

2017 Open Enrollment

Frequently Asked Questions

October 2016



Table of Contents

How do I log into the Benefits Central?	1
National BCBS Medical Plans	1
Local Medical Plans	6
Prescription Drug Coverage through CVS Caremark.....	7
Health Savings Account (HSA).....	9
Comparing the HSA & Healthcare Flexible Spending Account (FSA)	14
Comparing the Healthcare and Day Care FSAs	16
Comparing the Medical Plans	17
Affordable Care Act.....	17
2017 Open Enrollment.....	18
Tobacco User Surcharge	19
Other Questions.....	19

How do I log into the Benefits Central?

Click on the Benefits Central icon in the HR Portal application launcher. If you have already registered, the application launcher should log you into Benefits Central automatically.

If you are logging in for the first time, select **Register** to gain access. Enter your Username, the last four digits of your Social Security Number and your birth date. You will then create a Password. Your Username is your 8 digit employee ID 10XXXXXX. If you forgot your password, you may reset your password by selecting Forgot Password?

If you have questions about navigating the site, please contact HR Services at 888-339-4363 (9:00 a.m. to 6:00 p.m. ET).

Note: If you don't have access to a confidential computer, you may call HR Services and speak to a customer service representative to make your open enrollment elections.

National BCBS Medical Plans

1) Do the BCBS national medical plans provide the same level of coverage?

Yes. All medical plans administered by BCBS have the same networks, cover the same medical services, and have the same negotiated fees for services. The differences are the amounts of the deductible, payroll premiums or contributions and out-of-pocket maximums.

2) Is preventive care covered by the Philips Lighting national medical plans? What is considered preventive care?

Yes. Preventive care is covered at 100%. Some examples of preventive care services include annual physical exams and any associated tests and screenings, such as mammograms, routine gynecological exams, well-baby care, and blood pressure screenings. Certain types of preventive medications are also covered at 100% with a doctor's prescription.

For more information, go to the **Preventive Health Services** page on the HR Portal.

3) Will coverage be denied to those with pre-existing conditions?

No, the Affordable Care Act prohibits health insurers from denying coverage to those with pre-existing conditions under any medical plan.

4) Why are employees encouraged to enroll in one of the Account Based Health Plans (ABHPs)?

The ABHPs provide the best opportunity to control medical costs for both employees and the company while offering a tax-efficient savings vehicle (the Health Savings Account) to accumulate funds for future health care expenses.

5) Are there any differences on how the ABHP 1 and the ABHP 2 work?

To comply with Affordable Care Act rules, the ABHP 2 out-of-pocket maximum (or "annual cap") for family coverage includes an individual out-of-pocket maximum of \$4,500. This means if an individual's eligible expenses reach \$4,500, the plan will begin paying 100% for that individual's eligible expenses for the rest of the year (even if the \$9,000 family out-of-pocket maximum has not yet been reached). There is no individual out-of-pocket maximum provision in the ABHP 1 for family coverage.

- 6) **Does Philips plan to cancel the PPO plan in the future?**
The PPO plan was closed in 2015 to new enrollees. However, the PPO plan will remain available in 2017 for employees enrolled in the PPO for 2016. It has not yet been determined when the PPO plan will be canceled or eliminated, but it is the company's intention to transition to only account-based health plan options in the future.
- 7) **I'm in the PPO plan. Are there any changes to the Plan in 2017?**
No. The deductibles, out-of-pocket maximum (or annual "cap") and coinsurance remain the same.
- 8) **If my provider currently accepts the PPO, will they accept the ABHPs?**
Yes. The networks for the PPO and ABHPs are the same.
- 9) **Why is there such a big difference in employee paycheck contributions between the ABHPs and PPO?**
The ABHPs have lower employee contributions than the PPO plan because the plans have higher annual deductibles.
- 10) **Why are employee premiums increasing?**
Each year we evaluate the claims experience and estimate the total expected costs for the following year. We then make decisions regarding the sharing of those costs based on market trends. This year premiums will increase an average of 4% for the ABHPs and 6% for the PPO.
- 11) **What companies does Philips Lighting benchmark against?**
We benchmark against similar sized companies in similar industries to Philips Lighting.
- 12) **Why are the annual premium increases for the ABHPs less than the PPO?**
Philips believes the ABHPs provide the most effective way for us to work together to manage healthcare costs now and in the future. In fact, in 2016, the average cost for employees enrolled in the ABHP was 30% lower than those enrolled in the PPO.
- 13) **What percentage of the total cost does Philips Lighting pay for each plan?**
Philips pays 75% of the BCBS PPO premiums, 82% of the BCBS ABHP 1 premiums, and 87% of the BCBS ABHP 2 premiums, on average.
- 14) **Are bonuses, overtime pay or any additional pay added to my base salary for purposes of determining my salary tier for medical premiums?**
The salary tier used to determine your employee paycheck contribution represents your annual earnings, which is your base pay as of August 1, 2016. Your annual earnings do not include bonuses, overtime pay or any other additional compensation. For commissioned salespeople, annual earnings include your base pay on August 1, 2016 plus an average of sales commissions paid in 2014 and 2015. If your base pay changes after August 1, 2016, your 2017 contribution amount will NOT change.

15) **Can I choose my own doctor in the ABHPs?**

Yes, you can choose any physician. However, you will pay considerably less out-of-pocket if you choose a doctor who is in BCBS's network.

