

# 2019 ANNUAL ENROLLMENT

AMAZING WORKS HERE



## NEW MEXICO EMPLOYEE GUIDE

Understand changes to optimize your healthcare and voluntary benefits  
October 15 – November 2, 2018

Choices take effect January 1, 2019

### Connected Care on Campus

Your Connected Care team from Presbyterian will be onsite at Intel cafés to answer your questions about this innovative, high-quality healthcare solution from Intel. You are welcome to bring family members, and will be responsible for guest badging and escorting.

- Oct. 16, 11 a.m.–1 p.m. – RR5 Café
- Oct. 23, 11 a.m.–1 p.m. – RR5 Café
- Oct. 23, 9–11 p.m. – RR5 Café
- Oct. 25, 11 a.m.–1 p.m. – RR5 Café
- Oct. 25, 9–11 p.m. – RR5 Café

[JUMP TO COMPARISON CHARTS](#)



# AMAZING WORKS HERE

## 2019 ANNUAL ENROLLMENT FOR NEW MEXICO



It's time to review your health benefit choices and voluntary benefits—from critical illness and life insurance, to daycare and health spending accounts—to make your Annual Enrollment decisions for 2019. Intel is proud to offer you and your family amazing benefits to help you achieve your personal best. In this guide, we share what's changing, plan features, cost comparison charts, and resources available during Annual Enrollment. Your decisions become effective January 1, 2019.

U.S. healthcare costs continue to rise, and Intel is actively managing the cost increases to lessen the impact on you and your family. For 2019, the national medical trend projects a cost increase of 5-8%, consistent with the last five years. At Intel, we are tackling rising healthcare costs by curbing the trend through our innovative Connected Care health plan options with leading providers. For the fifth year in a row, Connected Care will see no cost increase! For all other Intel health plan options, the trend is stable with a 5% increase going into effect on deductibles and maximum out-of-pocket (OOP) expenses or paycheck deductions.

See additional details on changes from 2018 to 2019 outlined in this guide and shown in the comparison charts.

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**MAKE YOUR ELECTIONS OCT. 15 – NOV. 2, 2018**

Your choices take effect January 1, 2019

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# 2019 ANNUAL ENROLLMENT CHANGES

## Cost Increases to Health Plan Options (other than Connected Care)

- For the Anthem Blue Cross High Deductible Health Plan (HDHP) option, your paycheck deductions remain at zero. However, your 2019 deductibles and out-of-pocket (OOP) maximums increase:

Anthem HDHP	Employee Only	Employee & Child(ren)	Employee & Spouse/Family
2019 Deductible	\$1,570	\$3,150	\$3,940
2018 Deductible	\$1,495	\$3,000	\$3,755
2019 OOP Max	\$2,355	\$4,710	\$5,830
2018 OOP Max	\$2,245	\$4,485	\$5,555

## New and Important Benefit Changes

- Cigna Primary Care Plus is no longer an option for 2019.

- Domestic partners, and their children, are now eligible for Intel health benefits. Domestic partners are two non-related adults, in a committed relationship, who have resided together for more than a year. Employees are typically taxed on the value of the domestic partner's coverage. For details visit My Health Benefits or call 1-877-GoMyBen.
- VSP Vision Plus Plan annual paycheck deductions increase 2%.
- New this year is MetLife's enhanced critical illness insurance. Critical illness insurance provides you with a lump-sum payment when you are diagnosed with a covered condition that you can use any way you want, from everyday expenses like household bills, mortgage, and childcare to out-of-pocket medical costs.
- Improved protocols adopted around opioid-based prescription drugs in line with the industry and national trends.

