




People & Culture
4020 Kilpatrick Street
Winston-Salem, NC 27104



**Mark your calendar:
2022 Open Enrollment is
November 5 through 19.**

Novant Health continues to offer you benefits to bring you one step closer to better health. Take note of what's changing for next year, and join us for virtual events and webinars to learn more about your 2022 benefits.

Novant Health complies with applicable federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability or sex.
ATENCIÓN: Si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-800-890-5420.
CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1-800-890-5420.



Make informed
choices that
benefit your health
and well-being.

WHAT'S INSIDE

- Changes to the 2022 Novant Health benefit plan
- How to complete your Open Enrollment

Want to learn more? Visit NovantHealth.org/OpenEnrollment and watch for upcoming articles in *Team Connect* with schedules for virtual benefit events and webinars.



What's changing?

BENEFIT	2022 CHANGES	CONSIDERATIONS
Medical	Bind plan <ul style="list-style-type: none"> Tier 1 primary care provider (PCP) office visit copay reduced from \$30 to \$25 Tier 1 specialist office visit copay reduced from \$70 to \$65 Urgent Care copay reduced from \$75 to \$35 for Tier 1 Maternity copay reduced from \$1,000 to \$500 for Tier 1 	Review the Bind plan at britehr.app/Novant22 . (Access code: novant2022)
Pharmacy	MedImpact will be the new pharmacy benefit manager (PBM) for the medical plan, replacing Welldyne.	Preferred medication(s) could change under the new PBM. Visit medimpact.com to view any copay or coverage changes.
Dental	Cigna will replace MetLife as the dental plan administrator and provider of the network. <ul style="list-style-type: none"> Enjoy significant savings by continuing to utilize network dentists. Many MetLife dentists are also Cigna network dentists. 	Review the Cigna dental network at cigna.com .
Vision	New plan offered by VSP includes: <ul style="list-style-type: none"> Comprehensive WellVision Exam (\$15) and routine retinal screening (\$39); these exams are covered in full (\$0) at all VSP Premier Program locations, including Visionworks. Frames every 12 months up to retail allowance of \$160 (\$210 frame allowance at all Visionworks locations). Contact lens exam (fitting and evaluation) not to exceed \$60. Contact lenses covered in full up to retail allowance of \$160. Computer VisionCare Plan that provides \$110 frame allowance and \$15 copay for exam and lenses. 	If you are currently enrolled in vision with MetLife, your 2021 vision plan election will carry forward to 2022 if you do not actively enroll. Learn more about the new plan at novanthealth-acpt.vspforme.com .
Life Insurance	<ul style="list-style-type: none"> Increase company-paid Basic Life benefit from 1x base pay to 1.5x base pay to a maximum of \$1 million. Increase voluntary Supplemental Term Life to 5x base pay to a maximum of \$1 million for team member. 	Log in to Self Service to evaluate the options available to you.
Short-Term Disability (STD)	<ul style="list-style-type: none"> Weekly benefit maximum increases from \$1,500 to \$2,500. Deduction of plan premiums will change from pre-tax to after-tax so that benefits received are tax-free. 	Log in to Self Service if you want to: <ul style="list-style-type: none"> Change from the 30-day plan to the 15-day plan. Opt-out of STD coverage.
Voluntary Benefit Plans	Cigna will replace MetLife as the provider of Critical Illness and Accident plans and also provide a new Hospital Care plan. <ul style="list-style-type: none"> Under the Hospital Care Plan, receive a cash benefit after a qualified hospitalization resulting from a covered injury or illness. The voluntary legal plan will continue to be provided by MetLife Legal Plans. 	Log in to Self Service to enroll in any of the new Cigna voluntary benefit plans.

How to complete your enrollment...

...FROM A NOVANT HEALTH COMPUTER	...FROM A PERSONAL COMPUTER
<ol style="list-style-type: none"> Connect to Global Connect (Novant Health network). Go to I-Connect at http://iconnect.novanthealth.org/Pages/Home.aspx. Select <i>Team Member Resources</i> on I-Connect (right-hand panel on the screen). Select <i>Self Service (PeopleSoft)</i>. Enter your user ID (six-digit employee ID number) and password. After signing in, select <i>Benefits</i>. Select <i>Benefits Enrollment</i>. 	<ol style="list-style-type: none"> Enter NovantHealth.org in your browser's address bar. Select <i>For Employees</i> at the top of the page, or scroll to the bottom and select <i>Team Member Connections</i>. Under <i>Remote Access</i>, select <i>Self Service (PeopleSoft)</i>. The Novant Health PeopleSoft Portal screen appears. <i>Note:</i> When accessing Self Service from home, you will need to sign in on two different login screens. At the first login screen, enter: <ul style="list-style-type: none"> User ID — six-digit employee ID (e.g., 123456). Password — your password created in Password Management. Select <i>Novant Health PeopleSoft</i>. At the second login screen, enter the user ID and password from step 3. The PeopleSoft Self Service page opens. Under <i>Main Menu</i>, select <i>Self Service > Benefits > Benefits Enrollment</i>.

If you have benefit questions, please contact AskHR@novanthealth.org. If you require technical assistance, contact the DPS service desk at 1-866-966-8268.

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If you do not make changes during open enrollment, your current elections — with two exceptions — will roll over to 2022:

- To participate in a flexible spending account, you must re-enroll for 2022.
- To continue medical coverage for a spouse, you must reverify that they will not be eligible for employer-sponsored group medical coverage in 2022. Reverification may be completed by submitting an electronic affidavit on the benefits enrollment page in Self Service. Novant Health may conduct periodic audits of an enrolled spouse's eligibility.