

# Benefits

Suzanne Smith, VP, Employee Benefits  
Amber LaBelle, Benefits Manager  
Karen Barnes, Senior Benefits Consultant



# 2025 Medical Plan

Suzanne Smith



# Agenda

- 2025 Medical Plan – Suzanne
- 2025 All Other Benefits – Amber
- Mental Health Resources – Amber
- 401(k) Plan Year in Review – Karen

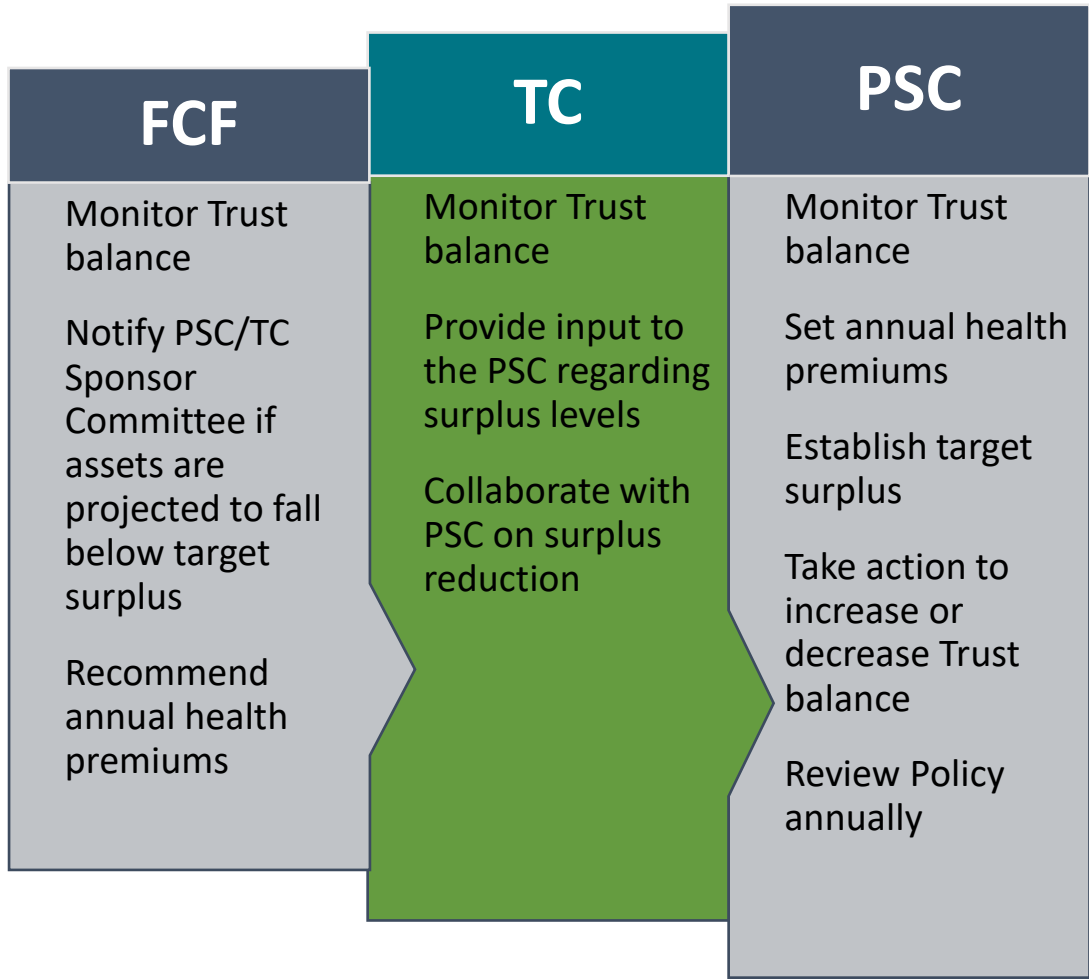
# Foundations Voluntary Employee Benefit Account (VEBA) Trust Overview

## \$170 Million Dollar Medical Plan

### Self-Insurance

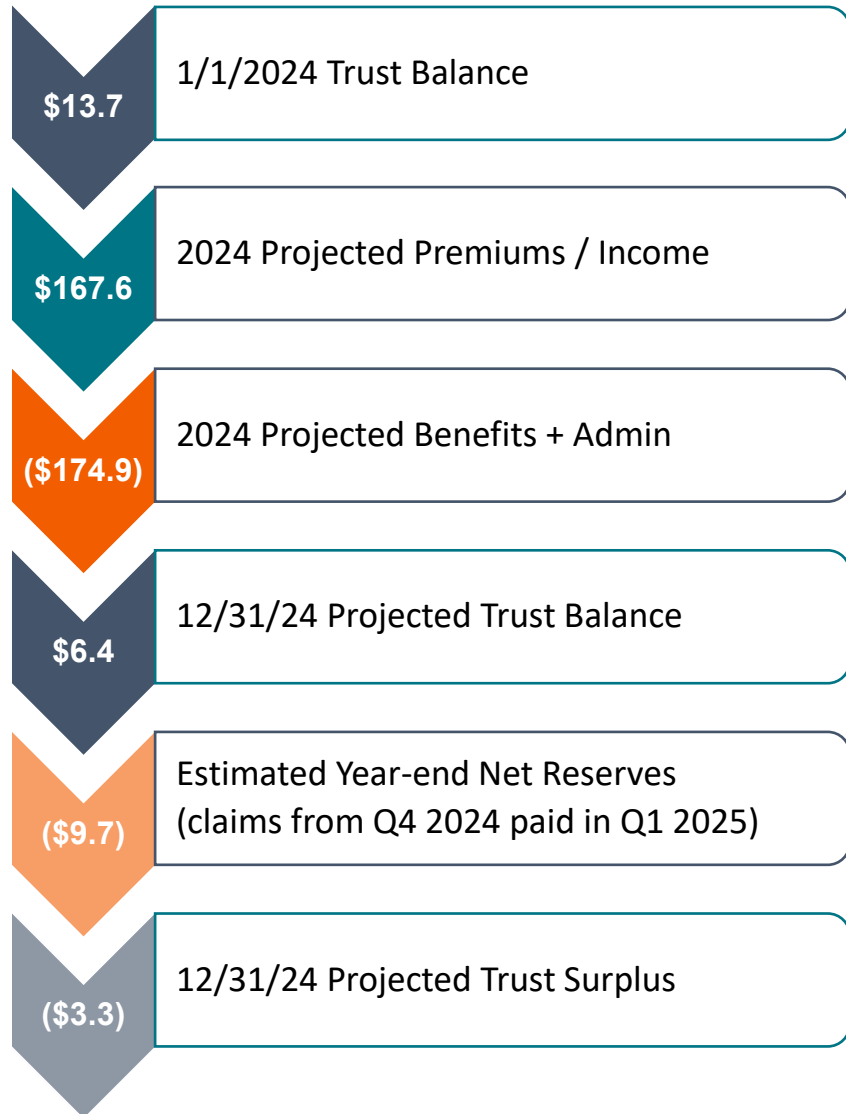


- Self-Insured Health Benefits: In a self-insured (or self-funded) arrangement, the employer assumes the financial risk for providing healthcare coverage to its employees. Instead of paying premiums to an insurance company, the employer directly funds the cost of healthcare claims incurred by employees.
- The VEBA Trust is in place to hold Employer/Employee premiums and to pay benefits from the self-insured plan
- The VEBA Trust Policy was established to outline the roles of FCF management, the Plan Sponsor Committee and the Trust Committee to ensure available assets are sufficient to fund benefit payments as they are incurred



