

Oracle US Benefits What's New in 2020



Theo – submitted by Sophia Hoyland

Let's Go!

US Benefits Open Enrollment

It's that time of the year again.... ANNUAL BENEFITS OPEN ENROLLMENT. It's time to learn about, review and update your benefit elections during the Oracle US Benefits Open Enrollment Period -- October 21 through November 8.

So, what's new this year?

Contributions: there are no increases for dental and vision benefits, however, there are increases for medical. You can review the prices by reviewing the [2020 Price Sheet](#).

Additionally, effective January 1, 2020 the Ayco Financial Wellness Program does not require a contribution. That's right – it's FREE to all US employees! No action is required on your part unless you wish to opt out of the program.

Let's get started reviewing the plan design changes and enhancements:

UnitedHealthCare - Health Savings Account Plan

The HSA Plan deductible for employees covering a spouse or children will increase to meet the IRS definition of a high deductible plan. Currently, in 2019 the deductible is \$2,700, however, the IRS has increased the deductible for 2020 to \$2,800. If you only cover yourself or you cover a family, your deductible will remain the same for 2020.

You can see all the plan deductibles by reviewing the [Medical Plan Comparison Chart](#).

Kaiser Permanente – Infertility Coverage

To align with our announcement in October that Oracle is enhancing the family support benefits, we are adding infertility coverage to the Kaiser Permanente plans. The coverage options and limitations vary by region. If you are in a Kaiser region, you can view the infertility coverage on the [Medical Plan Comparison Chart](#).

VSP

Are you a progressive lens wearer? You've likely had to pay extra for this feature when purchasing new glasses through your VSP program. We're happy to tell you that effective January 1, 2020 progressive lenses will be covered under the VSP plan at no additional charge. Progressive lenses provide a smooth transition for bifocal or multifocal lenses, which allows people to see up close and at a distance with one lens.

Financial Wellness with Ayco

Good news! As of January 1, 2020 Oracle will provide the Ayco Financial Planning program at no cost to you. The program, provided by Ayco, a Goldman Sachs Company, has been offered to Oracle employees for several years and was an electable benefit with a required contribution. The program will now be FREE for all employees – no election required. Take charge of your financial wellness!

The Ayco Financial Planning program includes a personal connection with a coach and robust digital tools designed to help you understand your current financial position and develop a plan for the future.

The Ayco digital platform offers:

- **Assessment.** In less than 10 minutes, establish your baseline financial wellness score by answering a series of questions about yourself, your finances and your habits.
- **Checklist.** Get started with a personalized step-by-step guide paired with relevant resources to help you get things done.
- **Score.** Track your progress by checking action items off your list and watch your score increase.
- **Education.** Explore interactive learning content, including worksheets and calculators, designed to help you in all areas of financial wellness.

- Ayco360. Get organized with Ayco360—an easy-to-use digital tool— by linking your accounts for a complete view of your financial life.
- Connect with a financial coach. Develop a personal connection to a coach, who is trained and knowledgeable in your Oracle compensation and benefit plans, to motivate, educate and guide the way to financial wellness.

Whether you just started your career, are in the middle of your career or nearing retirement, this service will help you plan for the future.

Note, you will automatically be enrolled in the Ayco benefit; however, if you do not want the Ayco program, simply decline the benefit during open enrollment or any time in the future.

Other Changes Effective January 1, 2020

2020 Health Savings Account (HSA) Annual Contribution Limits

HSA Annual Contribution Limit	2019	2020
Employee Only	\$3,500	\$3,550
Family	\$7,000	\$7,100

2020 Flexible Spending Account Annual Contribution Limits *

FSA Annual Contribution Limits	2019	2020
<u>General Purpose Health Care FSA</u>	\$2,650	\$2,700
<u>Limited Purpose Health Care FSA</u> (for members of HSA plan)	\$2,650	\$2,700

Enrollment tool – System Update

New for 2020 the enrollment system has been updated to make the enrollment process more streamlined. The new enrollment tool has the look and feel of an online shopping experience. You will select benefits by adding the benefits to a cart then upon clicking **Checkout** your benefit elections will be recorded. Remember, you must **Checkout** to finalize your elections.

It's important to remember that you need to review and update your dependents, as well as add them to medical, dental and/or vision. This is also a good time to review and update your beneficiaries.

Reminders

As a reminder, Oracle Benefits announced new family support benefits and enhancements as of October 1, 2019. In case, you missed the announcement we have summarized the benefits below:

- Adoption Assistance - adoption assistance increased from \$3,000 to up to \$10,000 per adoption.
- Infertility Coverage under UnitedHealthcare - the maximum infertility lifetime limit increased from \$18,000 to \$25,000 for medical claims (the prescription drug limit stayed \$12,000).
- Lactation Support through American Well - Oracle offers telehealth support through American Well for breastfeeding mothers. Mothers will have access to licensed lactation consultants 24 hours a day to assist with breastfeeding issues and questions.
- Breast Milk Shipment through Milk Stork - Oracle provides support from Milk Stork to breastfeeding mothers while on Oracle business travel. Milk Stork provides everything needed to ship breast milk home while traveling.

For more information on Oracle family support benefits, please see the Family Support tab on the [US benefits website](#).

Now it's time to enroll or update your elections!

To make your Oracle US Benefits elections, visit the [Oracle US Benefits Enrollment System](#). You may access the enrollment system in or outside of the Oracle firewall using your Oracle Single-Sign-On (SSO) Username and Password.

Enrollment tool – Don't Forget to Checkout

When making your elections you will need to use the **Checkout** button to finalize your elections. **If you don't click Checkout at the end of the election process, your 2020 elections will not be saved** and your 2019 elections will carry over into 2020 (other than FSA and HSA) and will be binding. Similar to retail shopping – you must click a final checkout or the items in your cart are not purchased. **So, don't forget to Checkout!**

Learn About Open Enrollment 2020

A series of learning sessions are available throughout the Open Enrollment period. Click [here](#) to review the complete schedule, including the session topics, dates, times, and the access/dial-in information.

Don't forget: We're here to help – send your Open Enrollment questions to benefits_us@oracle.com. And be sure to join our Slack channel at [#us_benefits](#) to keep up with benefit announcement and reminders.

Oracle Pets of Open Enrollment

By now, you've probably noticed all of the animals featured in this year's open enrollment communications campaign. These are all Oracle employee pets and the photos were selected from thousands of images

shared on the [#us-only-oe-pet-photos](#) Slack channel earlier this summer. To see all the pets and learn more about them and their humans please visit the [Oracle Pets of Open Enrollment website](#).

Thank you to all of the employees that joined the slack channel, submitted photos of their pets and have continued sharing amazing pictures and stories for all of us to enjoy. The [#us-only-oe-pet-photos](#) Slack channel is going strong and all are welcome to join.

Happy Fall! (or as we like to call it, Benefits Season)

*GLOSSARY

General Purpose Healthcare FSA

An account you can establish through your employer that allows you to set aside pre-tax dollars to pay for certain eligible expenses. By setting aside money from each paycheck, you pay less in taxes and have money available as needed to pay for covered services.

Limited Purpose Healthcare FSA

A flexible spending account which corresponds specifically to the HSA Medical Plan that lets you set aside money, pre-tax, to help pay for eligible dental and vision expenses.