**New! Domestic partners and their children** are now eligible for Intel health benefits. To learn more and determine eligibility, visit My Health Benefits. <http://goto.intel.com/myhealthbenefits>

**New! Enhanced Critical Illness insurance from MetLife** that provides you with a lump-sum payout when you are diagnosed with a covered condition. To learn more, visit My Health Benefits. <http://goto.intel.com/annualenrollment>

**New! Delta Dental SmileWay® Wellness Benefit** offers expanded coverage for those diagnosed with diabetes, heart disease, HIV/AIDS, rheumatoid arthritis, or stroke. To opt in or learn more, log in to [Delta Dental online services](#) account under optional benefits.

## GET THE HELP YOU NEED

### Call the Intel Health Benefits Center:

877-GoMyBen (466-9236), Monday–Friday, 6 a.m.–6 p.m. Pacific Time.

### Visit Online Resources:

<http://goto.intel.com/myhealthbenefits> is the site where you can make your elections when logged on at Intel.

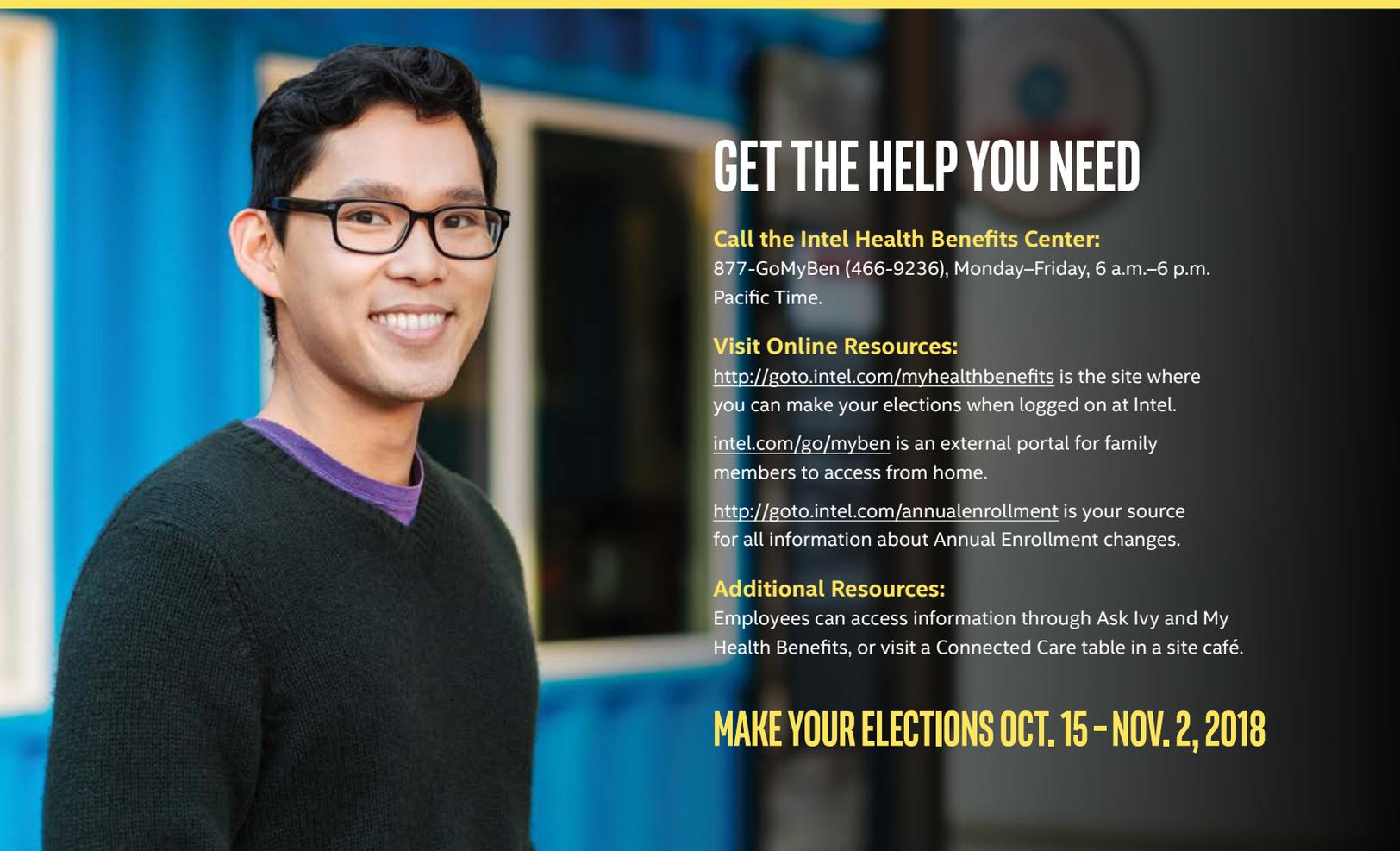
[intel.com/go/myben](http://intel.com/go/myben) is an external portal for family members to access from home.

