

## SPRING INTO 2023 WITH THE SUPPORT OF YOUR BENEFITS

EXPLORE NEW BENEFITS | MANAGE MY BENEFITS SELF-SERVICE PORTAL | IMPORTANT SPENDING ACCOUNT REMINDERS | INCREASED CONTRIBUTIONS TO YOUR NEST EGG

### EXPLORE OUR NEW BENEFITS PROGRAMS

#### A Clear Look at Your VSP Coverage

Acadia has partnered with VSP to provide vision coverage. Visit [www.vsp.com](http://www.vsp.com) or call **800.877.7195** to find an in-network doctor. If you are enrolled in the vision plan, you can create an account on [www.vsp.com](http://www.vsp.com) and print an ID card. However, an ID card is not needed for services; your provider can also verify coverage using your social security number on file.

In-network vision benefits, every 12 months, include:

- + \$0 exam
- + \$10 copay for lenses
- + \$170 frame allowance
- + \$145 allowance for contact lenses (in lieu of glasses)



#### Manage My Benefits Self-Service Portal

Manage My Benefits is our benefits portal in UKG used to enroll in benefits, upload dependent documentation, update beneficiaries, and complete qualified life events.

Use four convenient ways to access Manage My Benefits:

- + Manage My Benefits in UKG
- + UKG Pro App:
  - + Company Code: ACAHC
  - + Login using your UKG Login
- + Single Sign-On Users: [acadia.ultipro.com](http://acadia.ultipro.com)
- + All Other Users: [myacadiahealthcare.com](http://myacadiahealthcare.com)

#### Care is a Call Away with Teladoc (Formerly Physician Now)

If you are enrolled in an Acadia BlueCross BlueShield of Tennessee medical plan, you have access to telehealth services through Teladoc. Teladoc services are a \$5 copay in the Buy-Up PPO Plan, \$10 copay in the Base PPO Plan and 20% after your deductible in the HDHP Plan.

A Teladoc consultation can be an alternative for visiting the doctor's office or urgent care for non-emergency care such as:

- + Allergies
- + Ear infections
- + Fever
- + Sinus infections
- + Respiratory issues
- + Sore throat
- + Rashes
- + And more!

To access Teladoc services, register or log into your BlueAccess account at [bcbst.com/log-in/member](http://bcbst.com/log-in/member) and click "Talk with a Doctor Now." You can also call **888.283.6691** or download the Teladoc mobile app.

#### Explore Medicare Options with Allsup

If you or your spouse are eligible for Medicare, consider using Allsup to think about alternative Medicare plan options. You'll get free guidance to identify alternatives that might save you money.

To use this service, visit [allsup.com](http://allsup.com) or call **888.271.1173**.

## IMPORTANT SPENDING ACCOUNT REMINDERS

The Acadia Spending Accounts allows you to set aside pre-tax dollars to pay for eligible out-of-pocket expenses. You have access to your Spending Account 24/7 by downloading the Benefits by WEX Mobile App or by visiting [www.wexinc.com](http://www.wexinc.com).

### FSA Claim Reimbursement Deadline!

As you may know, the IRS has a “use or lose” rule which states that you lose any leftover balance in your account at the end of the plan year. However, it isn’t too late if you didn’t use all your 2022 funds! **You have until March 31, 2023, to submit all 2022 claims for reimbursement.** After March 31, any unused funds left in your FSA will be forfeited.

### Acadia Adds to your HSA!

Don’t forget, in 2023, Acadia will make a per pay period contribution to your HSA distributed equally over 24 pay periods to help offset your healthcare costs. These funds can be used toward your deductible, out-of-pocket healthcare costs, or save for the future.

For eligible employees, Acadia adds:

- + \$500 annual for employee only coverage.
- + \$1,000 annual for family coverage.

In order to receive the company contribution, you must enroll in the HSA.

## ELIGIBLE EXPENSES

### HSA and Health Care FSA

- + Doctor’s visit copays
- + Prescription drugs
- + Deductibles
- + Over-the-counter medications
- + Chiropractic care
- + Orthodontia
- + Dental and vision care
- + Hearing aids
- + Eyeglasses
- + Insulin
- + Blood pressure monitors
- + Breast pump

### Limited Health Care FSA

- + Dental care including cleanings
- + Vision care including eye exams
- + Hearing aids
- + Eyeglasses
- + Orthodontia

### Dependent Care FSA

- + Child or adult daycare\*
- + Nursery school
- + Preschool (excluding kindergarten)

\* An eligible dependent is a tax dependent child under age 13 or a tax dependent spouse, parent, or child unable to care for themselves.

## GENERAL REMINDER

### Be the First to Know

Sign up for Acadia’s texting tool so you don’t miss out on important employee benefits updates.

#### Easy Setup

- + Simply text “MYACADIA” to **888111** to set up text messaging on your phone.
- + **Click here** to opt-in from your desktop.

You can opt out at any time. Message and data rates apply.



## BUILD YOUR NEST EGG WITH ACADIA'S INCREASED 401(K) CONTRIBUTION

The Acadia 401(k) plan through Empower is designed with your golden years in mind. Did you know Acadia also contributes to your 401(k) to help you prepare for life after your career? **This year Acadia's 401(k) match increased from 50% on first 4%, to 50% on the first 5%.** This means more money to build your nest egg!

To take advantage of the full company match, you must contribute 5% from your paycheck to your 401(k). You may choose to make contributions up to the annual IRS maximum which is **\$22,500** in 2023. Contributions may be designated as traditional pre-tax contributions, after-tax Roth contributions, or a combination of both without exceeding the IRS annual limit. Participants turning age 50 or older during the plan year may contribute an additional **\$7,500**.

You can contact Empower anytime through the year at **866.467.7756** or online at **[www.empowermyretirement.com](http://www.empowermyretirement.com)** to access your account and change your contributions.

