Open Enrollment Benefit Sessions

2026 Plan Year

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Goals for Today's Session

Review & understand your medical plan options

Review & understand your voluntary benefits

Review your open enrollment actions items

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Health Plan Offerings

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2026 Health Plan Offerings

- **BCBS of Texas** will continue to administer the medical/pharmacy plan.
  - No plan design changes to the $2,000 PPO option.
  - Due to an IRS requirement, the $3,300 HDHP will now become the $3,400 HDHP. The in-network deductible is $3,400 for individuals and $6,800 for families.
  - No plan design changes to the $5,000 HDHP option.
  - Faculty/Staff premiums will increase 5% in 2026, slightly lower than the 6.5% national healthcare inflation average.
- **BCBS of Texas** will continue to administer the dental plan and there are no changes to plan design or premiums!
- **VSP** will continue to administer the vision plan and there are no changes to plan design or premiums!

Finding the Right Medical Plan

Would you rather have higher payroll contributions up front and pay less out-of-pocket for deductibles?

Or would you rather have lower premiums and pay higher deductibles when/if you actually use the plan?

Think About Your Health Needs

Think about your health needs....	**... and how they might affect your choice of medical plans**
How healthy are you and your family members?	If frequent care is typically needed, you may prefer a medical plan with a lower deductible.
Do you anticipate staying in the hospital, needing surgery, or having a baby?	If you do not anticipate a major medical event, you should consider enrolling in a higher deductible plan with lower payroll deductions.

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Think About Your Financial Needs

Think about your financial needs....	... and how they might affect your choice of medical plans
How much will you spend on out-of-pocket medical expenses? On payroll deductions?	Think carefully about your medical election. If you don't think you will meet your deductible, you could be paying for more coverage than you need.
What is your risk tolerance?	There is a trade-off on out-of-pocket expenses like deductibles and annual maximums with payroll deductions.
Do you have enough savings to cover higher out-of-pocket expenses?	Before choosing a HDHP option with lower premiums, be sure you can afford an unexpected medical event or consider contributing to a FSA.

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Think About Your Provider Needs

Think about your provider needs....	... and how they might affect your choice of medical plans
Is there a chance you'll visit a non network doctor or specialist?	If you must visit a non-network provider, you may consider a lower deductible plan so you are not penalized as much
Do you see your Primary Care Physician (PCP) annually for routine wellness exam?	Each PPO offers the same 100% coverage for in-network annual preventative services

PPO Plans vs HDHP Plans

What's the same?

- All preventive care services covered 100% by the plan
- Out-of-pocket maximum is $5,000 for an employee or $10,000 for a family
- BCBS provider network and In & Out-of-Network coverage is available
- Alight Health Pro is available to help you determine the best provider at the best price

What's different?

- $3,400/$5,000 HDHP Plans:
  - Premiums are lower
  - Deductibles are higher
  - No first dollar coverage. You pay 100% of the BCBS contracted rate until you meet the deductible
  - HSA available to pay expenses pre-tax or save for future expenses

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2026 Health Plan Cost Comparison

Medical Plan Options	$2,000 PPO	$3,400 HDHP	$5,000 HDHP
Physician Office Visits	PCP $25 Copay Specialist $75 Copay *Pay with pre-tax FSA $$$	$3,400 deductible, then $25 copay for PCP and $75 copay for specialist *Pay with pre-tax HSA $$$	$5,000 deductible *Pay with pre-tax HSA $$$
Preventive Care Office Visits	Covered by plan at 100% including: Mammogram, Prostate & Colon Screenings	Covered by plan at 100% including: Mammogram, Prostate & Colon Screenings	Covered by plan at 100% including: Mammogram, Prostate & Colon Screenings
Emergency Room	$300 Copay, then 20% after deductible (copay waived if admitted) *Pay with pre-tax FSA $$$	$3,400 deductible, then $300 copay applies (copay waived if admitted) *Pay with pre-tax HSA $$$	$5,000 deductible *Pay with pre-tax HSA $$$
Inpatient Hospital Care	$2,000 deductible, then 20% of remaining eligible charges *Pay with pre-tax FSA $$$	$3,400 deductible, then plan pays 100% even if the out-of-pocket maximum is not met *Pay with pre-tax HSA $$$	$5,000 deductible *Pay with pre-tax HSA $$$