Aon Proprietary and Confidential

# 2024 Year-end VEBA Trust Status

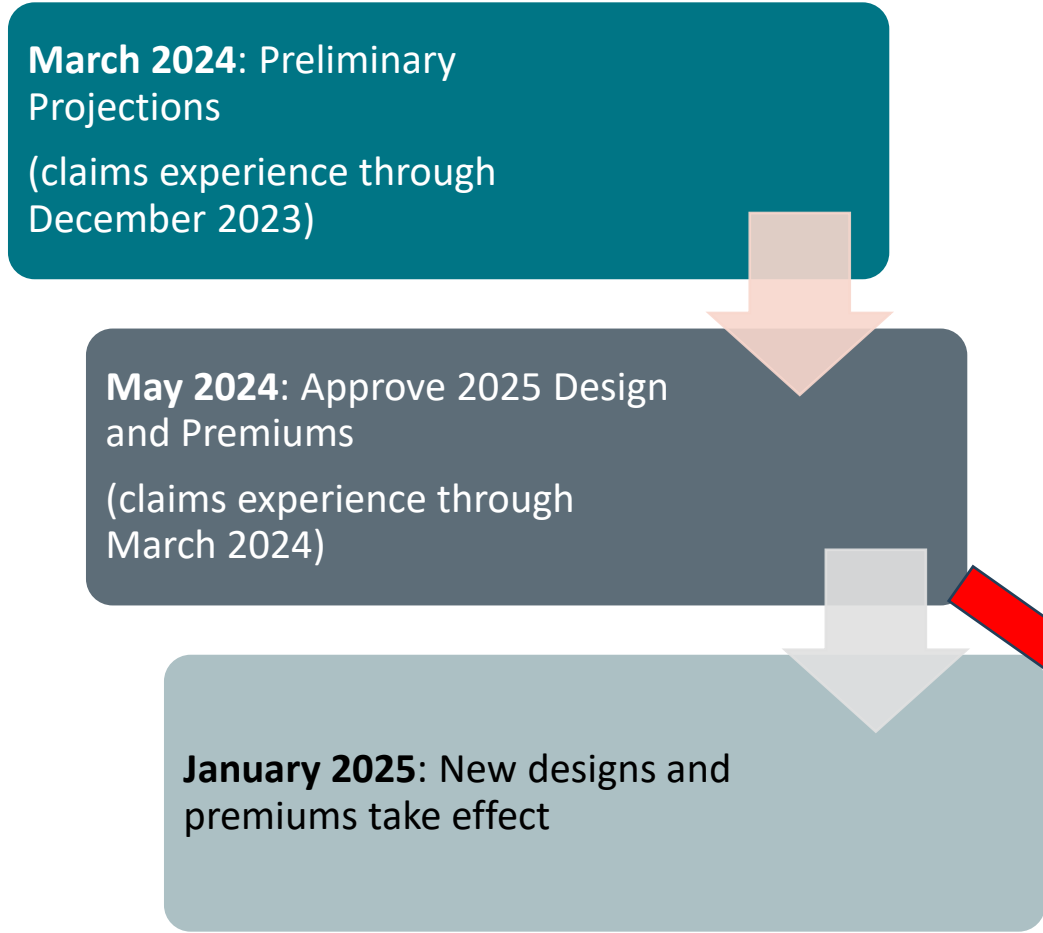


- Current projections result in a year-end Trust Balance of \$6.4M
  - Year-end net reserves of \$9.7M exceed the Trust Balance by \$3.3M
- 2025 approved rates in May and included an additional \$2M load intended to restore the Trust Surplus to minimum target
  - This was based on a projected Trust Surplus of \$1.7M at the time (vs. \$3.3M deficit projection now)



**Trust Policy**  
Target minimum 2% surplus  
**\$3.6M**

# Annual Pricing — Active Medical Overview



## Active Medical Pricing Framework

- 1) Employers cover **77%** of **gross cost**
- 2) Employer dollar subsidy is calculated from the total cost of Consumer Choice 2
  - Subsidy for **employee** is **100%**
  - Subsidy for **spouse/children** is set to achieve the gross cost share target (currently **between 90% and 95%**)
- 3) Employer dollar subsidy **does not vary** based on plan employee elects (employee pays difference in total rates)

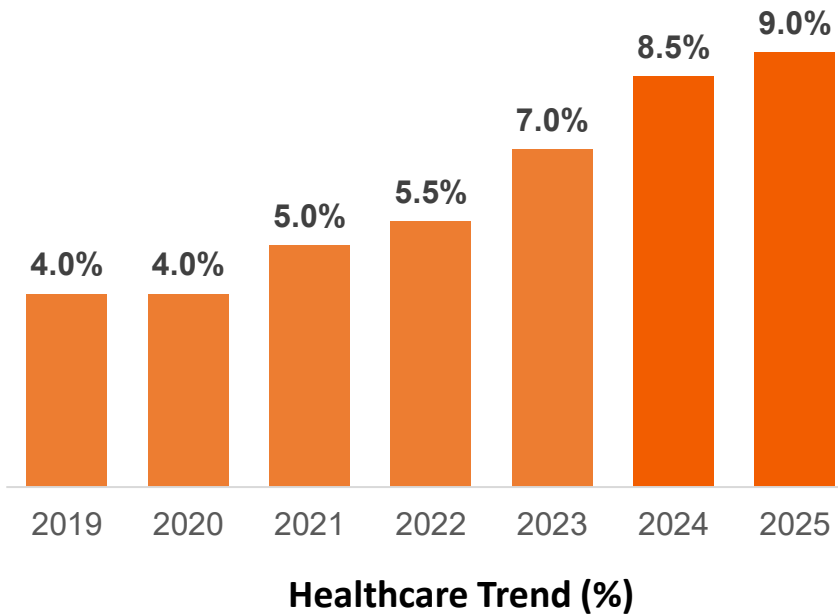
**September 2024:** Revisited 2025 Design and Premiums given increased utilization

# An Evolving Economic Landscape

... Exposing a Complicated Healthcare Outlook

## Healthcare Trend Accelerating

*After years of predictable growth, healthcare trend is accelerating upward to levels not seen in over a decade.*



Source: Aon



### Chronic Conditions

Prevalence and complexity of chronic conditions are increasing across generations, and evidence that return to care is bringing more first-time diagnoses. Mental health deterioration is compounding the burden.



### M&A Activity

Continued M&A activity in the payor and provider spaces will continue to put upward pressure on trend due to decreased competition. Government intervention muted thus far in this category.



### Inflation

Inflation impact starting to be seen in provider contracts — adding **0.5 to 1 percentage point** to anticipated trend. Full effect won't be seen for years due to multi-year nature of contracts.



### High-Cost Claims

HCCs are increasing in frequency and prevalence — **49%** increase in frequency and **21%** increase in prevalence of **\$1 million claims** between 2018 and 2021. Cancers and neonatal are primary category drivers.



### Gene Therapies

Pipeline for new gene therapy products is robust heading into 2025. There could be **66** new therapies by 2032, addressing a growing percentage of the population, with each treatment costing millions of dollars.



### GLP-1s

Never has there been such an in-demand drug to such a large addressable market like obesity. GLP-1s will have the impact to add up to a full **1 percentage point** of trend in 2024 for employers who cover all indications.