<http://goto.intel.com/annualenrollment> is your source for all information about Annual Enrollment changes.

### Additional Resources:

Employees can access information through Ask Ivy and My Health Benefits, or visit a Connected Care table in a site café.

**MAKE YOUR ELECTIONS OCT. 15 – NOV. 2, 2018**



# WHAT DO I NEED TO DO?

By November 2, 2018, please:

1. **Log on to My Health Benefits** <http://goto.intel.com/myhealthbenefits> when logged on at Intel. Or go to [intel.com/go/myben](http://intel.com/go/myben) for access from home.
2. **Re-elect pre-tax savings plans** which will be discontinued at the end of 2018 if you don't take action. Choose contribution amounts for:
  - Health Savings Account\* (HSA)
  - Health Flexible Spending Account (Health FSA)
  - Limited Use Health Flexible Spending Account (FSA)
  - Dependent Care Assistance Program (DCAP)
3. **Make other voluntary decisions** or update important information:
  - **Add or drop** dependents from your coverage; all enrolled eligible dependents may be subject to verification.
  - **Make changes** to your health, dental, vision, life insurance, accidental death and dismemberment (AD&D), short-term disability, and Hyatt Legal Plan.
  - **Enroll** in the new MetLife critical illness insurance plan.
  - **Enroll** in the Pre-tax Commuter Benefit Program where you can withhold up to \$255 per month for mass transit and up to \$255 per month for parking. You can enroll at any time during the year.
  - **Validate or update** life insurance beneficiary information for all of your life insurance plans including Basic Life, Supplemental Life, AD&D, Supplemental AD&D, and Business Travel.



## What if I don't make any changes now?

If you don't make any changes during Annual Enrollment, here's what happens:

- **Contributions will stop** for HSA, Health FSA, Limited Use Health FSA, and DCAP at the end of 2018.
- **Coverage remains the same and carries over in 2019** for the health, dental, and vision plan option you are currently enrolled in—**except** for the discontinued Cigna PCP plan members, which will default to Cigna HDHP.
- **Coverage remains the same and carries over in 2019** for your life insurance, AD&D, voluntary benefits, and short-term disability coverage.

\* HSA is not an Intel-sponsored benefit; eligibility requirements apply, and contribution limits are set by the IRS.

## CONSIDER CONNECTED CARE FOR YOUR HEALTHCARE NEEDS

Connected Care is available in Oregon, Arizona, New Mexico, and Northern California and provides quality healthcare to more than 38,000 employees and their enrolled dependents. This represents 32% of our U.S. employees and their families with 94% satisfaction. Much like Anthem, extensive coverage and care is available locally and across the country. We know this is important when you want peace of mind while traveling or have dependents living away from home. Here are some of the top benefits:

- High loyalty and cost effectiveness with more than 94% of enrolled employees sticking with Connected Care.
- High-touch, concierge-style services, and care coordination translates into less stress and time spent navigating your healthcare experience.
- Lower deductibles and out-of-pocket maximums compared to other plans.
- Increased use of primary care focused on preventive care and wellness.
- Improved management of chronic conditions and depression with certain medications covered at no cost.
- Better control of chronic conditions for hypertension and diabetes, with a positive trend of 87% for diabetics and 78% for hypertensive members.