16) **Are there copays in the BCBS PPO or ABHPs?**

No, there are no copays. These plans have deductibles and coinsurance.

17) **Does the annual deductible work the same for the PPO plan and ABHPs?**

Not exactly. Under the PPO plan, if you elect Employee plus One or Family coverage, the annual in-network deductible is \$750 for an Individual and \$1,500 for a Family. If any covered member of the family reaches the Individual deductible of \$750, co-insurance begins for that individual. Co-insurance will also begin for all covered family members once the family deductible of \$1,500 is reached.

Under the ABHPs, if you elect Employee plus One or Family coverage, you and your covered dependents must meet the entire Employee plus One/Family annual deductible before co-insurance will begin for any covered member of the family. This means you and your covered dependents must pay the full cost of medical and prescription drug expenses until the annual deductible is met. Once a combination of medical and prescription drug expenses for you and any covered dependent(s) hit the annual deductible, co-insurance begins for all covered family members.

18) **Does the annual out-of-pocket (OOP) maximum work the same for the PPO plan and ABHPs?**

There are some similarities, but also some important differences. The annual OOP maximum for both medical plans includes what you spend on medical and prescription drugs. However, how you reach the annual OOP maximum differs.

- Under the PPO plan, 100% coverage will begin for an individual once he or she reaches the Individual OOP maximum, **OR** 100% coverage will begin for anyone covered under the PPO plan once the Family OOP maximum is reached.
- Under the ABHP 1, if you elect Employee plus One or Family coverage, you must meet the entire Family OOP maximum before 100% coverage will begin for anyone covered under the ABHP 1. Under the ABHP 2, if you elect Employee plus One or Family coverage, there is an Individual out-of-pocket maximum. This means if an individual's eligible expenses reach the Individual OOP, the plan will begin paying 100% for that individual's eligible expenses for the rest of the year (even if the Family out-of-pocket maximum has not yet been reached) **OR** 100% coverage will begin for anyone covered under the ABHP 2 plan once the Family OOP maximum is reached.

19) **Where can I easily view my year-to-date medical expenses and find out if my deductible has been met?**

BCBS – Go to www.bluecrossma.com and click on "Member" and then log into your secure account to access your claims information.

Acclaim –Go to <http://acclaimtpa.com/> and click on Members/Claims Status at the top of the screen. Once you click on Members/Claims Status, you will be able to log into your secure account to access your claims information.

20) I understand that I am only allowed to change my benefit election during the plan year if I have experienced a qualified life event. What events can be considered qualified life events?

A qualified life event is an event that results in a gain, loss or change in benefits eligibility for you, your spouse and/or other dependents. Examples include marriage, divorce, loss of coverage on spouse's/dependent's plan, or birth/adoption of a child.

If you experience a qualified life event, you can change your benefit elections, as long as the changes you make correspond with the gain, loss or change of eligibility for coverage. You have 45 calendar days from the date of the event to make changes to your benefits through the Benefits Central website, unless the event is the birth/adoption of a child, in which case you have six months from the date of birth or adoption to make changes to your benefits.

EXCEPTION: If you enroll in an HSA for 2017, you can elect to start or discontinue your contributions, or change your contribution level, at any point during the year (a qualified life event is not required).

For more information on qualified life events, refer to the Summary Plan Descriptions (SPD) on the HR Portal.

21) If I have a qualified life event during the year that requires me to move from Employee Only coverage to Employee plus One or Family coverage, what happens to my deductible?

If you are enrolled in the PPO plan, your new dependent will have to satisfy his or her individual deductible of \$750 (see question 17) unless you have already satisfied the entire family deductible.

If you are enrolled in the ABHPs, your year-to-date costs incurred prior to the date of your qualified life event will be applied to the Employee plus One or Family deductible level.

22) How are eligible dependents defined?

Eligible dependents for the 2017 Philips Lighting benefits plans are:

- Your legally married spouse or your same or opposite sex domestic partner. Domestic partners must meet the requirements included in the Summary Plan Description
- Your or your spouse's children up to age 26 including: your own children, stepchildren, adopted children, foster children (any child who is placed with you by an authorized placement agency or by the order of a court), and any child for whom you or your spouse has court-appointed, legal guardianship and the employee's your domestic partner's children. Coverage for enrolled children continues until the end of the month in which they turn age 26
- Handicapped children who meet the requirements included in the Summary Plan Description

NOTE: From time to time, Philips will conduct dependent eligibility audits. You are responsible for enrolling only eligible dependents on your benefits plans.

23) **Can my eligible dependent be added to my healthcare plan if they do not have a social security number?**

You may add eligible dependents even if they do not have a social security number. However, you must call HR Services to add your dependent. Call 888-339-4363 between 9:00 a.m. and 6:00 p.m. Eastern time, Monday through Friday. Once your dependent's social security number has been obtained, you must again call HR Services to add that number to your dependent's record.

24) **How do I find an in-network doctor or hospital?**

BCBS – Go to www.bluecrossma.com, click "Member" and then "Find a Doctor". Select the Member tab and enter Philips member code, which is PAE.

Acclaim – Go to <http://acclaimtpa.com/> and click on Members/Locate A Provider at the top of the screen. Select the Health Link PPO Network and then refine your search selection.

25) **Does BCBS have a vision plan?**

BCBS does not have a vision plan for Philips employees. Philips vision benefits are provided by VSP.