# YTD 2024 Medical Cost and Future Mitigation

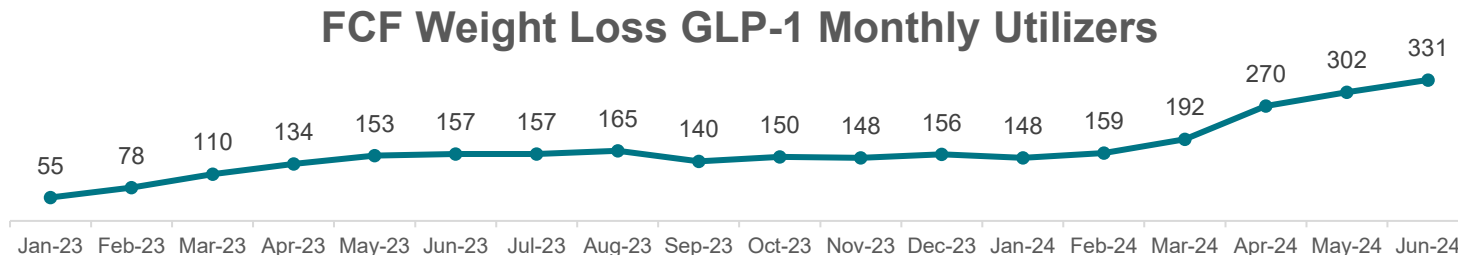
## Largest driver of claim trend YTD has been significant uptick in number of high-cost claimants (HCC's)

- HCC claimant count/claim volume has doubled vs. the same period last year
- While cancer cases drive material HCC claim spend, they have not increased YOY
- HCCs are members with \$100K+ in claims YTD

	YTD 2023	YTD 2024
Number of Claimants	19	37
Total Paid	\$3.3M	\$7.1M

## Weight Loss Drug Explosion – Specifically GLP-1 (Wegovy and Ozempic)

- Utilization was steady from May 2023 through February 2024 increasing between 10% and 40% starting in March
- January through June 2024 gross claims have doubled vs. the same period last year
- Gross claims have averaged over \$0.4M per month for the past quarter





# How do we Right the Ship

- 2025 active medical rates equate to a \$170M budget
- Emerging 2024 experience and reforecasting 2025 claims suggests costs could run \$3M - \$7M higher than originally budgeted
- How do we raise the additional \$3M - \$7M needed?
- How a self-insured medical plan can pay for rising healthcare costs?
  - Strong vendor admin fee negotiations
  - Increase employer subsidy of premiums
  - Increase employee premiums
  - Increase employee cost share when using care (deductible, OOP, coinsurance and copays)
  - Change plan design in what's covered under the plan to control cost





# 2025 Benefits

Amber LaBelle



# Voluntary Benefits

- Communicating the new benefits
  - Employees will receive a direct mailer from MetLife
  - AE emails sent by Foundations will feature new benefits prominently
  - Details shared in employee AE webinars
  - Dedicated microsite provided by MetLife
  - Additional communications will be available on our website
- Enrollment is in Dayforce
- Employees should contact MetLife for questions

## 4 New Benefits from MetLife

- Accident Insurance
- Critical Illness Insurance
- Hospital Indemnity Insurance
- Identity Theft and Fraud Protection

Knowledge  
is  
power!



# 2025 Dental Plan

## 2025 Dental Monthly Rate Detail

2024						2025					
	EE	ES	EC	EF	Total		EE	ES	EC	EF	Total
<b>ENROLLMENT</b>											
Basic	1,136	854	311	1,771	<b>4,072</b>	Basic	1,136	854	311	1,771	<b>4,072</b>
Comprehensive	1,204	1,357	561	2,398	<b>5,520</b>	Comprehensive	1,204	1,357	561	2,398	<b>5,520</b>
<b>Total</b>	<b>2,340</b>	<b>2,211</b>	<b>872</b>	<b>4,169</b>	<b>9,592</b>	<b>Total</b>	<b>1,204</b>	<b>1,357</b>	<b>561</b>	<b>2,398</b>	<b>9,592</b>
<b>TOTAL RATES</b>											
Basic	\$25	\$49	\$60	\$84	\$2,852,000	Basic	\$26	\$51	\$62	\$87	\$2,957,000
Comprehensive	\$43	\$86	\$102	\$146	\$6,910,000	Comprehensive	\$45	\$89	\$106	\$152	\$7,187,000
<b>Total</b>					<b>\$9,762,000</b>	<b>Total</b>					<b>\$10,144,000</b> <b>3.9%</b>
<b>EMPLOYER SUBSIDY</b>											
Basic	\$20	\$33	\$41	\$54	\$1,911,000	Basic	\$21	\$34	\$43	\$56	\$1,985,000
Comprehensive	\$20	\$33	\$41	\$54	\$2,657,000	Comprehensive	\$21	\$34	\$43	\$56	\$2,758,000
<b>Total</b>					<b>\$4,568,000</b>	<b>Total</b>					<b>\$4,743,000</b> <b>3.8%</b>
<b>EMPLOYEE PREMIUMS</b>											
Basic	\$5	\$16	\$19	\$30	\$941,000	Basic	\$5	\$17	\$19	\$31	\$972,000
Comprehensive	\$23	\$53	\$61	\$92	\$4,253,000	Comprehensive	\$24	\$55	\$63	\$96	\$4,429,000
<b>Total</b>					<b>\$5,194,000</b>	<b>Total</b>					<b>\$5,401,000</b> <b>4.0%</b>
<b>EMPLOYEE PREMIUM CHANGE (monthly)</b>											
Basic	+\$0	+\$1	+\$0	+\$1	\$31,000	Basic	+\$0	+\$1	+\$0	+\$1	\$31,000
Comprehensive	+\$1	+\$2	+\$2	+\$4	\$176,000	Comprehensive	+\$1	+\$2	+\$2	+\$4	\$176,000
					<b>\$207,000</b>						<b>\$207,000</b>

No Plan Design Changes

# 2025 Vision Plan

- No premium increase
- Easy Options plan design enhancement

Each covered family member can pick ONE of the following easy options\*:

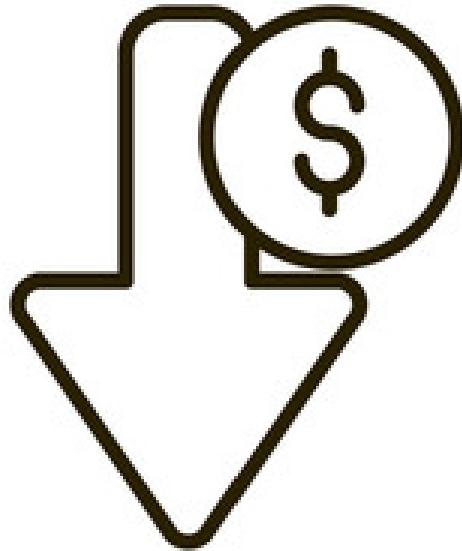
1. An additional \$50 frame allowance
2. Fully covered premium/custom progressive lenses
3. Fully covered anti-glare coating
4. An additional \$50 contact lens allowance

\*Coverage with a participating retail chain may be different or not apply, does not apply to Costco. Once benefit is effective, visit [vsp.com](http://vsp.com) for details.

Monthly Premium	Employee Only	Employee + Spouse	Employee + Child(ren)	Employee + Family
Current	\$13.07	\$20.51	\$22.56	\$36.41
Enhanced Design	\$13.07	\$20.51	\$22.56	\$36.41

# 2025 Long Term Disability

- 2.5% Decrease in employer premium



# No Other Plan Changes





# Annual Enrollment Timeline

Date	Item
Week of September 30	AE content on HR view of farmcreditfoundations.com
October 9	HR partner webinar
October 17	AE content on employee view of farmcreditfoundations.com
October 23 - 31	Employee webinars
November 1 - 15	Direct to employee email reminders
November 18 – December 10	NQDC enrollment
December 10 - 17	Correction period
December 11	New hire kit available on farmcreditfoundations.com

# Mental Health Resources

Amber LaBelle



# Mental Health Benefit Resources

- Blue Cross Blue Shield of Illinois (BCBSIL)
  - MDLIVE Mental Health
  - Learn to Live
- TELUS Health
  - Employee Assistance Program (EAP)
  - CareNow
- Medical Ally
- *HealthyReturns*
  - Wellbeats



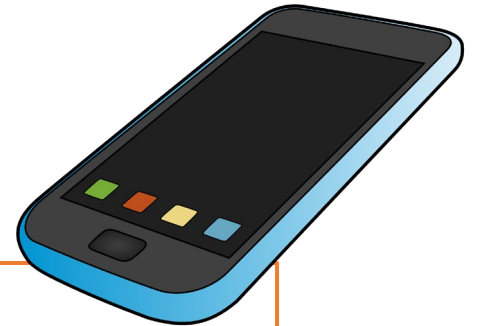
# BCBSIL Coverage & Health Advocates

- Mental Health & Substance Abuse

- Substance abuse/behavioral inpatient and outpatient treatment
- Mental health services, including visits with a licensed in-network provider
- Assistance locating a mental health provider

**Eligibility:** Must be enrolled in the medical plan

**Cost:** Deductible and/or coinsurance will apply



To get started call:

Health Advocate: 1-877-224-9598

24/7 Nurseline: 1-800-299-0274

MDLIVE provides easy, convenient and affordable virtual access to licensed mental health providers for support for depression, anxiety, stress management, medication management and more.