- Dedicated teams within the network making healthcare more convenient and more quickly accessible for you and your family's diverse needs.

**Celebrating seven years of Connected Care plans through Presbyterian.** The best way to see if your providers are "in network" with Connected Care is to call the Connected Care Concierge Center at **505-923-8000** or **855-780-7737** or to visit [presintel.org](http://presintel.org).

**Intel Health for Life Centers** are in-network Connected Care providers.

We are confident the Connected Care commitment will continue to be realized, including cost savings. If you are currently enrolled in the Presbyterian HMO plan you can save even more while keeping many or all of your current providers. The average savings is about one month's worth of your premium to change to Connected Care Copay. If you change from the HMO to Connected Care HDHP, you could see savings of **\$350 per year for employee only and more than \$1,500 annual savings for family coverage.**

**>38K**  
ENROLLED IN  
CONNECTED CARE

**94%**  
SATISFACTION  
RATE

# HEALTH PLAN COMPARISONS FOR NEW MEXICO

This table summarizes categories and plans, including the main features and amounts you would pay.

	High Deductible Health Plan (HDHP)	Primary Care Plus (PCP)	Health Maintenance Organization (HMO)
<p><b>Provider choice:</b> Receive the highest level of coverage when using providers who are part of the network.</p>	<ul style="list-style-type: none"> <li>• Connected Care HDHP</li> <li>• Anthem Blue Cross HDHP</li> </ul>	<ul style="list-style-type: none"> <li>• Connected Care Copay</li> </ul>	<ul style="list-style-type: none"> <li>• Presbyterian Health Plan HMO</li> </ul>
<p><b>What you pay:</b> For each option, you will be responsible for a deductible, coinsurance, and/or copayment.</p> <p>In-network preventive care is covered at 100% under all plans.</p> <p><b>For HDHPs:</b> First you pay a deductible. Once you have met your deductible, you pay a coinsurance for services and prescriptions.</p>	<p><b>CONNECTED CARE HDHP</b></p> <p><b>Annual deductible:</b></p> <ul style="list-style-type: none"> <li>• Employee only: \$1,350</li> <li>• Employee &amp; child(ren): \$2,700</li> <li>• Employee &amp; spouse: \$3,375</li> <li>• Employee &amp; spouse &amp; child(ren): \$3,375</li> </ul> <p><b>Coinsurance:</b></p> <ul style="list-style-type: none"> <li>• <b>In-network:</b> 5%</li> <li>• <b>Out-of-network:</b> 40%; reimbursement limits apply</li> </ul> <p><b>Other:</b></p> <ul style="list-style-type: none"> <li>• Prescription drugs covered at 100% for certain conditions</li> </ul> <hr/> <p><b>ANTHEM BLUE CROSS HDHP</b></p> <p><b>Annual deductible:</b></p> <ul style="list-style-type: none"> <li>• Employee only: \$1,570</li> <li>• Employee &amp; child(ren): \$3,150</li> <li>• Employee &amp; spouse: \$3,940</li> <li>• Employee &amp; spouse &amp; child(ren): \$3,940</li> </ul> <p><b>Coinsurance:</b></p> <ul style="list-style-type: none"> <li>• <b>In-network:</b> 10%</li> <li>• <b>Out-of-network:</b> 40%; reimbursement limits apply</li> </ul>	<p><b>CONNECTED CARE COPAY</b></p> <p><b>In-network care copayments:</b></p> <ul style="list-style-type: none"> <li>• \$10 per primary provider visit</li> <li>• \$25 per specialist visit</li> <li>• \$100 per emergency room visit</li> <li>• \$250 per hospital stay</li> <li>• Prescription drugs: \$10 