26) **Where can I find information about the vision plan benefits?**

You can find a summary of the vision coverage on the Benefits Page of the HR Portal. Information is also included in the 2017 Open Enrollment Decision Guide.

27) **Will Philips continue to offer retiree medical coverage for 2017?**

Yes, Philips will continue to provide retiree medical coverage for eligible retirees and their eligible dependents under age 65 in 2017.

Retirees and their eligible dependents age 65 and older have access to a range of individual healthcare and prescription drug plans offered through UnitedHealthcare.

NOTE: Philips Lighting has the right to amend or terminate retiree medical coverage at any time. If Philips Lighting decides to make changes to retiree medical coverage, we will provide you with advanced notice of such changes.

Local Medical Plans

28) **How do I know what local plans are available to me?**

If a local medical plan is available to you, it will be listed on your medical plan enrollment page in Benefits Central.

29) **Are there any changes to the local medical plan offerings in 2017?**

No. All local medical plans will continue to offer the same plan design related to services and coverage.

Prescription Drug Coverage through CVS Caremark

NOTE: If you enroll in a BCBS plan or the Acclaim plan for Tupelo, Mississippi, you are automatically covered by the CVS/Caremark Prescription Drug Plan.

30) If I enroll in one of the ABHPs, how does my prescription drug coverage work?

Under both ABHPs, most prescription drug expenses are subject to the annual deductible.

Once you meet the deductible, you and Philips begin to share in the cost through co-insurance. The percentage you pay in co-insurance varies based on the type of prescription drugs (generic, formulary brand or non-formulary brand) and the supply of the drug (30 or 90 days).

There are a few exceptions you should be aware of. These are summarized in the chart on the following page:

Applies to . . .	Drug Type . . .	How it's covered . . .	Notes . . .	Where to find a complete list / more information
PPO and ABHPs (BCBS and Acclaim)	Generic drugs for certain chronic conditions	Covered at 100%	Includes certain drugs for conditions such as Diabetes, Asthma, Cholesterol and Hypertension	Contact CVS Caremark at 800-552-8159 or visit the CVS Caremark Prescription Cost Tool at www.caremark.com/philips/
PPO and ABHPs (BCBS)	Certain prescribed preventive medications (defined by Affordable Care Act)	Covered at 100%	Examples: • Iron supplements • Aspirin • Oral fluorides • Folic acid (Need prescription for 100% coverage)	Contact CVS Caremark at 800-552-8159 or visit the CVS Caremark Prescription Cost Tool at www.caremark.com/philips/
Just the ABHPs	Certain prescription medications deemed to be preventive in nature	No deductible, subject to co-insurance based on type/supply	Drug class examples: • Anti-depressants • Anti-coagulants	Contact CVS Caremark at 800-552-8159 or visit the CVS Caremark Prescription Cost Tool at www.caremark.com/philips/

31) Do I need to show my CVS Caremark card every time I get my prescription filled?

Yes. This will ensure that you pay the negotiated cost, and that the amount you pay out-of-pocket will be applied appropriately to your deductible.

NOTE: If a prescription drug is not on the Prescription Drug Program's formulary, the cost of that drug will not be applied to your deductible.

32) Do I have to fill my prescription at a CVS pharmacy?

No, but the pharmacy must be a participating pharmacy in CVS's network.

- 33) **Where can I find the list of participating pharmacies?**
Go to CVS Caremark’s website at www.caremark.com/philips and click on “Locate a Pharmacy” at the bottom left hand side of the page to start the search engine.
- 34) **What is the difference between Retail & Maintenance Choice?**
Retail is your local pharmacy and Maintenance Choice is the mail order program through CVS. Maintenance Choice provides further discounts for purchasing larger quantities of prescription drugs. In addition to the mail, the Maintenance Choice prescriptions can also be picked up at your local CVS while still providing the same discounted rates.
- 35) **Am I required to use the mail order program for my maintenance medications?**
No, but it will cost you more. You may refill your maintenance medication at your local pharmacy twice, for a total of three times. After that, you must order your prescriptions through the Maintenance Choice program or your coinsurance on a 30-day supply will increase to 50%. If you fill your maintenance prescriptions at a CVS pharmacy, your coinsurance will not increase.
- 36) **Am I required to have my prescriptions filled as a generic when a generic is available?**
No, but it will cost you more if your prescription is not filled with a generic drug. When a prescription is filled under the Prescription Drug Program (retail and mail order), generic drugs are used to fill prescriptions rather than more expensive brand name drugs, whenever that option exists. If a generic equivalent drug is available and you choose to have the prescription filled with a brand name drug, you will pay the difference in cost between the brand name and generic drug, in addition to the coinsurance. This is true even if your physician has indicated “dispense as written” or “no substitutions” on your prescription. If it is medically necessary for you to take the brand name drug, your physician may file for an exception with CVS Caremark, which they will review and make the final determination. Call CVS Caremark Customer Care at 800-552-8159 to request an exception form.
- 37) **If a brand name drug does not have a generic equivalent, is the treatment of the brand cost more favorable?**
If no generic drug is available, you will pay the normal coinsurance for the designated drug tier.
- 38) **Why are brand name drugs for chronic conditions not covered at 100%?**
Only generic drugs qualify for 100% coverage for certain chronic conditions. To determine the drugs that are covered at 100%, visit the CVS Prescription Cost tool at www.caremark.com/philips.
- 39) **Are over-the-counter drugs for chronic conditions paid at 100%?**
Certain over-the-counter medications are covered at 100%. You must obtain a written prescription from your physician for over-the-counter drugs and then present the prescription to the pharmacist. This will ensure that it’s covered at 100%. Go to CVS Caremark’s website at www.caremark.com/philips for more information.
- 40) **Where can I get a list of brand name drugs that have 100% equivalent generics available? Is that available on the Caremark website?**
Log on to the CVS Prescription Cost tool at www.caremark.com/philips to determine generic equivalents and the cost of the drug.