Real Life Examples

Maria, 55

Maria is a 55-year-old Faculty member who manages Type 2 diabetes and in addition to routine preventive care which is covered at 100%, she needs regular care throughout the year. Between frequent doctor and specialist visits, some urgent care visits, and ongoing prescriptions, her healthcare needs are higher than average. In her case, the **$2,000 PPO plan** may be the best fit due to the predictable copays compared to paying the full deductible on the HDHP options.

Plan Cost Comparison	***Standard Cost of Care***	**$2,000 PPO** *(Out of Pocket $5,000)*	**$3,400 HDHP** *(Out of Pocket $5,000)*	**$5,000 HDHP** *(Out of Pocket $5,000)*
PCP visits x 6	*Cost to see PCP: $150*	$25 copay * 6 visits = **$150**	$150 * 6 visits = **$900** ($900 applied to deductible)	$150 * 6 visits = **$900** ($900 applied to ded)
Specialist visits x 3	*Cost to see Specialist: $300*	$75 copay * 3 visits = **$225**	$300 * 3 visits = **$900** ($900 applied to ded)	$300 * 3 visits = **$900** ($900 applied to ded)
Urgent Care x 3	*Cost to visit Urgent Care: $250*	$30 copay * 3 visits = **$90**	$250 * 3 visits = **$750** ($750 applied to ded)	$250 * 3 visits = **$750** ($750 applied to ded)
Rx (Brand Name Drug) (1 script/month for 12 months)	*Cost of Drug: $250*	**$100** (brand deductible) $150 * 30% = **$45** (first fill) $250 * 30% * 11mo = **$825**	$250 * 12 = $3,000 **$850** (applied to ded; ded met) $2,150 * 30% = **$645**	$250 * 12 = $3,000 **$2,450** (applied to ded; ded & OOPM met)
Rx (Generic Drug) (2 scripts/month for 12 months)	*Cost of Drug: $10*	$10 * 30% = $3.00 * 24 scripts = **$72**	$10 * 30% = $3.00 * 24 scripts = **$72**	**$0** (ded and OOPM met)
Total Out-of-Pocket Medical/Rx Costs		**$1,507**	**$4,117**	**$5,000**
Annual Premiums		**$1,444**	**$486**	**$231**
Total Annual Cost *Out-of-Pocket + Premiums*		**$2,951**	**$4,603**	**$5,231**

Taylor, 45

Taylor is generally healthy but has a medical issue in 2026. He expects a few doctor visits but experiences a bone fracture resulting in the need for an MRI, outpatient surgery, and a couple prescriptions. Because his care is moderate, the **$3,400 HDHP** ends up the most cost-effective option—with lower total costs than both the PPO and the $5,000 HDHP.