You can use MDLIVE to speak with a licensed mental health provider from the privacy and comfort of your own home



## What services are included?

- Psychologists/Therapists
- Psychiatrists
- Assessments
- Ongoing counseling
- Prescription management

## Virtual Visits can also help with:

- Depression
- Eating disorders
- Men's issues
- Panic disorders
- Substance use disorders
- Trauma and PTSD
- Women's issues
- And more!

- Learn to Live offers customized online programs based on the proven principles of Cognitive Behavioral Therapy (CBT).
- The programs are confidential, accessible anywhere, and based on years of research showing online CBT programs to be as effective as face-to-face therapy.

How does it work?



- Answer a few questions to determine the program(s) that will support your needs
- Select a program and create an account
- Follow the steps on your dashboard
- Connect with a coach for additional support via phone, text or email

# TELUS Health – EAP



- TELUS Health is a nationwide confidential service paid for by your employer that can help you manage your work and personal lives through a variety of services.
- TELUS Health consultants are trained to address a wide range of work/life issues and will provide practical advice, educational material, tip sheets, and referrals to local and national resources.

The best part of the EAP?

It's FREE and available for ANYONE (employees, family members, and anyone significant to the employee)

# CareNow – TELUS Health



- CareNow is offered through the TELUS Health Employee Assistance Program (EAP). The program offers interactive content, exercises, podcasts, videos, meditation and more, so that you can explore the topic you want, the way you want.
- You can complete the modules at your own pace.

## 20 Programs Included

Work Wellbeing	Depression
Effective Parenting: School-Age Children	Setting Up a Household Budget
Effective Parenting: Teenagers	Achieving Financial Wellbeing
Eating for Health	Separation/Divorce
Communication	Substance Abuse
Mindfulness	Coping
Avoiding Burnout	Anger Management
Anxiety	Stress
Work-Life Balance	Grief
Working from Home Effectively	Tobacco & Nicotine Cessation



# Medical Ally



When it comes to your mental health, Medical Ally can help you:

- Understand treatment options
- Speak to a Nurse Ally (by phone, email, secure text, and/or messaging within the Medical Ally website)
- Receive support and information for: Addiction, ADHD, Anxiety, Bipolar Disorder, Depression, Eating Disorders and Mental Illness

**Eligibility:** All active employees (regardless of medical coverage), as well as dependents enrolled in the medical plan

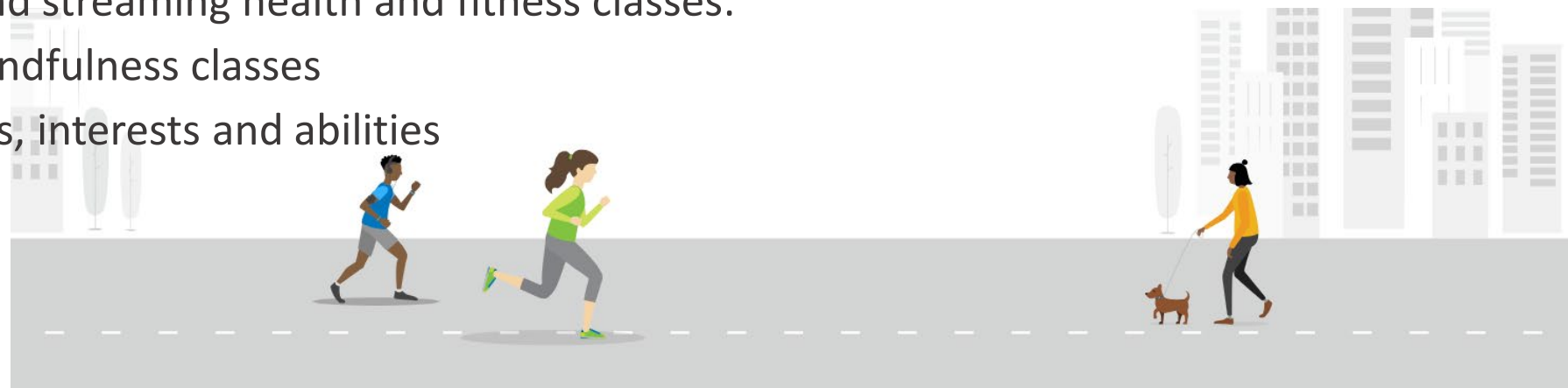
**Cost:** \$0

- Visit [mymedicalally.alight.com](https://mymedicalally.alight.com) and select "Enroll Now."
  - To register, enter company code FarmCredit
- Call 1-888-361-3944
  - Monday - Friday, 8:30 a.m. to 11:00 p.m. (Eastern)
- **MyMedicalAlly app** - Download free from the [App Store](#) or [Google Play](#)

# HealthyReturns



- **Beyond Well Mental Health Podcasts**
  - Brief 10 minute or less podcasts on a variety of mental health topics
- **Health Coaching**
  - Work with a trained Health and Wellness Coach to help you set realistic goals, get motivated, break through barriers, and create a support structure!
- **Daily Habits Plans**
  - Take control of your well-being with the Daily Habits tool. Daily Habits uses behavioral science to help you improve your well-being
- **Wellbeats**
  - Access 1,000+ on-demand streaming health and fitness classes:
  - Fitness, nutrition and mindfulness classes
  - Classes for all ages, levels, interests and abilities



# 401(k) Plan Transition a Year in Review

Karen M. Barnes



# Agenda

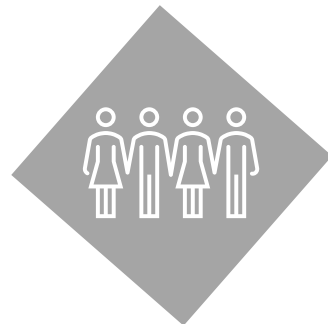
- Key Improvements
- 401(k) Plan Metrics
- Workforce Demographics
- Voya Tools & Resources

# Key Improvements



## All Participants

- Lower Administration Fee (\$23/Yr)
- Edelman Financial Engines – Voya Retirement Advisors
  - Higher quality retirement readiness calculation (Monte Carlo)
  - Higher quality investment advice
  - Additional Tools & Resources
- Self Directed Brokerage Account investing by Roth & Non-Roth money sources
- Access to Voya Financial Advisors
- Unlimited In Plan Roth Conversions
- Ability to set Auto Increase Date (Active Participants only)
- Fund Designation for Money Rolled Into Plan (pension lump sum to stable value)



## Retired Participants

- Distribution Flexibility between Roth & Non-Roth sources
- Distribution Flexibility by investment fund
- Visibility & Tracking of Required Minimum Distributions

# Farm Credit Foundations 401(k) Plan Metrics



## Plan overview

	Plan data	Benchmark
Total plan participants	13,764	
Total plan assets	\$4,051,050,852	
Average balance	\$294,322	**Average \$241,710 Median \$220,000
Participants in managed accounts	11%	3%
Percent employees with loans	12%	**Average 19.1% Median 13.5%
Average outstanding loan	\$16,882	**Average \$12,810 Median \$11,298



## Plan health snapshot

	Plan data	Benchmark
Participation rate	96%	**Average 92.2% Median 94.5%
Income replacement	76%	52%
Employees on track to save 70%	55%	52%
Average savings rate	10%	**Average 8.9% Median 8.9%

**Additional Insights:**

- 362 participants are not contributing to the plan
- 647 are not maximizing Match (1-5%)
- Median deferral rate for the plan is 8%



## Employee engagement

	Plan data	Benchmark
Overall engagement	85%	40%
Web engagement	83%	34%
Mobile app engagement	20%	10%
Authenticated call engagement	19%	9%
eDelivery	75%	46%
Web registration	80%	49%

\*\*Benchmark: Financial Services, Plans >\$1B  
2023 Plan Sponsor Survey  
Large Corporate Market – Voya Book of Business

Note: Total plan assets includes all participant assets in the plan, less any outstanding loans according to Metrics That Matter.