41) **My prescription is considered a “compound medication.” Why do I need to obtain a preauthorization if the cost is over \$300?**

A compound medication is made by combining, mixing or altering ingredients to create a customized medication that is not otherwise commercially available. Due to the lack of U.S. Food and Drug Administration (FDA) approval for many ingredients included in compounds and the high cost of these compound medications, prescriptions for compound medications exceeding \$300 will not be covered by the Prescription Drug Program unless you first receive a preauthorization from Caremark. If Caremark does not authorize the prescription drug, you could be responsible for the full cost of some or all of the ingredients used in the compound medication that was prescribed for you. To request a preauthorization, ask your doctor to call CVS/Caremark at 800-552-8159 to request a preauthorization.

42) **Does the Caremark Prescription Cost tool provide the generic version drug and its cost even if the brand drug name drug is entered?**

Yes, the online tool shows generic alternatives, both in the drug search results and when copay pricing is provided.

43) **Does the Caremark Prescription Cost tool provide my prescription drug history?**

No. This functionality is not available at this time. However, your prescription drug history can be obtained through the Caremark Member Portal – www.caremark.com/wps/portal

Health Savings Account (HSA)

44) **Who can enroll for and contribute to an HSA?**

You are eligible to open and contribute to an HSA if you meet all of the following IRS requirements:

- You are covered under a qualifying ABHP
- You are not covered under another health plan that is not a high deductible health plan
- You are not covered under a Healthcare Flexible Spending Account (including your spouse's)
- You are not enrolled in Medicare,
- You have not received medical benefits (including prescription drugs) from Veterans Administration or at one of its facilities in the past three months, and
- You are not claimed as a dependent on someone else's tax return.

If you have questions about your personal situation, and would like some assistance in understanding how these rules apply to you, please call HR Services at 1-888-339-4363 or send an email to hrservices.na@philips.com. Representatives are available to assist you between 9 am and 6 pm Eastern Time, Monday through Friday.

45) **Can I enroll in an HSA if I enroll in the PPO medical plan?**

No. Federal tax law only permits you to enroll in and contribute to an HSA if you are enrolled in a qualifying “high deductible health plan,” such as the Philips ABHPs.

46) [Will the Philips Lighting contribution to my HSA be the same in 2017 as in 2016?](#)

Yes. Philips Lighting will continue its contribution in 2017 as follows:

ABHP 1: The employee-only company contribution is \$620; employee plus one or family company contribution is \$1,200

ABHP 2: The employee-only company contribution is \$370; employee plus one or family company contribution is \$700.

47) [Can I enroll in an HSA if my spouse has an HSA?](#)

Both spouses can have their own HSA but are subject to the annual IRS maximums on a combined basis.

48) [If I elect Family coverage under one of the ABHPs, can my spouse submit expenses under her Flexible Spending Account \(FSA\) with her employer?](#)

You are NOT eligible to open an HSA if your spouse is contributing to a Healthcare FSA.

49) [If I am covered under my spouse's medical plan and waive coverage under Philips medical plan can I enroll in the Philips Lighting HSA?](#)

No. You must be enrolled in one of Philips Lighting ABHPs to enroll in the HSA.

50) [If I enroll in the ABHP, do I have to enroll in an HSA?](#)

In order to receive the money Philips Lighting contributes to the HSA, you must establish an HSA account. However, you are not required to contribute to the account.

51) [How much can I contribute to an HSA?](#)

If you contribute to an HSA, the minimum contribution is \$120 annually up to the annual IRS maximum contribution, which in 2017 will be \$3,400 for an individual and \$6,750 for a family (including Philips Lighting contribution). If you are over age 55, you can contribute an additional \$1,000. If you want to change your contribution amount, you may do so at any time during the year.

52) [Can I contribute to my HSA outside of my paycheck?](#)

Yes, you would make your contribution directly to your HSA account through HealthEquity but it will be on a post-tax basis. You will be able to take a deduction for your post-tax contributions to your HSA when filing your taxes.

53) [Are the funds in my HSA taxable?](#)

The HSA is a triple-tax advantaged account – that means you never pay taxes on your HSA dollars as you make contributions, as your account grows with interest, or when you withdraw the money to pay for eligible expenses. The money in your HSA remains tax-free as long as you use it to pay for eligible healthcare expenses.

If you use HSA funds for anything other than eligible expenses, you will incur income and penalty taxes. If you are under age 65, you will pay taxes and a 20% penalty on non-qualified HSA withdrawals. If you are age 65 or older, you will pay the income tax but no penalty. Keep in mind; it is your responsibility to ensure you submit only eligible expenses. Some states do tax HSA contributions. Please see your tax professional for more information.