Plan Cost Comparison	*Standard Cost of Care*	$2,000 PPO (*Out of Pocket $5,000)*	$3,400 HDHP (*Out of Pocket $5,000)*	$5,000 HDHP (*Out of Pocket $5,000)*
PCP visits x 2	*Cost to see PCP: $150*	$25 copay * 2 visits = **$50**	$150 * 2 visits = **$300** ($300 applied to ded)	$150 * 2 visits = **$300** ($300 applied to ded)
Specialist visit x 1	*Cost to see Specialist: $300*	$75 copay * 1 visits = **$75**	$300 * 1 visits = **$300** ($300 applied to ded)	$300 * 1 visits = **$300** ($300 applied to ded)
MRI	*Cost of MRI: $1,200*	**$1,200** ($1,200 applied to ded)	**$1,200** ($1,200 applied to ded)	**$1,200** ($1,200 applied to ded)
Outpatient Surgery	*Cost of Outpatient Surgery: $4,000*	**$800** (applied to ded; ded met) $4,000 - $800=$3,200*20% = **$640**	**$1,600** (applied to ded; ded met)	**$3,200** (applied to ded; ded & OOPM met)
Rx (Generic Drug, 2 scripts)	*Cost of Drug: $25*	$25 * 30% = $7.50 * 2 scripts = **$15**	$25 * 30% = $7.50 * 2 scripts = **$15**	**$0** (ded and OOPM met)
Total Out-of-Pocket Medical/Rx Costs		**$2,780**	**$3,415**	**$5,000**
Annual Premiums		**$1,444**	**$486**	**$231**
Total Annual Cost *Out-of-Pocket + Premiums*		**$4,224**	**$3,901**	**$5,231**

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The Thompson Family

The Thompsons are a young, healthy family of four. In 2026, they only expect a handful of routine visits—preventive annual checkups for the family, a couple of sick visits, and maybe one urgent care trip. With such minimal healthcare needs, the **$5,000 HDHP** may be the best option for them. The very low premiums keep their annual costs down, and they can use the HSA to save pretax dollars for the future while still having full protection in case of unexpected major expenses.

Plan Cost Comparison	*Standard Cost of Care*	$2,000 PPO *(Out of Pocket $5,000)*	$3,400 HDHP *(Out of Pocket $5,000)*	$5,000 HDHP *(Out of Pocket $5,000)*
PCP visits x 2	*Cost to see PCP: $150*	$25 copay * 2 visits = **$50**	$150 * 2 visits = **$300** ($300 applied to ded)	$150 * 2 visits = **$300** ($300 applied to ded)
Urgent Care x 1	*Cost to visit Urgent Care: $250*	$30 copay * 1 visit = **$30**	$250 * 1 visit = **$250** ($250 applied to ded)	$250 * 1 visit = **$250** ($250 applied to ded)
Rx (Generic Drug) (2 scripts/month for 12 months)	*Cost of Drug: $15*	$15 * 30% = $4.50 * 24 scripts = **$108**	$15 * 24 scripts = **$360** ($360 applied to ded)	$15 * 24 scripts = **$360** ($360 applied to ded)
Total Out-of-Pocket Medical/Rx Costs		**$188**	**$910**	**$910**
Annual Premiums		**$4,504**	**$1,439**	**$740**
Total Annual Cost *Out-of-Pocket + Premiums*		**$4,692**	**$2,349**	**$1,650**

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Take Advantage of These Great Benefit Opportunities

Take Advantage of Pre-Tax Savings Accounts

- **Health Savings Account (HSA)**
  For those enrolled in the $3,400 HDHP & $5,000 HDHP

Triple tax savings	Account balance rolls over year to year	Account is yours, even if you switch jobs or health plans	Access to funds once they have been contributed	IRS can ask for receipts at any time

- 2026 annual contribution limits are set by the IRS:
  - Individual Coverage: $4,400
  - Family Coverage: $8,750
  - Age 55 & Older: $1,000 catch-up contribution
- Refer to the SMU Benefits Guide to confirm you meet the IRS HSA eligibility rules

HealthEquity

1-866-346-5800

www.memberservices@healthequity.com

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Take Advantage of Pre-Tax Savings Accounts

>> Health Care Flexible Spending Account (HCFSA)

For those enrolled in the $2,000 PPO plan or those that waived SMU medical plan options.

- Set aside up to $3,300 to deduct from your paycheck
- For qualified medical, dental, vision & pharmacy expenses - for you & your eligible tax dependents
- Account is pre-funded on January 1st
- This account has a "use it or lose it" rule; you must use your contributions during the year

>> Dependent Care FSA (DCFSA)

For eligible child or elder care expenses.

