

ENGAGE IN ALL THAT YOUR BENEFITS HAVE TO OFFER

[DISCOVERY BENEFITS \(WEX\)](#) | [NVA](#) | [MAINTENANCE MATTERS](#) | [401\(K\) RETIREMENT TIPS](#)

There is so much to know and learn about Acadia benefits. We are here to encourage you to keep striving towards your health, financial, or other goals by maximizing your benefit programs. Here are some things you can do to be prepared when you and your family need support throughout the year.

DISCOVERY BENEFITS (WEX) SPENDING ACCOUNT STEPS

With enrollment now behind us, we look forward to the new year with Acadia's new spending account administrator, Discovery Benefits, a Wex Company. To access your account, please refer to the steps below.

Confirm Your Account

Employees that actively enrolled in FSA or HSA for 2021 would have received their new Discovery Benefits (WEX) benefit card(s). Participants would have also received an enrollment confirmation email from Auto_Reply@mailер.discoverybenefits.com, containing instructions to log in to your account. Once logged in you can see your account balance details, submit claims, request reimbursements, and request additional debit cards by selecting "Banking/Cards" under "Accounts."

Transfer of HSA Funds

If you have an HSA account through WageWorks/ HealthEquity or another administrator, you can easily transfer the balance to Discovery Benefits by completing the Health Savings Account Transfer Request Form.

Transfer fees will be waived for funds transferred from WageWorks to Discovery Benefits before March 31, 2021. After this date, a fee will be charged.

Download the App

Access your account on-the-go by downloading the Benefits Mobile app at www.discoverybenefits.com. From the app, you can:

- + Check balances and view account activity
- + Use the expense scanner to determine if your expense is eligible
- + File a claim and get instant status updates
- + Report and replace a lost or stolen debit card

Contact the Discovery Benefits Participant Services Team Monday through Friday, from 6 a.m. to 9 p.m. CT for your questions:



Chat from your account online



Email
customerservice@discoverybenefits.com



Call **866.451.3399**

SEEING TWENTY-TWENTY-ONE WITH NVA

At Acadia, we continually evaluate the best sources for your benefit plans. That's why we made the change to NVA, your new vision plan administrator. Our NVA vision plan features:

- + Lower premiums
- + Increased coverage
- + Fast-growing provider network and an opportunity to nominate providers

How to Find a Provider

Find a doctor or retail provider by visiting www.e-nva.com or calling **800.672.7723**.

How to Nominate a Provider

NVA Wants to Hear From You!

If you already have a doctor or provider, but do not see them listed in the NVA network, you can submit a request to add them.



1. Contact your local HR office. Please provide your provider's full name, address, email address, and phone number. Note for HR associates: please send this provider information to your Acadia benefit specialist.
2. Or, by visiting the **NVA website** to nominate a provider.

NVA EYECARE PROVIDER NETWORK

- + Over **80,000 providers** at nearly **20,000 locations**
- + Includes national chains like **Walmart, Target, LensCrafters**, and more
- + Check for a provider specific to your benefit in your area by visiting **NVA here** and login:
username: Acadia
password: vision1

SAVE TIME AND MONEY WITH MAINTENANCE MATTERS

If you need maintenance medication to treat a chronic condition, such as high blood pressure or diabetes, you will want to know about the Maintenance Matters program from BCBST. This program allows you to save time and money. **To participate, you must get your maintenance prescriptions filled in a 90-day supply via home delivery or retail pharmacy in the Plus90 network.** To learn more about this program, call the number on the back of your BCBST ID card.

 With Maintenance Matters	 Without Maintenance Matters
Option to stay at home while your prescription is delivered or pick up at retail pharmacy	Drive to retail pharmacy every month to fill prescription
\$20 copay for generic prescription	\$10 copay for generic prescription
90-day supply	30-day supply
Lower cost per refill for 90-day supply (1 refill x \$20 copay = \$20)	Higher cost per refill for 90-day supply (2 refill x \$10 copay = \$20 + Next refill outside of grace fill at full cost of drug*)

* Drug fills/refills through the Maintenance Matters Program require you to provide a 90-day prescription from your provider. Participants can obtain 2 grace period fills (2- 30 day supplies) through their retail pharmacy.

Request Your 90-Day Supply

Ask your pharmacy to contact your doctor for a 90-day supply of your medication.

View List of Medications

You can view a list of generic medications by visiting **BCBST Guide to Prescription Drug Coverage**.

FINANCIAL RESOLUTION: INVEST IN YOUR 401(K)

Jump start your new year in the right direction— by saving for your retirement future.

If you are not already enrolled in Acadia’s 401(k) plan, you can start participating now. If eligible, you may also receive free contributions with Acadia’s employer match.* Enroll today by contacting Empower at **866.467.7756** or by visiting www.empowermyretirement.com.

* The employer match it 25% on the first 4% of your deferrals. You are eligible to receive the employer match if you are employed on December 31st of the year for which the match is calculated and completed at least 1,000 hours of service within the plan year. The plan includes a 4-year graded vesting schedule for employer matching contributions.

Contributions may be designated as traditional pre-tax contributions, after-tax Roth contributions, or a combination of both without exceeding the IRS annual limit. As you work on your taxes, you might want to ask your tax advisor about whether you should make traditional pre-tax contributions or Roth after-tax contributions to the 401(k). Pre-tax contributions give you a tax break right away, and your paycheck will benefit, but you’ll pay taxes on withdrawals when you retire.

	Traditional Pre-Tax	Roth After-Tax
Now	Save on taxes Increase your take-home pay	No tax savings No effect on take-home pay
Later	Pay taxes on distributions	Pay NO taxes on distributions



BOOKMARK YOUR BENEFITS

Bookmark Acadia’s dedicated benefits website, www.myacadiabenefits.com, on your browser. View your important benefit documents, helpful resources, insurance contact information, and more. This site is also accessible through Acadia’s My Company page.



GO MOBILE WITH US (AND WIN PRIZES!)

Over 1,000 Acadia employees signed up for text alerts in 2020! If you haven’t yet, you are missing out. Subscribe to Acadia’s texting tool for helpful benefits-related information. You will also be entered to win great prizes, like gift cards and other big-ticket items given away quarterly in 2021. **Text “MyAcadia” to 888111** to join. Message and data rates apply.

