	\$8.12
Employee + Child(ren)	\$8.55
Employee + Family	\$12.56



# Flexible Spending & Health Savings Accounts

## Flexible Spending Account 2022 Election

- \* **Reminder!** Your 2021 FSA elections will not carry over to the new plan year. If you would like to participate in 2022, you must log on to Workday and make an election for the new plan year. Current FSA IRS limits are \$2,850 for Health Care and \$5,000 for Dependent Care.
- \* Use It or Lose It - Estimate your health care and dependent care expenses carefully. If you are unable to estimate accurately, it is better to be conservative and underestimate rather than overestimate your expenses.

Please note these important deadlines for your current 2021 plan year. Last day to incur expenses for plan year 2021 is **March 15, 2022** and last day to submit claims for reimbursement is **March 31, 2022**.

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## What Are Eligible FSA Expenses?

You can use tax-free funds to pay for eligible health products and dependent care services.

- ⇒ Eligible Health Care FSA expenses include out-of-pocket medical, dental and vision expenses as define by IRS Publication 969 and 502. Some examples are listed below.
- ⇒ Eligible Dependent Care FSA expenses include various child and adult care services so you can go to work. Examples include child care, adult daycare and after school programs.

### Health Care FSA Eligible Expenses

### Examples of expenses not eligible

- |   |  |  |
|---|--|--|
| <ul style="list-style-type: none"><li>• Acupuncture</li><li>• Contact lenses solutions</li><li>• Coinsurance and copays</li><li>• Dental &amp; orthodontia fees</li></ul> | <ul style="list-style-type: none"><li>• Hearing aids &amp; batteries</li><li>• Insulin &amp; diabetic supplies</li><li>• Hospital bills</li><li>• Nurse fees</li></ul> | <ul style="list-style-type: none"><li>• Insurance premiums</li><li>• Cosmetic surgery not done for the primary purpose of proper functioning of the body</li></ul> |
|---|--|--|

## Health Savings Account 2022 Election

Employees enrolled in the HDHP PPO have the opportunity to increase their contributions. The new IRS maximum allowed amounts are \$3,650 for Employee and \$7,300 for Family. The additional catch-up contributions for those age 55+ will remain at \$1,000. Note, your current 2021 HSA contribution election will carry over to the new plan year if you opt not to make any changes. As a reminder, any unused balance rolls-over from year to year.



# Retirement

The IRS 401(k) contribution limits are increasing in 2022. Employees age 50+ will automatically be allowed to contribute up to the \$27,000 maximum without a separate election for catch up. The Payroll Dept. will monitor the maximum allowed contributions for the year based on your age. Remember, you must log into your 401(k) account at [www.mykplan.com](http://www.mykplan.com) to make contribution and investment election changes.

401(k) IRS Maximums	2021	2022
Elective Deferral (age 49 and under)	\$19,500	\$20,500
Catch-Up Deferral (Age 50+)	\$26,000	\$27,000



## What You Need To Do

Please take time to review your plan options, assess your needs and make your benefit elections carefully. Elections made during Open Enrollment are effective January 1, 2022. No changes are allowed after November 30<sup>th</sup> or during the plan year, unless you experience a qualified life event.

- Listen to the pre-recorded Open Enrollment presentation.  
<https://www.brainshark.com/burnhambis/vu?pi=zIAz119parzNYr9z0>
- Review AeroVironment's Employee Benefits Guide which highlights all of our benefit options for the 2022 plan year.
- Log in to Workday Web Benefits to verify your personal information, elect, decline, make changes, or terminate benefits.
- Update or identify a beneficiary designation for your life insurance. You may log in to Workday to update your beneficiary as needed throughout the year.
- If you wish to participate in the Flexible Spending Accounts for 2022, you must make your elections each year. **Current elections will not carry-over to the 2022 plan year.**
- DEADLINE** - All open enrollment elections must be completed by **November 30th** for a January 1, 2022, effective date.