Data as of 6/30/2024

Benchmark: Largecorp



# Workforce Demographics

10,692\*  
Employees

\$90,554 / \$105,636  
median base salary / median total comp

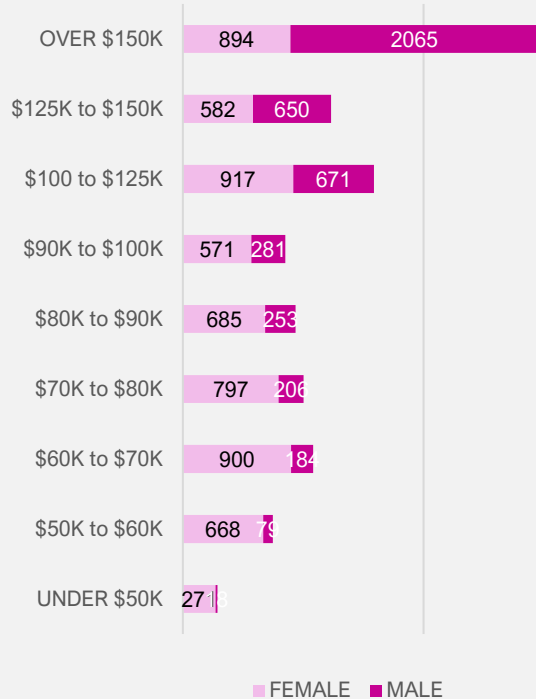
7 YEARS  
median tenure

42  
median age

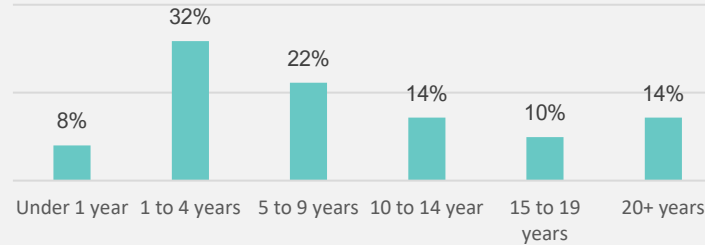
59% FEMALE  
gender

9.4% / 90.6%  
401(k) + pension / 401(k) only

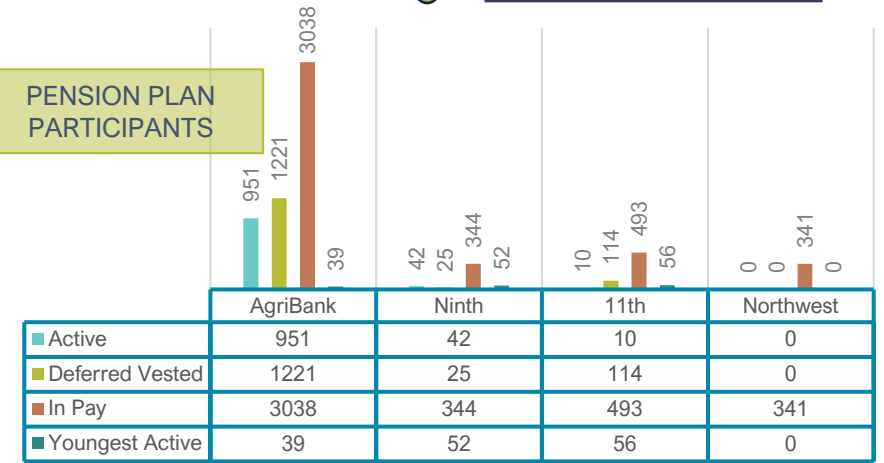
## INCOME BREAKDOWN



## TENURE BREAKDOWN



## PENSION PLAN PARTICIPANTS



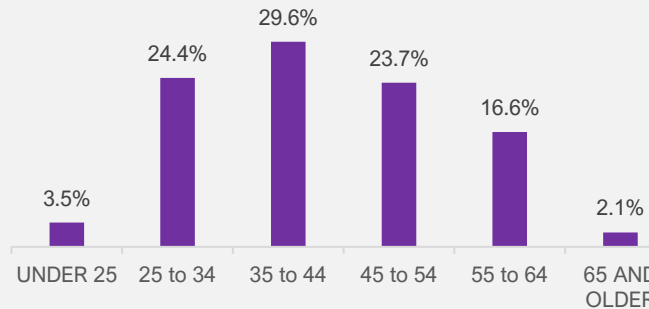
9% GEN Z  
(1997 – 2015)

43% MILLENNIALS  
(1981 – 1996)

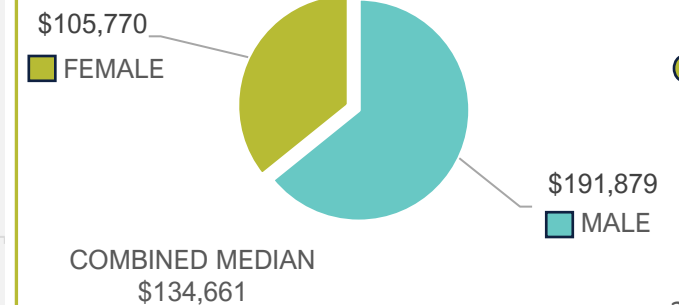
37% GEN X  
(1965 – 1980)

11% BOOMERS  
(1946 – 1964)

## AGE BREAKDOWN



## MEDIAN 401(k) BALANCE BY GENDER (Active EEs)



# Workforce 401(k) Plan Demographics

10,692\*  
Employees



42  
median age



9.4% / 90.6%  
401(k) + pension / 401(k) only

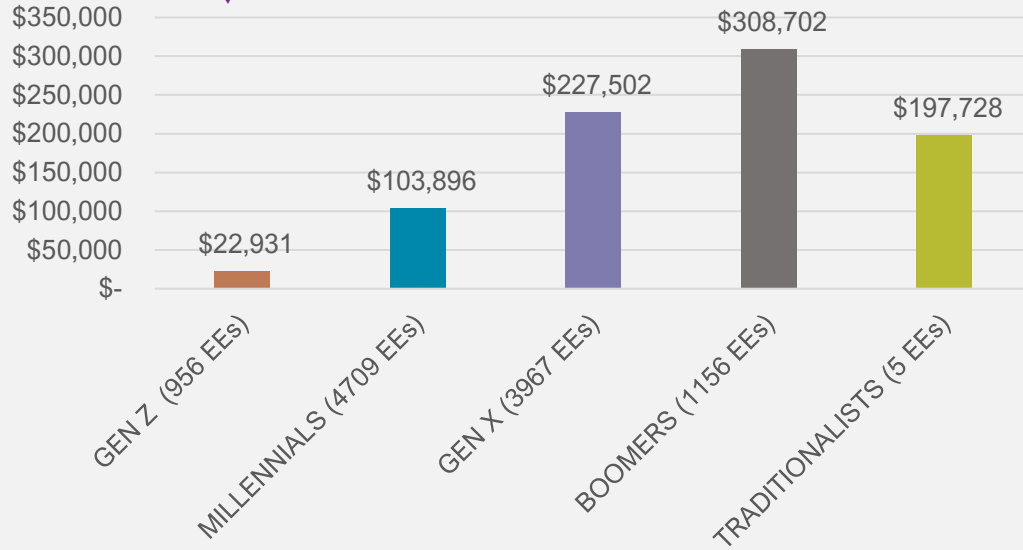
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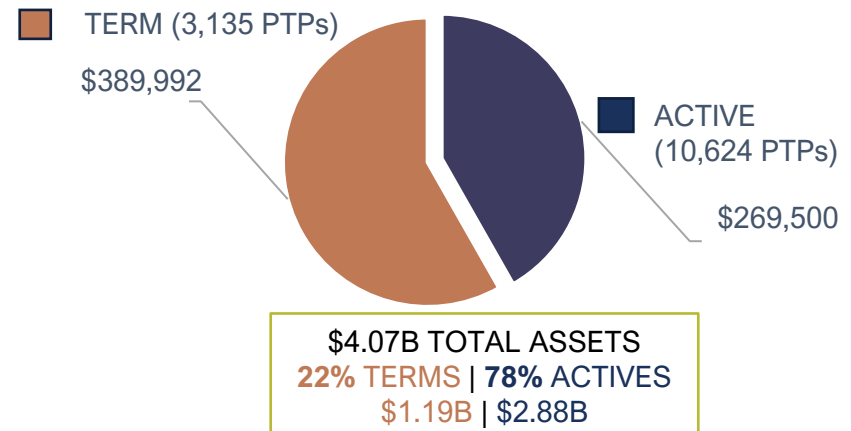
37% GEN X  
(1965 – 1980)