- Set aside up to $7,500 to deduct from your paycheck
- For childcare for dependents under age 13 or elder dependents, you must claim this person as a dependent on your income tax return
- Account is NOT pre-funded - only receive reimbursement once deductions are taken from your pay

Contact WEX Health

1-866-451-3399

www.wexinc.com

Download the mobile app

App Store

Google Play

Use your debit card and don't forget to keep your receipts!

Get Your Preventive Care (at no cost to you!)

- Early detection improves health outcomes. **Only 57% of adults on the plan currently receive an annual preventive visit.**
- Preventive care is covered at 100% on each of SMU’s 3 medical plans.
- Schedule an annual check-up with your doctor and stay up-to-date with applicable age/gender recommended screenings & immunizations.
- Contact your Health Pro if you need help scheduling your annual check-up or if you are overdue for one of the age or gender recommended screenings listed below.

WOMEN	Appropriate Age
Mammogram	At least every 2 years for women ages 50–74
Cholesterol	Adults 40 to 75 should be screened; or adults 20 to 39 who have risk for coronary heart disease.
Cervical Cancer	21–65: Pap every 3 years
Osteoporosis	Begin at 65
Colon Cancer	Adults age 45–75

MEN	Appropriate Age
Cholesterol	Adults 40 to 75 should be screened; or adults 20 to 39 who have risk for coronary heart disease.
Abdominal Aortic aneurysm	65–75 if you have ever smoked
Prostate Cancer	Discuss the benefits and risks of screening with your doctor
Colon Cancer	Adults age 45–75

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Contact Your Alight Health Pro

- Service is available if you are enrolled in any of the SMU medical plan options

Contact SMU's dedicated Health Pro

Cecelia Tobias

800-513-1667 ext. 0410

Cecelia.tobias@alight.com

Doctor Recommendations	Procedure Cost Estimates	Prescription Reviews	Bill Reviews
$566	**$453**	**$1,612**	**$66**
Based on 336 recommendations across 59 specialties	Based on 79 estimates across 50 unique procedure codes	Based on 7 prescriptions with an average of 1.1 prescription per solution	Based on 65 bills reviewed, 10 of which generated savings

Call MDLIVE to Feel Better Faster (and for less $)

>>In partnership with BCBSTX, we utilize MDLIVE for general medical telemedicine and behavioral health

Connect
Computer, smartphone, tablet or telephone

Interact
Real-time consultation with a board-certified doctor or therapist

Diagnose
Prescriptions sent electronically to a pharmacy of your choice (when appropriate)

1-888-680-8646

MDLIVE.com/bcbstx

MDLIVE Virtual Visits Available 24/7/365

- With MDLIVE, you and your dependents have 24/7/365 access to board-certified doctors and licensed therapists by phone or video. Cold, flu & sinus infection
- It's a great option for non-emergency needs when you can't get in to see your doctor or don't want to leave home.

Examples of Care

- General health issues: allergies, asthma, colds, flu, nausea, sinus infections
- Pediatric care: ear infections, pinkeye, common illnesses
- Behavioral health: anxiety, depression, ADHD, trauma, PTSD, and more

How much do MDLIVE visits cost?

- $2,000 PPO Option = $0 copay for general medical and behavioral health (deductible does not apply)
- $3,400 HDHP Option* = $48 before deductible for general medical, then covered at 100%
- $5,000 HDHP Option* = $48 before deductible for general medical, then covered at 100%

**Costs for behavioral health visit on the HDHP plans will vary depending on provider type (licensed therapists, or board-certified doctors). Once the deductible is met, medical and behavioral visits are covered at 100%.*

Women's and Family Health

>>BlueCross BlueShield's Women's and Family Health program provides personalized support, resources, and tools to help you and your family stay healthy at every stage of life.

