



BenefitsBRIEFING

Focus on Your Financial Well-Being

It's no secret that healthcare costs continue to rise in the United States, creating financial considerations for both employees and employers. Fortunately, there are actions we can take together to help manage costs.

We've created this Benefits Briefing as a guide to help you save money, find financial resources, and limit financial stress when it comes to getting the care you need at an affordable cost.

In addition to the information in this guide, Smith's HR team actively works with insurance carriers to deliver quality care at competitive rates—from conducting RFPs to negotiating pricing to offering programs like PillarRx, and coming in 2025, Price Edge, which will help employees save on prescriptions.

SMITH SUGGESTION



Smith's benefits program is structured around three pillars of total wellbeing: Physical, Financial, and Social/Emotional Health.

Two important employee benefits to help support all three pillars for you and your household are:

- **ComPsych Employee Assistance Program**, which includes free counseling support (registration code: **SmithEAP**).
- **Learn to Live** digital support program (access code: **SMITHL2L**).

Take Control of Your Care

Find a Primary Care Provider (PCP)

Finding a PCP you're comfortable with—and visiting them each year—is one of the best ways to stay on top of your healthcare.

A PCP can help guide every aspect of your care. For example, if you have an issue that needs support from a

specialist, a PCP can help you understand the best next steps and direct you to the right provider.

And, PCPs also manage your preventive care by recommending the screenings you need based on your personal situation, including your family history, existing health conditions, and more. Getting your annual wellness exam, colonoscopy, mammogram, and other screenings may turn up nothing, bringing you peace of mind. Or, they may uncover an issue that requires your attention, which you can treat before it gets worse—potentially saving your life.

We know finding a PCP who's accepting new patients can be challenging in some areas, so remember—you can also choose to visit a virtual PCP!

If you need help finding a PCP, search for an in-network provider by visiting [BCBS](#).

REMINDER















In-network preventive care is typically covered at **no cost** to you!

Even if you are not enrolled in a Smith College medical plan or another plan, most medical insurance providers—including Medicare and Medicaid—cover preventive care screenings at **no cost**.

Understand Your Care Options

When you or someone in your family is sick or injured, you don't want to be thinking about which care is right or comparing costs in that moment—you'll already have enough on your plate! Use the chart below to choose the most convenient, cost-effective care based on your needs.

	Non-Emergency Care		Urgent: Non-Life-Threatening	Emergency: Potentially Life-Threatening
Examples	Cold or flu, manageable pain, sore throat or cough, seasonal allergies, earache, pink eye, rash, suspected infection		Emergencies that require care within 24 hours (e.g., minor injuries, sprains, joint pain, respiratory infections)	Chest pain, difficulty breathing, sudden dizziness, weakness, severe pain, uncontrolled bleeding, seizure, compound fracture, broken bone
Provider	Telehealth Virtual Care 	Primary Care Visit 	Local Urgent Care Center 	Local Emergency Room (ER) 
Benefits	Available 24/7 No traveling or waiting rooms Available from any device with a camera and internet connection	In person Available during office hours Can provide follow-up care and refer you to a specialist, if needed	In person Often open late and on weekends Best if your situation is too serious for virtual or primary care, but is non-life-threatening	24/7 walk in care Use only for serious needs
Convenience				
Cost				

Please note: This chart is meant to educate you on the many care options available through our Smith College medical plans and does not constitute medical advice. The care you choose should ultimately depend on your individual situation and level of urgency—not just the cost and convenience of care. If you are experiencing an emergency, be sure to call 911 or visit your local ER.

Grow Your Savings, Secure Your Future!

Save for Healthcare Expenses—and on Taxes—With HSA and FSA Contributions

When you contribute money from your paycheck to a Health Savings Account (HSA) or Flexible Spending Account (FSA), you're not only setting aside money for future healthcare expenses, but you're also lowering your taxable income! HSA and FSA contributions are taken pre-tax from your paycheck, which means the taxes coming out of your paycheck are based on a lower amount, and you can also spend this money tax-free, as long as you use it for eligible expenses.

While FSA and HSA funds help you pay for traditional healthcare expenses, did you know you can also use them to buy thousands of over-the-counter products? Check out the [FSA Store](#) or [HSA Store](#) for a variety of eligible products.

If you have an HSA*, remember you can also save your funds for the future and accrue interest, and you can also invest your funds if you choose.

* To contribute to an HSA, you must be enrolled in a qualifying High Deductible Health Plan, and you and your spouse cannot be enrolled in any part of Medicare. For a full list of HSA eligibility rules, visit the [IRS site](#).



It's Never Too Early to Start Saving for Retirement

Even if your retirement is decades away, contributing to the 403(b) Retirement Plan administered by Voya now is the best way to build up savings for the future. Plus, our plan includes a fully-funded employer contribution for eligible employees!

To understand eligibility rules and for more information about your retirement plan, visit the [Smith Benefits website](#) and get the help you need.

DID YOU KNOW?



Voya Financial certified financial planner Matt O'Brien will be returning to campus this fall for **individual retirement planning and financial advising sessions**. He also offers virtual appointments.

Click [here](#) to visit Smith's Benefit website to find contact information to schedule a no cost meeting with Matt.

Care for Your Overall Well-Being—and Your Wallet

Smith's medical plans through BCBS offer:

Fitness and Weight-Loss Reimbursements: Receive up to a **\$150 reimbursement** each year when you participate in a qualified fitness program or purchase qualified home fitness equipment (e.g., stationary bike, weights, treadmill, etc.). Additionally, participate in a qualified weight loss program and receive up to an **additional \$150 reimbursement** annually. That's **up to \$300 total!**

Mind & Body Benefit: Receive a reimbursement of up to **\$100 each year** when you visit a network provider and participate in qualified alternative medicine programs—like massage therapy, acupuncture, hypnosis, meditation therapy, and tai chi—that help your mind and body.

Open Enrollment is Coming Soon!

Open Enrollment for your 2025 benefits is just around the corner. In November, you will have the chance to enroll in or change your medical, dental, vision, and other benefits coverage. Remember, Open Enrollment is your once-a-year opportunity to review and update your benefits, unless you have a qualified status change during the year*.



It's never too early to start preparing for important decisions when it comes to you and your family's health care and benefits. And, choosing the right plans can help you save money on healthcare. Here's what you can do now to be ready when the time comes:

- Review the coverage you have now
- Take a few minutes to visit the Smith Benefits website to learn about all the benefits Smith offers
- Take a look at your own needs and those of your dependents
- Determine whether a different plan or coverage level might make sense



*A qualified status change is a major life event that allows you to change your benefits elections outside of Open Enrollment, such as a change in marital status, the birth or adoption of a child, or a loss of coverage from another source.



This Benefits Briefing is intended for benefits-eligible employees only. Complete details of the benefit plans are included in the official plan documents. If there is any difference between the information presented in this summary and the official plan documents, the plan documents will govern.

REMINDER



Keep your beneficiaries up to date!

While we never want to think about the worst, we also want to make sure your family is properly protected.

When you elect your benefits this year, it's important to take the time to make sure you've correctly assigned your beneficiaries—it's the most important thing you can do to make sure the right people are supported in the event of your death.

- To change the beneficiary for the group **Life Insurance** plan, click [here](#).
- To change your beneficiary for your **403(b) with Voya**, click [here](#).
- For **legacy 403(b) plans**, call the plan directly or log in to your participant account to review beneficiary information and update it if necessary.