54) **I want to enroll in one of the ABHPs but am not eligible for the HSA because I'm enrolled in Medicare. Why can't I receive Philips contribution?**

Although you are not eligible to open an HSA according to IRS rules, Philips Lighting will provide you the money in a taxable per payroll credit over the course of the year. If you leave Philips Lighting mid-year, you will not receive the remainder of the payroll credit.

55) **I am currently enrolled in the ABHP 1. Do I have to re-enroll in the ABHP 1 for 2017 to receive Philips Lighting annual contribution?**

No. If you do not make any changes, you will remain enrolled in the ABHP 1 for 2017 and you will automatically receive Philips Lighting annual contribution (see question 63). It is recommended that you confirm your eligibility to participate in the HSA if you want to change the amount you contribute to the HSA. You must log into Benefits Central.

56) **If I am enrolled in Employee Only coverage under the ABHP 1 plan but have a life event during the year that requires me to move to Employee plus One or Family coverage, will Philips Lighting make an additional contribution to my HSA?**

Yes, Philips Lighting will provide the remainder of the HSA contribution or will increase your per pay period credit if you aren't eligible for an HSA account.

57) **Is there a limit on how much I can accumulate in my HSA over time?**

No. There is currently no limit on how much money you can accumulate in the account, only a limit on how much you and Philips combined can contribute on a tax-free basis in any given year. The 2017 annual contribution limit for the HSA is \$3,400 for Employee Only coverage and \$6,750 for Employee plus One or Family Coverage. These amounts include Philips Lighting contribution. If you are age 55 or older, you can make an additional \$1,000 catch-up contribution.

58) **I'm under 55 but my spouse is over 55. Can I put in an extra \$1,000 to my HSA account?**

No. Since the account is in your name, you must be 55 or over to be eligible for the catch-up contribution.

59) **How are HSA elections made?**

You must log on to Benefits Central to set your "annual goal amount" for your HSA for 2017. The goal amount cannot exceed the IRS contribution limit.

60) **If I want to keep the same contribution election in 2017 that I have in 2016 do I need make a new election during Open Enrollment?**

If you are currently enrolled in an ABHP and continue in 2017, your 2015 HSA contribution election will roll over to 2017, up to IRS limits. You should confirm that you remain eligible to participate in the HSA in 2017.

61) **If I contribute to the HSA, is the entire amount of my annual contribution available to me on January 1, 2017?**

No. Your HSA contributions will be available to you only as they are taken out of your paycheck each pay period. However, if you are eligible for the HSA, the full amount of the Philips Lighting HSA contribution will be available to you starting in early January.

Remember, any remaining funds in your HSA at the end of 2016 will remain in your account for you to use during 2017.

62) **Can I front load the HSA contribution?**

You can enter the IRS maximum as your annual goal and once your desired goal has been deducted from your paycheck you can change your annual goal amount. You can also make a lump sum contribution to your account with after-tax dollars through HealthEquity at any time.

63) **What type of expenses can I pay with my HSA funds?**

Your HSA funds can be used to pay for “qualified healthcare expenses.” Eligible HSA expenses include applicable medical, dental and vision copays, deductibles and coinsurance. Other expenses include acupuncture, braces, chiropractor visits, hearing aids, eyeglasses and contact lenses, doctor and surgical fees, prescription and prescribed over-the-counter drugs, hospital care, dental fees, x-rays, weight loss programs, and nursing services.

Your payroll premiums or contributions for medical coverage under the ABHPs, however, cannot be reimbursed through your HSA. There are, however, other types of premium payments that can be reimbursed through your HSA, including:

- Long-term care insurance
- Healthcare continuation coverage, such as coverage under COBRA
- Healthcare coverage while receiving unemployment compensation
- Medicare and other healthcare coverage if the taxpayer is 65 or older (other than premiums for a Medicare supplemental policy, such as Medigap)

To view a list of eligible expenses under the HSA, go <http://learn.healthequity.com/qme/>

64) **Can I use my HSA money for medical expenses in another country when traveling?**

Typically, HSA money can be used for medical expenses in another country when traveling but you should contact your tax advisor for more information.

65) **How do I access my HSA funds to pay for eligible healthcare expenses?**

You have three ways to pay your expenses: You can: 1) use the HSA debit card you will receive from HealthEquity; 2) schedule online bill payments through the HealthEquity member website; or 3) pay out-of-pocket and then reimburse yourself from your HSA. Please note you will not receive automatic reimbursement for healthcare expenses.

66) **Does the reimbursement need to be in the same year for the HSA?**

No. HSA funds can be used to reimburse prior year’s expenses as long as they were incurred on or after the date the HSA was established.

67) **Can I use my HSA debit card on the date of service for a doctor’s visit or to get a prescription?**

You can. However, it is recommended that if your medical service was received from an in-network provider, you wait until the insurance company has processed the claim to make sure you are paying the fees negotiated by BCBS for the service. If you pay on the date of service, you may pay a higher fee for the services than the negotiated fee. However, when you use the card for prescriptions, the amount charged is always the negotiated amount if you show the pharmacist your prescription ID card.

68) **Do all members of my family get an HSA debit card?**

No, HSA debit cards must be requested for additional dependents.

69) **Can I invest my HSA funds?**

The money in your HSA grows similarly to any other savings account (through earned interest) with the additional bonus of being completely tax-free. Once you have a balance of at least \$1,500 in your HSA, you also have the option to invest your money in a variety of investment options offered through HealthEquity. You are in no way obligated to invest your funds. More information on investment options will be provided by HealthEquity after you open an HSA.