generic, \$20 preferred, \$35 non-preferred</li> </ul> <p><b>Out-of-network requires a deductible:</b></p> <ul style="list-style-type: none"> <li>• Employee only: \$250</li> <li>• Family: \$750</li> </ul> <p><b>Coinsurance:</b></p> <ul style="list-style-type: none"> <li>• <b>Out-of-network:</b> 40%; reimbursement limits apply</li> </ul> <p><b>Other:</b></p> <ul style="list-style-type: none"> <li>• Prescription drugs covered at 100% for certain conditions</li> </ul>	<p><b>PRESBYTERIAN HEALTH PLAN HMO</b></p> <p><b>In-network care copayments:</b></p> <ul style="list-style-type: none"> <li>• \$15 per primary provider visit</li> <li>• \$35 per specialist visit</li> <li>• \$100 per emergency room visit</li> <li>• \$250 per hospital stay</li> <li>• Prescription drugs: \$10 generic, \$20 preferred, \$35 non-preferred. Specialty drugs 15% coinsurance capped at \$250 per prescription and \$1,500 per year.</li> </ul> <p><b>Out-of-network:</b></p> <ul style="list-style-type: none"> <li>• Emergency coverage only</li> </ul>
<p><b>You're protected by:</b> The out-of-pocket maximum. This is the maximum annual amount you would pay out-of-pocket for in-network care (does not include paycheck deductions).</p> <p>All plan options pay 100% for all remaining eligible in-network costs you incur.</p>	<p><b>CONNECTED CARE HDHP</b></p> <ul style="list-style-type: none"> <li>• Employee only: \$2,100</li> <li>• Employee &amp; child(ren): \$4,200</li> <li>• Employee &amp; spouse: \$5,000</li> <li>• Employee &amp; spouse &amp; child(ren): \$5,000</li> </ul> <hr/> <p><b>ANTHEM BLUE CROSS HDHP</b></p> <ul style="list-style-type: none"> <li>• Employee only: \$2,355</li> <li>• Employee &amp; child(ren): \$4,710</li> <li>• Employee &amp; spouse: \$5,830</li> <li>• Employee &amp; spouse &amp; child(ren): \$5,830</li> </ul>	<p><b>CONNECTED CARE COPAY</b></p> <ul style="list-style-type: none"> <li>• Employee only: \$1,500</li> <li>• Family: \$3,000</li> </ul>	<p><b>PRESBYTERIAN HEALTH PLAN HMO</b></p> <ul style="list-style-type: none"> <li>• 2x Annual Premium</li> </ul>
<p><b>Health accounts:</b> You can enroll in these accounts to help pay for your out-of-pocket healthcare expenses with pre-tax dollars (such as deductibles, coinsurance, and copayments).</p>	<p><b>Health Savings Account (HSA)*:</b> Use funds to pay for your eligible out-of-pocket medical, dental, and vision expenses. Unused dollars go with you when you change plans, leave the company, or retire.</p> <p><b>Annual contribution limits are:</b></p> <ul style="list-style-type: none"> <li>• Employee only: \$3,500</li> <li>• Family: \$7,000</li> <li>• Age 55+ can contribute an additional \$1,000</li> </ul> <p><b>Limited Use Health FSA:</b> Those enrolled in an HDHP and with an HSA can use funds to pay for your eligible out-of-pocket dental and vision expenses only. Up to \$500 will carry over for use in the following year. Any unused amounts over \$500 will be forfeited.</p> <p><b>Annual contribution limit is:</b> \$2,650</p>	<p><b>Health FSA:</b> Use funds to pay for your eligible out-of-pocket medical, dental, or vision expenses. Up to \$500 will carry over for use in the following year. Any unused amounts over \$500 will be forfeited.</p> <p><b>Annual contribution limit is:</b> \$2,650</p>	

\* HSA is not an Intel-sponsored benefit; eligibility requirements apply, and contribution limits are set by the IRS.