Preventive Care: Reminders for screenings & checkups

Well onTarget®: Maternity tracking tools & health tips

Provider Finder®: Choose a Women's Principal Health Care Provider

Condition Management: Hinge Health support for pelvic floor & musculoskeletal care

High-Risk Pregnancy: Guidance & support from maternity specialists

Behavioral Health: Digital Mental Health Hub with assessments & specialty providers

Customer Service: Help scheduling care & accessing equipment (like breast pumps)

Call the number on your member ID card or visit **bcbstx.com** for more information

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Remember Help Is Available With the EAP

>>SMU provides a free employee assistance program (EAP) that covers you & your dependents.

- Confidential counseling program can assist you 24/7… so there is no reason to wait!
- Covers up to **five** face-to-face counseling visits per person – per issue – per year.
- If further counseling is needed, an outside resource will be recommended by Magellan based on your preferences. If you are on one of the SMU medical plans, they will recommend a BCBS in-network provider.
- Covers up to **six** wellbeing coaching sessions on personal improvement, healthy eating, weight loss and more!

Resources Included

Stress Reduction
Financial Wellbeing, Legal Services
Identity Theft Resolution
Crisis or Short-term Counseling
Resiliency Skills
Work-Life Resources

Common Challenges Addressed

Managing Stress
Controlling Depression & Anxiety
Relationship issues
Quitting tobacco, alcohol or drug use
Dealing with conflict
Working through grief and loss issues

Magellan HEALTHCARE

1-877-704-5696
member.magellanhealthcare.com

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Resources to Help Maintain or Improve Health