Note: Philips Lighting has not reviewed any of the investment options that HealthEquity may make available for the investment of your HSA account and does not endorse or recommend any options. You should consult a tax advisor or financial consultant to determine what, if any, investments are appropriate for you.

70) **Why can't I invest my HSA money if the balance is less than \$1,500?**

Health Equity, the Philips Lighting HSA administrator, has set a minimum for the investment portion of the HSA plan. If the money is invested, it is not readily available for claim payment unless you sell a portion of those investments.

71) **What happens if investments in my HSA bring the total balance higher than the annual IRS maximum? Is a tax penalty applied?**

No, investment increases have no impact on the annual IRS maximum. The contribution limits apply only to money being deposited into the account not to investment performance.

72) **Are there any fees associated with my HSA?**

Most HSAs have a monthly administration fee. Currently, Philips Lighting pays the monthly fee on behalf of its employees. Once you leave the company, you will be responsible for the fee.

For all HSA holders, there is a monthly fee for your HSA statement *if it is mailed* to your home. To avoid the monthly statement fee, sign up on the HealthEquity website to receive the statement online. There is also a fee to receive reimbursements through physical checks rather than direct deposit.

73) **How much is the HSA monthly maintenance fee if I leave Philips Lighting midyear and keep my HSA with HealthEquity?**

If your balance is over \$2,000 HealthEquity will waive the fee. If it's below \$2,000, it is \$3.95 per month.

74) **If I leave Philips Lighting, what happens to the funds in my HSA?**

The money in your HSA – whether contributed by you or Philips Lighting – is always yours; there is no vesting period. Whether you leave Philips Lighting, retire or enroll in a non-ABHP medical plan, you have complete ownership and control over the funds in your HSA. If you leave Philips Lighting, you can keep your HSA with HealthEquity or roll it over to another qualified HSA.

75) **Can I use my HSA funds after I retire?**

Yes. In addition to using your funds to pay for eligible healthcare expenses, funds can be used to pay COBRA, Long Term Care or Medicare premiums on a tax-free basis.

76) Can I use the debit card when I don't have sufficient funds in my HSA to cover the expense in full?

No. You must have sufficient funds in your account to use the debit card.

Comparing the HSA & Healthcare Flexible Spending Account (FSA)

77) How do the HSA and the Healthcare Flexible Spending Account (FSA) compare?

While there are some similarities between the HSA and the Healthcare FSA, there are also some important differences. The following chart summarizes how the HSA and FSA compare.

	HSA (administered by HealthEquity)	HEALTHCARE FSA (administered by ADP)
Do I have to enroll in a specific medical plan to be eligible?	YES. You can only open an HSA through Philips if you are enrolled in one of the ABHPs through Philips.	NO. You can have a Healthcare FSA if you are enrolled in: 1) the PPO plan, 2) the ABHP without opening an HSA, 3) a local medical plan (if one is available to you), or 4) if you are not enrolled in a Philips medical plan.
Do I have to pay taxes on the contributions I make to the account?	NO. Your contributions deducted from your paycheck, or made directly by you, are not subject to federal taxes. Some states do tax HSA contributions. Please see your tax professional for more information.	NO. Your contributions are deducted from your paycheck on a pre-tax basis.
Does Philips Lighting make a contribution to my account?	YES. Philips Lighting will make a contribution to your HSA if you are enrolled in one of the Philips Lighting ABHPs. This contribution is tax-free if used for eligible healthcare expenses. Some states do tax HSA contributions. Please see your tax professional for more information.	NO. Philips Lighting does not contribute to a Healthcare FSA.
Do I forfeit funds that I do not use in a given year?	NO. Unused money in your HSA carries over for use in the future – even in retirement.	YES. Unused money is forfeited.
Does the money in my account earn interest?	YES. The money in your HSA earns interest. This interest is tax-free as long as it's used to pay for eligible healthcare expenses.	NO. The money in a Healthcare FSA does NOT earn interest.
Can I use my full annual contribution at any time during the year?	NO. You may only use the money that has accumulated in your HSA.	YES. The full amount elected during Open Enrollment is available to you on January 1, 2017 prior to any paycheck contributions.
Can I change my contribution amount during the year?	YES. You decide how much to contribute from each paycheck, and you can change the amount at any time, provided your new amount is not less than what you have already contributed through payroll..	NO. The contributions elected during Open Enrollment continue throughout the year. A change may only be made if you experience a qualified life event.

	HSA (administered by HealthEquity)	HEALTHCARE FSA (administered by ADP)
What's the maximum amount I can contribute in one year?	For 2017, you can contribute up to \$3,400 for Employee Only coverage or \$6,750 for Employee plus One or Family coverage (this includes the money Philips contributes). If you are age 55 or older, you can make an additional \$1,000 catch-up contribution.	For 2017, you can contribute a maximum of \$2,550.
Do I keep my account if I leave Philips Lighting?	YES. The HSA is under your control. You keep the entire balance if you leave Philips or retire. In the event of your death, the funds will be available to your designated beneficiary.	NO. However, any money left in a Healthcare FSA can be used until the end of the plan year if you enroll in COBRA coverage for the FSA.