11% BOOMERS  
(1946 – 1964)

ACTIVE EEs MEDIAN 401(k) BALANCE BY AGE



AVERAGE 401(k) BALANCE BY PARTICIPANT STATUS



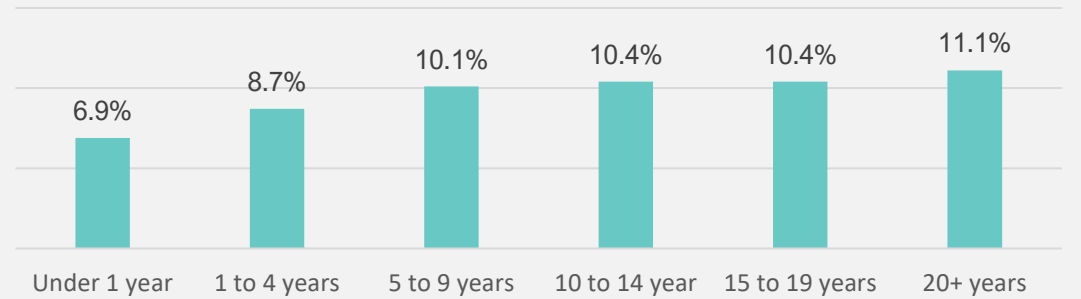
7 YEARS  
median tenure



ACTIVE EEs AVERAGE DEFERRAL%



ACTIVE EEs AVERAGE DEFERRAL BY TENURE



32.4% NOT FULLY VESTED IN EMPLOYER CONTRIBUTIONS





[Contact Us](#)

Farm Credit Foundations

## Log In

Username

[Forgot Username?](#)

Password

[Forgot Password?](#)

Enter

Remember Me

First time visitor?

Register Now

[Need Help?](#)

## Farm Credit Foundations Retirement Plan

SAVE, PLAN AND INVEST IN YOUR FINANCIAL FUTURE!



**▲ Required System Maintenance:** Please note that access to your account will be unavailable from 11:59 p.m. Eastern Time on Friday, December 8 until 6:00 a.m. Eastern Time on Monday, December 11 due to required maintenance. We apologize for the inconvenience.

## Tips & Tools

### [Boost Your Knowledge](#)

Our live and on-demand sessions will help you on your journey to financial wellness. Sign up today for one of our upcoming live sessions or browse our library of on-demand videos.

### [Navigating Market Volatility](#)

If market volatility has you feeling nervous, visit our resources page for education on why you should stay the course and focus on the future.

### [Mobile App](#)

Keep in touch with your retirement savings with the mobile app.

### [Retirement Calculators](#)

Access our easy to use and helpful planning calculators.

## Calculators



### myOrangeMoney<sup>®</sup> Retirement Calculator

Planning for retirement starts with a goal.



### Life Insurance Needs Calculator

Life insurance helps protect more than just you.



### My Retirement Overview<sup>®</sup>

How much do you need to save today for a comfortable tomorrow?



### Roth IRA Conversion Calculator

Want to know how converting a Traditional IRA to a Roth IRA would affect your account?



### Traditional vs. Roth IRA Calculator

Compare the financial differences of a Roth vs. Traditional IRA.



### Traditional vs. Roth 401(k) / 403(b) / 457(b) Calculator

Compare the financial differences of a Roth vs. Traditional retirement account.



### College Savings Calculator

Saving for college is about planning and being prepared with a long term plan.



### Budget Calculator

Get your 50/30/20 budget and then personalize it to your priorities and situation.



### 457(b) Special Catch-Up Election Contribution Calculator

Determine if you are eligible for the 457(b) 3-year Special Catch-Up election.



### Health Savings Account (HSA) Goal Calculator

Your HSA can be used to save money for retirement.



### Inherited IRA RMD Calculator

Determine the Required Minimum Distribution on your Inherited retirement account.



### RMD Calculator

Use our RMD Calculator to estimate your annual Required Minimum Distribution.

# Professional Retirement Advice



No additional cost



## Online Advice

Unlimited access to powerful online retirement planning tools (at no additional cost to you)

Designed for people who want to actively take part in managing their own retirement account

### Log in to:

- Build a retirement investment strategy
- See retirement income forecasts\* and explore what-if scenarios
- Get specific savings and investment recommendations based on your fund choices
- Implement your own strategy
- Add other accounts dedicated to retirement, e.g. IRA's, other 401(k)'s, HSA's, etc.



## Fee for Service

Account Balance	Annual Fee
First \$100,000	0.40%
\$100,000 – \$250,000	0.30%
Amounts over \$250,000	0.20%

Account Balance	Annual Fee
\$ 100,000	\$ 400
\$ 250,000	\$ 850
\$ 500,000	\$1,350
\$ 1,000,000	\$2,350



## Professional Management

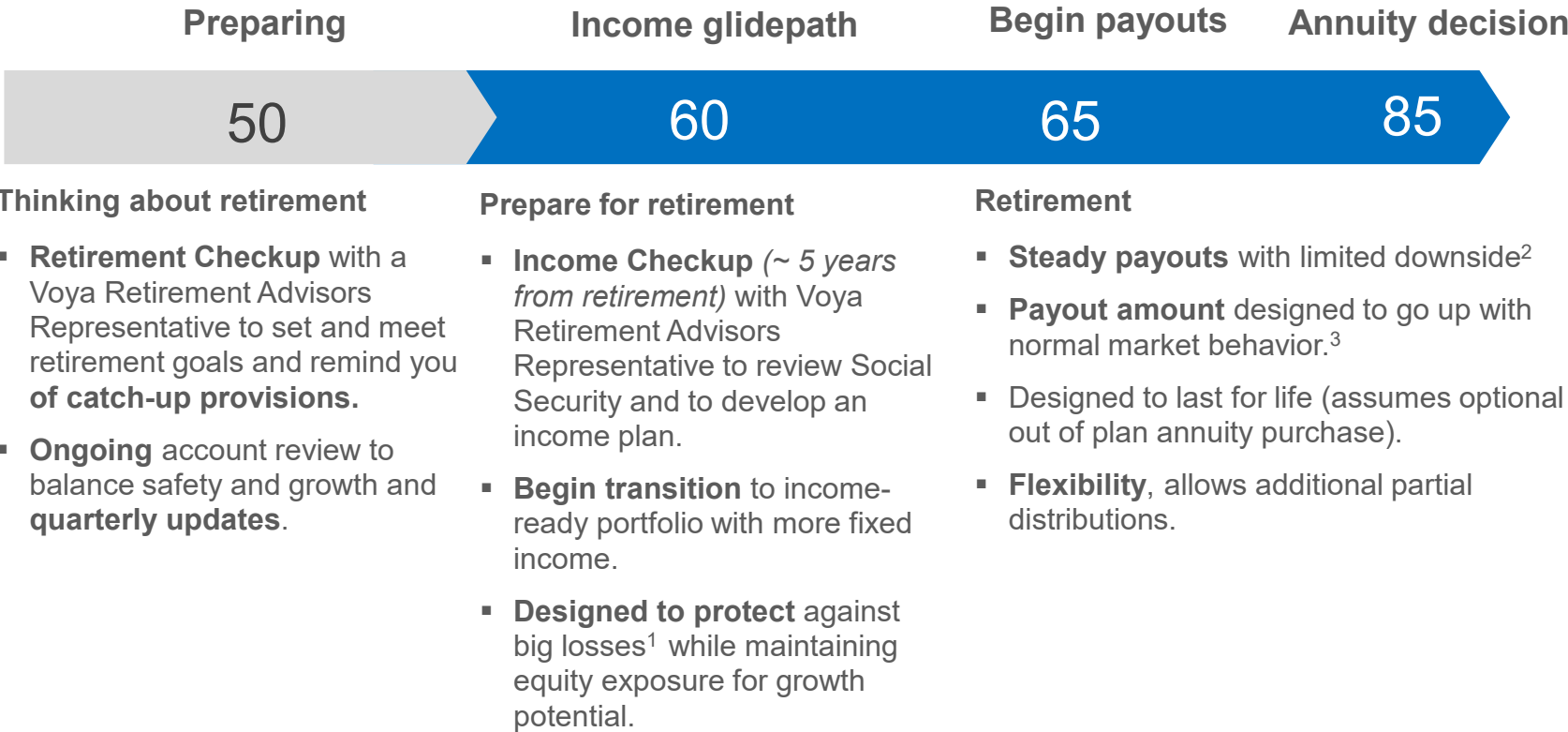
A personalized plan, plus work one-on-one with a VRA Investment Advisor Representative