# HEALTH, DENTAL, AND VISION PLAN ANNUAL PAYCHECK DEDUCTIONS

This table shows how much will be deducted from your paycheck for 2019, depending on your plan option and eligible dependents you enroll. Costs represent your annual cost. To determine your cost per paycheck, divide the annual rate by 24 if you are an exempt employee. Divide by 26 if you are a non-exempt employee.

Plan	Year	You Only	You & 1 Child	You & 2 Children	You & 3 or More Children	You & Spouse	You, Spouse & 1 Child	You, Spouse & 2 Children	You, Spouse & 3 or More Children
<b>New Mexico Connected Care Plans – No cost increases for 2019</b>									
Connected Care HDHP	2019	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Connected Care PCP	2019	\$660	\$1,248	\$1,968	\$2,460	\$2,940	\$3,612	\$4,272	\$4,728
<b>National Plan</b>									
Anthem Blue Cross HDHP	2019	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<b>Regional Plan (HMO)</b>									
Presbyterian Health Plan HMO	2019	\$804	\$1,536	\$2,423	\$3,036	\$3,636	\$4,464	\$5,280	\$5,844
	2018*	\$768	\$1,464	\$2,316	\$2,892	\$3,468	\$4,248	\$5,028	\$5,568
<b>Global Plan (available only to employees on expatriate assignment)</b>									
Aetna International (AI)	2019	\$432	\$1,236	\$1,664	\$2,028	\$2,016	\$2,736	\$3,072	\$3,372
	2018*	\$408	\$1,176	\$1,560	\$1,932	\$1,920	\$2,604	\$2,928	\$3,216
<b>Dental Plans – No cost increases for 2019</b>									
Delta Dental (Intel Dental Plan)	2019	\$0	\$122	\$220	\$343	\$245	\$343	\$453	\$600
Assurant	2019	\$0	\$49	\$98	\$135	\$73	\$122	\$171	\$208
<b>Vision Plans</b>									
VSP Basic Vision	2019	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
VSP Vision Plus	2019	\$98	\$122	\$135	\$171	\$184	\$220	\$233	\$257
	2018*	\$96	\$120	\$132	\$168	\$180	\$216	\$228	\$252

\* 2018 cost comparison only included if there was a change from 2018 to 2019.

## THE LEAST AND MOST YOU WILL PAY

Medical Plan for 2019	The Least You Will Pay assuming you receive 100% of your care in-network (Paycheck Deductions)				The Most You Will Pay assuming you receive 100% of your care in-network (Paycheck Deductions plus OOP Maximum)			
	You Only	You & 1 Child	You & Spouse	You, Spouse & 3 or More Children	You Only	You & 1 Child	You & Spouse	You, Spouse & 3 or More Children
Connected Care HDHP	\$0	\$0	\$0	\$0	\$2,100	\$4,200	\$5,000	\$5,000
Anthem Blue Cross HDHP	\$0	\$0	\$0	\$0	\$2,355	\$4,710	\$5,830	\$5,830
Connected Care PCP	\$660	\$1,248	\$2,940	\$4,728	\$2,160	\$4,248	\$5,940	\$7,728
Presbyterian Health Plan HMO	\$804	\$1,536	\$3,636	\$5,844	\$1,608	\$3,072	\$7,272	\$11,688

† Self-funded.

# HEALTHCARE ANNUAL ENROLLMENT CLOSES NOVEMBER 2, 2018

This 2019 Annual Enrollment Guide is intended to be a Summary of Material Modifications to your benefit plans. The information provided here is a summary of your benefits. In the event of any discrepancy between the information in this guide and the 2019 Pay, Stock and Benefits Handbook (PSBH), the 2019 PSBH will prevail. For a copy of the current PSBH, from Circuit search Pay, Stock and Benefits Handbook. PSBH updates will be available in Q1 2019. Intel reserves the right to modify, change, or discontinue any benefit at its sole discretion. Reproduction, photocopying, and/or electronic storage or transmission of this publication in whole or in part without the written permission of Intel Corporation is strictly prohibited.

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