78) **Is the list of qualified expenses the same under both the HSA and Healthcare FSA?**

In general, the list of qualified expenses is the same for both the HSA and FSA. However, there are some expenses that can be reimbursed under the HSA that are NOT eligible for reimbursement under the Healthcare FSA. To view a list of eligible expenses under the Healthcare FSA, go to <https://myspendingaccount.adp.com> and click *Learn More* under the *Spending Accounts* title. To view a list of eligible expenses under the HSA, go to <http://learn.healthequity.com/qme/>.

79) **Whose medical expenses can be covered with an HSA or Healthcare FSA?**

For both plans, eligible expenses can be incurred by:

- You and your spouse. Expenses cannot be incurred by a domestic partner or his or her children.
- All dependents you claim on your tax return*.
- Any person you could have claimed as a dependent, except if:
 - a. The person filed a joint return,
 - b. The person had gross income of the personal or dependent exemption deduction,
 - c. You or your spouse is filing jointly

* *A child of parents who are divorced, separated, or living apart for the last six months of the calendar year is treated as the dependent of both parents, even if the child is not claimed on a parent's tax return.*

Comparing the Healthcare and Day Care FSAs

80) How do the Healthcare and Day Care FSAs compare?

There are some important differences between Healthcare and Day Care FSAs. The following chart summarizes how both FSAs compare.

	Healthcare FSA	DayCare FSA
I'm enrolled in the HSA. Can I also contribute to an FSA?	NO.	YES
How much can be contributed	\$2,500	\$5,000 per household
Can be used for	Certain medical, dental, and vision expenses for you and your eligible dependents that are NOT paid for by your healthcare plans, including deductibles, coinsurance, and copayments. Additional terms apply.	Reimbursement of eligible expenses related to the care and supervision of your child(ren) (under age 13) or your dependent adult so that you and your spouse, if filing jointly, can work or look for work; CANNOT be used for healthcare expenses. Additional terms apply.
Examples	<ul style="list-style-type: none"> • Major dental work, dentures, orthodontia, • Eyeglasses/contact lenses and supplies, • Laser eye surgery, • Deductibles, coinsurance, and copayments for your healthcare plans, and • Prescription drugs. 	<ul style="list-style-type: none"> • Care or services for child(ren) under 13 years, including before or after school care or day camp. • Care for dependents who can't take care of themselves. • Housekeepers who primarily care for eligible dependents.
When funds are available in your account	Full amount that you elect to contribute is available for your use starting January 1, 2017.	Funds are available for your use as they are deducted from your paycheck.
Deadlines	<ul style="list-style-type: none"> • You can use your 2017 Healthcare FSA to cover eligible expenses you incur from January 1, 2017 through December 31, 2017. • All Healthcare FSA claims must be filed by March 31, 2018. <p>If you miss either deadline and have a remaining FSA balance, you will forfeit the money.</p>	<ul style="list-style-type: none"> • You can use your 2017 Day Care FSA to cover eligible expenses you incur from January 1, 2017 through December 31, 2017. • All Day Care FSA claims must be filed by March 31, 2018. <p>If you miss either deadline and have a remaining FSA balance, you will forfeit the money.</p>
Submitting Claims	<p>You do NOT need to submit a claim for:</p> <ul style="list-style-type: none"> • Prescription drugs and FSA-eligible over-the-counter products – if you use your Healthcare FSA card for these purchases. • FSA-eligible expenses you incur through the BCBS PPO medical plan, the MetLife Dental or Delta Dental plans, and the Vision Service Plan – these expenses are automatically submitted for reimbursement from your FSA so that you can pay the bill from your provider. 	You must manually submit claim forms to ADP.

	Healthcare FSA	DayCare FSA
	You must manually submit a claim form to ADP for any FSA-eligible expenses not listed above	
Direct Deposits	<ul style="list-style-type: none"> The FSAs feature direct deposit, which means any claims you submit for eligible expenses can be reimbursed directly into your bank account You can sign up for direct deposit by registering at https://myspendingaccount.adp.com 	

81) I can use the FSA debit card to buy prescriptions but am unable to use it at the doctor’s office. Why?

At Philips Lighting, the FSA debit card is set up to be used to purchase prescription drugs only in order to reduce the number of unsubstantiated FSA claims. However, the Healthcare FSA has an auto-reimbursement feature that allows eligible expenses to be automatically reimbursed from your FSA upon receipt by ADP of the claim information from BCBS. If you do not wish to use the auto-reimbursement feature, you have the ability to opt-out of this feature during Open Enrollment.

Comparing the Medical Plans

82) How do I know which medical plan is best for me and my family?

Take advantage of the resources available to you to learn about your medical plan choices and consider your and any eligible family members past medical claim history. Ask questions if you are not sure about how a plan works. Consider this: Philips Lighting believes that ABHPs help to manage overall costs and encourage healthy behaviors. As a participant, not only do you see the true cost of services, but our claims history shows that an ABHP would cost less in total for the majority of our employees. In the end, the decision is up to you. Take the time to make an informed decision.

Affordable Care Act

83) If I am enrolled in Philips Lighting medical coverage, will I be subject to the individual mandate penalty or fee?

No. Philips medical coverage provides minimum essential coverage (MEC) under the Affordable Care Act, which means you will not be subject to the individual mandate penalty or fee for 2017. For more details, please see the Health Insurance Marketplace notice, which is available on the Medical Benefits page of the HR Portal.