Ideal for people who want VRA to manage their retirement account

### Enroll in the program:

- Additional fees will apply
- Get customized advice with a personalized portfolio that you can tailor to your specific needs
- Talk with VRA Investment Advisor Representatives any time
- Receive ongoing portfolio monitoring and management, account is rebalanced as needed
- Stay informed with quarterly updates to keep you in sync with your goals
- Add other accounts dedicated to retirement, e.g. IRA's, other 401(k)'s, HSA's, etc.

# Income Beyond Retirement



<sup>1</sup>No investment advisor can guarantee results, but we can help by building a plan that is personalized to fit you.

<sup>2</sup>Investments are not guaranteed and are subject to investment risk including the possible loss of principal. The investment return and principal value of the security will fluctuate so that when redeemed, may be worth more or less than the original investment.

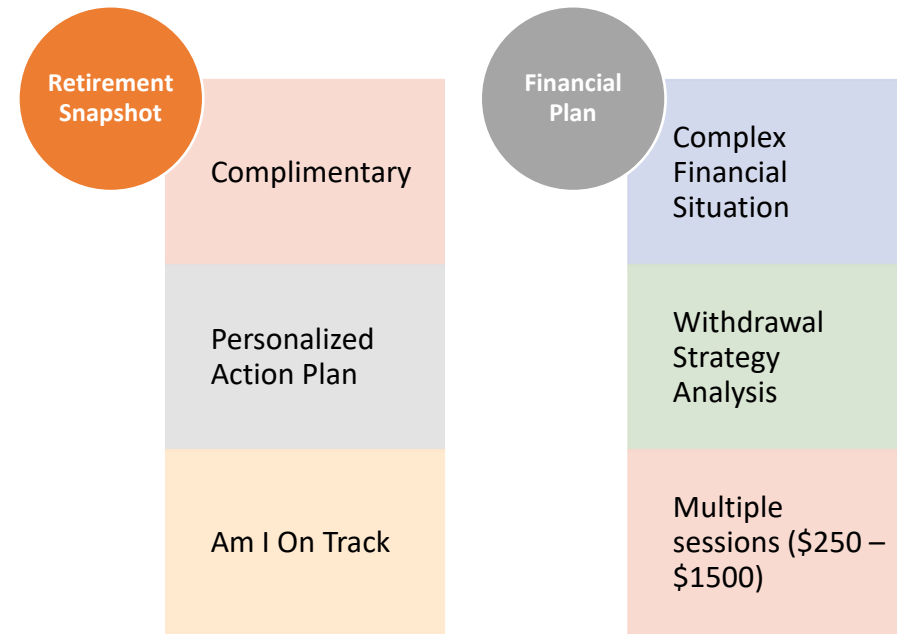
<sup>3</sup>In high inflationary and higher interest rate environments, equity allocations for the portfolio increase to improve the probability that payouts keep pace with inflation.

# Voya Financial Advisors – Be Ready

Advice outside the plan



Personalized financial planning services for all your savings goals.

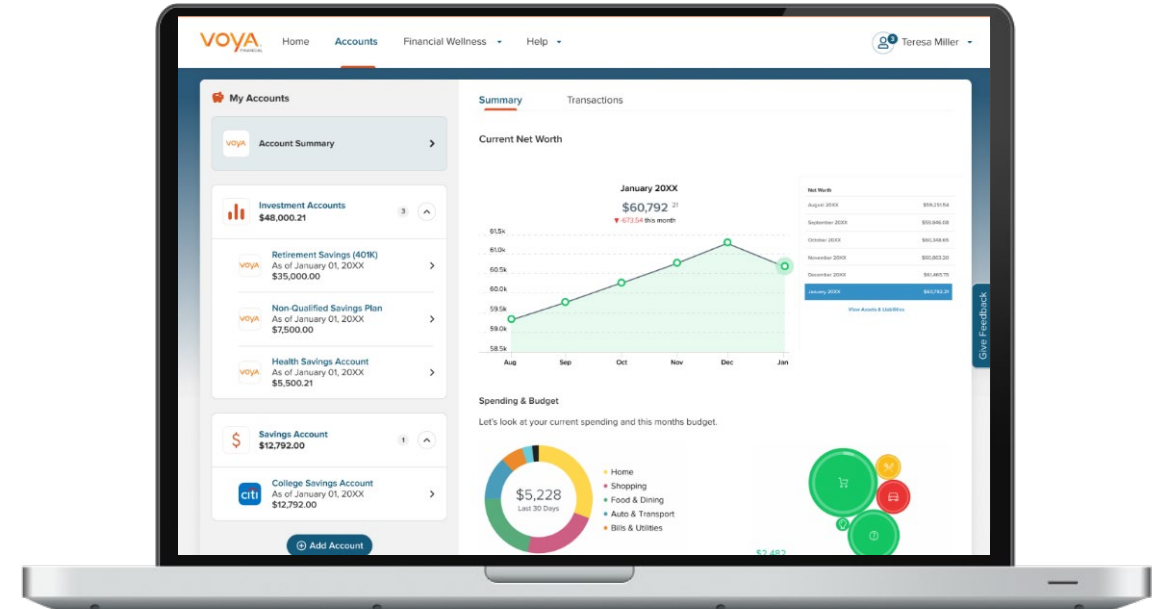
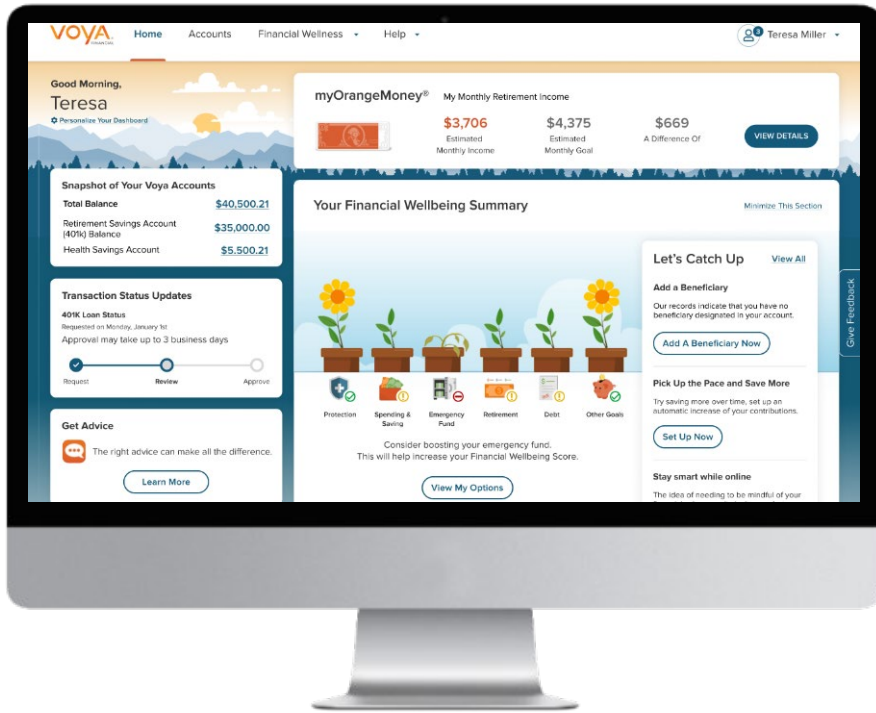