Primary Care Physician

Annual Physical Exam

Age / Gender Screenings

Immunizations

24/7 Nurseline and Audio Health Library

MDLive Virtual Visits for General Health and Behavioral Health

eHealth Screenings

Bexa

Flu Shots

Alight Health Pro

Teladoc Diabetes Management

Teladoc Hypertension Management

BCBS Tobacco Cessation

BCBS Maternity –High Risk Program

Well onTarget –Digital Self Management Programs

Well on Target with Blue Points

Behavioral Health – Learn to Live

Magellan Employee Assistance Program

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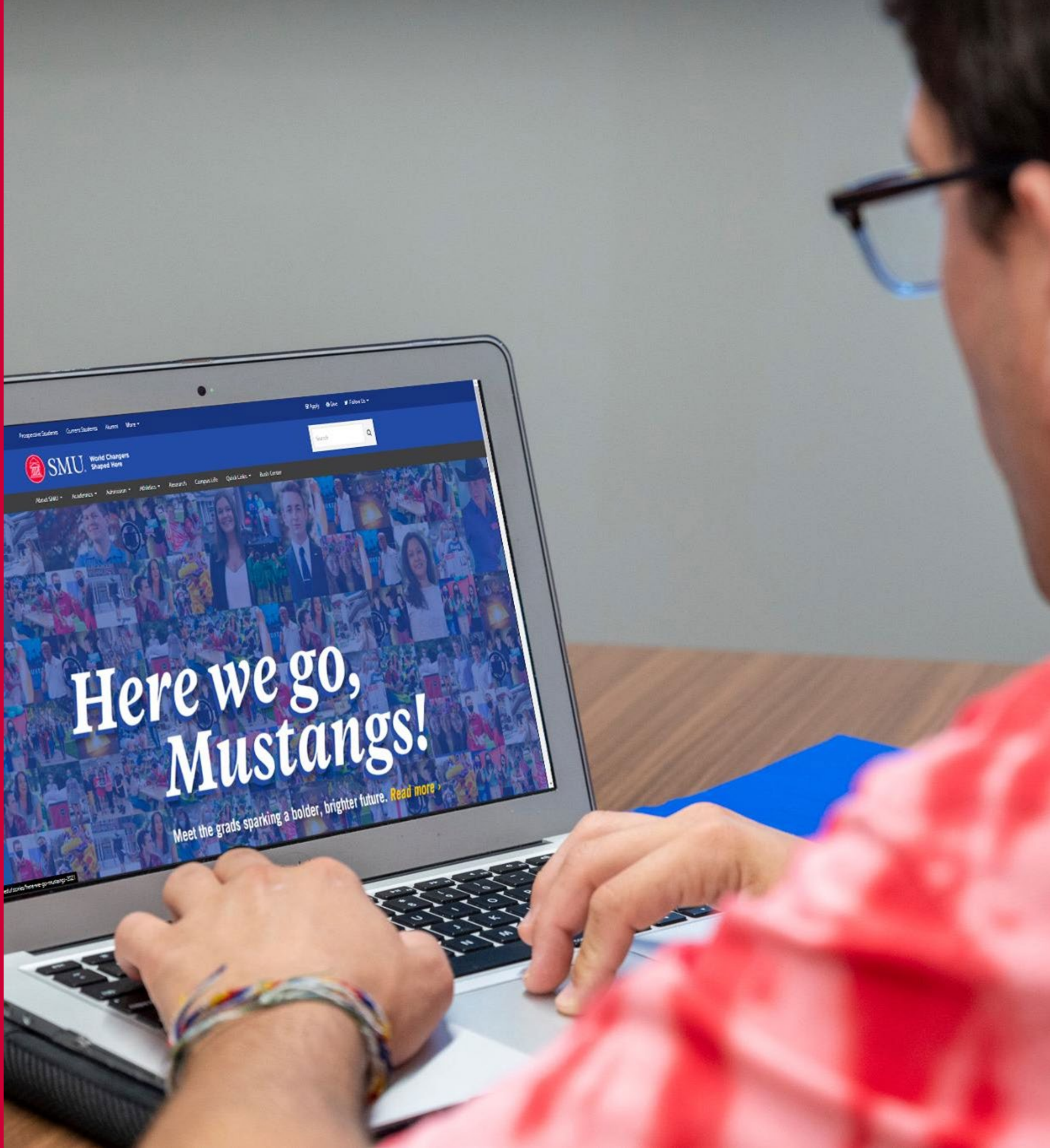
Review Your Open Enrollment Action Items

Open Enrollment Reminders

Annual Benefits Open Enrollment is October 17 - 31

- Make benefit changes online through my.SMU.edu Employee Self Service.
- If you want to make changes to your current coverage (including adding or dropping dependents).
- If you want to contribute to the Flexible Spending Accounts (FSA) and/or the Health Savings Account (HSA) in 2026.
- New FSA and/or HSA elections must be made each year!



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Questions?

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Appendix

2026 Monthly Faculty/Staff Premiums

- Medical plan premiums will increase 5%
- Dental & Vision plan premiums will remain the same

2026 Monthly Medical Plan Premiums				
	EE Only	**EE + Spouse**	**EE + Children**	**EE + Family**
$2,000 PPO Faculty/Staff SMU	 $120.34 $901.78	 $258.67 $1,989.98	 $241.47 $1,904.97	 $375.31 $2895.47
$3,400 HDHP Faculty/Staff SMU	 $40.53 $918.05	 $83.11 $2,025.78	 $73.89 $1,939.14	 $119.94 $2,947.55
$5,000 HDHP Faculty/Staff SMU	 $19.29 $874.02	 $42.43 $1,922.86	 $38.56 $1,748.09	 $61.69 $2,796.95
2026 Monthly Faculty/Staff Change Over 2025				
	EE Only	**EE + Spouse**	**EE + Children**	**EE + Family**
$2,000 PPO	$5.73	$12.31	$11.50	$17.88
$3,400 HDHP	$1.93	$3.96	$3.52	$5.71
$5,000 HDHP	$0.92	$2.02	$1.84	$2.94

On average, SMU employees pay 25% of the overall medical and pharmacy costs. The employee and SMU contributions listed in the table above are just one part of the total overall medical and pharmacy cost. Other variables that contribute to the overall medical and pharmacy cost include co-pays (depending on plan election) and co-insurance, both of which are payment toward the annual deductible and out-of-pocket maximum.