84) Is there a website where employees could go to compare prices of the plans available through the Health Insurance Marketplace or “exchanges” to the Philips plan?

There is no website that compares the Philips Lighting medical plans to the Health Insurance Marketplace plans. Since there are multiple plans in each state and employees in nearly every state, this would be virtually impossible. However, employees can go on the state exchange websites to review the plans that are offered under the Health Insurance Marketplace and then compare those to the plans provided by Philips Lighting.

85) **If Philips Lighting offers coverage, can an employee opt out and get coverage through the Health Insurance Marketplace?**

Yes, anyone can receive coverage through the Health Insurance Marketplace but not everyone is eligible to receive tax credits. The affordability of the Philips Lighting plans makes it unlikely that an employee will qualify for the credit. Employees should refer to the state exchange websites to determine if they qualify for a tax credit.

86) **I am hearing that employers are making spouses go on their own employers insurance. Will Philips Lighting stop covering spouses?**

Some employers are not covering spouses if they can receive medical coverage from their own employer but Philips Lighting will continue to cover all spouses in 2017.

2017 Open Enrollment

87) **I didn't receive an Open Enrollment Decision Guide at my home this year. Why not?**

This year, an open enrollment website has been set for open enrollment information. On the site, you'll have access to the Open Enrollment Decision Guide, employee meeting schedules, a PowerPoint open enrollment presentation for self-viewing, information on resources and much more. You can access the site at www.usa.lighting.philips.com/oe. Family members can access the site to review Philips Lighting benefit options. No password is required to access the site.

If you don't have a Philips work email, The Open Enrollment Decisions Guide will be mailed to your home in early October.

88) **If I am on a short term disability leave of absence during the 2017 Open Enrollment period (October 17 to October 31), am I still eligible to go through the Open Enrollment period?**

Yes. The Open Enrollment period of October 17 to October 31 is your chance to elect certain benefits for 2017 (unless you experience a qualified life event during the year).

89) **I am currently on my spouse's employer plan and my spouse's Open Enrollment will be held in December. If I drop my coverage under my spouse's plan, will I have the ability to enroll in a Philips Lighting plan after the Philips Lighting Open Enrollment ends?**

Yes. This would be considered a qualified life event due to the loss of coverage under your spouse's plan.

90) **Do I need to make changes during Open Enrollment to my other coverages, such as optional life insurance, accidental death and dismemberment insurance, or long term disability?**

No. These benefits are not impacted by Open Enrollment.

91) **Are live open enrollment meetings or webinars being held this year?**

This year, Philips Lighting will hold onsite meetings at some larger locations and will hold five (5) Virtual Meetings. Philips will also make available the PowerPoint slides of the meeting to be reviewed at any time should you not be able to attend a virtual meeting. Dates and times can be found on the new Open Enrollment Site at www.usa.lighting.philips.com/oe.

Tobacco User Surcharge

92) What is the Tobacco User Surcharge? To whom does it apply?

If you enroll in a Philips Lighting medical plan, you will need to verify if you use tobacco or nicotine products (cigars, cigarettes, e-cigarettes and chewing tobacco). If you say yes, you will pay an additional \$20 per month as a surcharge on your Philips Lighting medical coverage. The surcharge does not apply to your covered dependents who may use tobacco or nicotine products.

To help you kick the habit, you are encouraged to participate in a Tobacco Cessation Program available at no cost to you. If you stop using tobacco or commit to participating in the cessation program, the surcharge will no longer apply.

For more information on the Tobacco Cessation Program, go to the Benefits Page on the HR Portal.

93) If I am not making any changes to my benefit elections this year, will I be charged the Tobacco User Surcharge if I am tobacco user enrolled in a Philips Lighting medical plan?

If you are not making any changes to your benefit elections this year, your prior tobacco user status on Benefits Central will remain intact.

Other Questions

94) With obesity now more prevalent than smoking, will a surcharge be added for obese individuals?

As of now, Philips Lighting has no plans to introduce a surcharge for obese individuals.

95) When are the on-site flu clinics?

On-site clinics begin in October. Onsite clinics are open to any employee, including those living or working close to the Philips Lighting location. Information on a specific on-site clinics should be directed to the coordinator at that location.

96) Who is eligible for flu shots?

Free flu shots are available to all U.S. Philips Lighting employees.

97) Are flu shot vouchers available to dependents?

No, vouchers are not available to dependents. However, if you are enrolled in a BCBS medical plan, your covered dependents may receive a free flu shot from an in-network provider. If you are enrolled in a Philips Lighting local medical plan, contact your plan provider to learn more about its flu shot services.

98) Will Philips Lighting continue to offer the fitness reimbursement benefit in 2017?

Yes. Philips Lighting will continue to offer the fitness reimbursement benefit in 2017.

This document contains only highlights of the Philips Lighting U.S. benefit plans. For detailed information on a benefit plan, please consult your summary plan description and the official Plan Document for that plan. In the event of a discrepancy between the official Plan Document and this document, the official Plan Document will control. Receipt of this document does not guarantee eligibility for any Philips Lighting sponsored plan or program of benefits. Eligibility for and entitlement to a benefit is governed by the terms of the official Plan Document. Philips Lighting reserves the right to modify, or terminate completely, any benefit plan, at any time and without notice. This document does not constitute an express or implied contract of employment. Your employment remains at will. In certain instances, a collective bargaining agreement and the National Labor Relations Act may apply.