**1-855-728-7609**

Financial Professionals are Investment Advisor Representatives and Registered Representatives of and offer securities and investment advisory services through Voya Financial Advisors, Inc. (member SIPC)

# Personal Finance Dashboard Digital Experience

Offers a hyper-personalized, comprehensive financial experience that can be tailored to your unique goals and needs.



- Comprehensive view of all Voya accounts
- Ability to add all types of accounts to view
  - Net worth
  - Spending
  - Budgeting
- Easy-to-understand financial insights

# Appendix

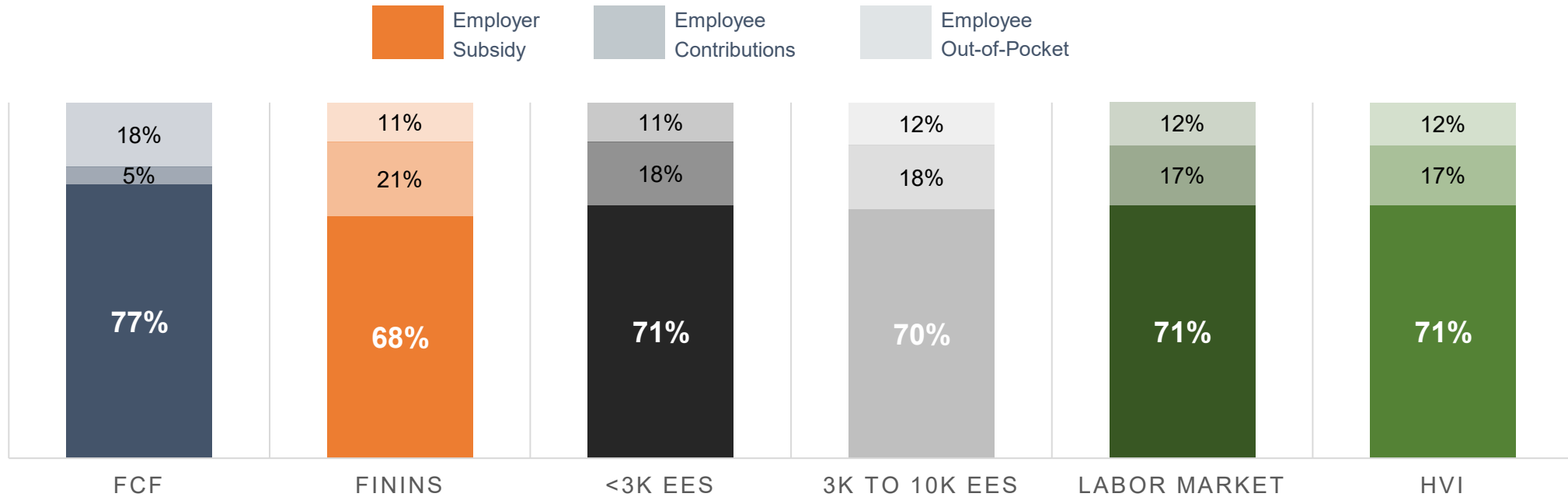
# Active Medical (Monthly)

2024						2025					
	EE	ES	EC	EF	Total		EE	ES	EC	EF	Total
<b>ENROLLMENT</b>											
Copay	143	81	61	130	<b>415</b>	Copay	143	81	61	130	<b>415</b>
C. Choice 1	792	432	270	958	<b>2,452</b>	C. Choice 1	792	432	270	958	<b>2,452</b>
C. Choice 2	1,713	1,153	478	3,339	<b>6,683</b>	C. Choice 2	1,713	1,153	478	3,339	<b>6,683</b>
<b>Total</b>	<b>2,648</b>	<b>1,666</b>	<b>809</b>	<b>4,427</b>	<b>9,550</b>	<b>Total</b>	<b>2,648</b>	<b>1,666</b>	<b>809</b>	<b>4,427</b>	<b>9,550</b>
<b>TOTAL RATES</b>											
Copay	\$714	\$1,499	\$1,392	\$2,177	\$7,097,000	Copay	\$802	\$1,683	\$1,563	\$2,444	\$7,969,000
C. Choice 1	\$637	\$1,337	\$1,242	\$1,942	\$39,334,000	C. Choice 1	\$715	\$1,501	\$1,394	\$2,180	\$44,154,000
C. Choice 2	\$587	\$1,232	\$1,144	\$1,789	\$107,356,000	C. Choice 2	\$659	\$1,383	\$1,284	\$2,009	\$120,543,000
<b>Total</b>					<b>\$153,787,000</b>	<b>Total</b>					<b>\$172,666,000</b>
											<b>12%</b>
<b>EMPLOYER SUBSIDY</b>											
Copay	\$587	\$1,195	\$1,112	\$1,720	\$5,666,000	Copay	\$659	\$1,339	\$1,246	\$1,925	\$6,347,000
C. Choice 1	\$587	\$1,195	\$1,112	\$1,720	\$35,149,000	C. Choice 1	\$659	\$1,339	\$1,246	\$1,925	\$39,369,000
C. Choice 2	\$587	\$1,195	\$1,112	\$1,720	\$103,896,000	C. Choice 2	\$659	\$1,339	\$1,246	\$1,925	\$116,349,000
<b>Total</b>					<b>\$144,711,000</b>	<b>Total</b>					<b>\$162,065,000</b>
											<b>12%</b>
<b>EMPLOYEE PREMIUMS</b>											
Copay	\$127	\$304	\$280	\$457	\$1,431,000	Copay	\$143	\$344	\$317	\$519	\$1,622,000
C. Choice 1	\$50	\$142	\$130	\$222	\$4,185,000	C. Choice 1	\$56	\$162	\$148	\$255	\$4,785,000
C. Choice 2	\$0	\$37	\$32	\$69	\$3,460,000	C. Choice 2	\$0	\$44	\$38	\$84	\$4,194,000
<b>Total</b>					<b>\$9,076,000</b>	<b>Total</b>					<b>\$10,601,000</b>
											<b>17%</b>
						Copay	+\$16	+\$40	+\$37	+\$62	\$191,000
						C. Choice 1	+\$6	+\$20	+\$18	+\$33	\$600,000
						C. Choice 2	+\$0	+\$7	+\$6	+\$15	\$734,000
						<b>Total</b>					<b>\$1,525,000</b>

# 2024 HVI Highlights

## Gross Cost Share

<p><b>Plan Design &amp; Premiums</b>  <i>Relative to benchmark, FCF enrollees pay low up-front premiums but have higher out-of-pocket exposure</i></p>	<p><b>Overall</b>  <i>Foundations employers cover 77% of gross cost, exceeding benchmarks</i></p>	<p><b>ER Paid Value / Benchmark</b>  <i>FCF employer subsidy is 10% to 15% higher than benchmarks</i></p>
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# 2024 HVI Highlights

## Employee Average Annual Cost

From the employee perspective, the actual amount spent on premiums and out-of-pocket costs is most relevant.

The FCF medical offering ensures access to affordable coverage for all employees (premiums are very low)

Those who use services pay more out-of-pocket costs than benchmark; however, the overall benefit remains competitive

