



Beechcraft®

BY TEXTRON AVIATION

Healthcare

September 9, 2020



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Overview: Current plans

Current medical plan offering

High
Deductible
HSA

Max
Deductible
HSA

HRA

Low
Deductible
HSA

Not offered to
new hires on or
after July 2016

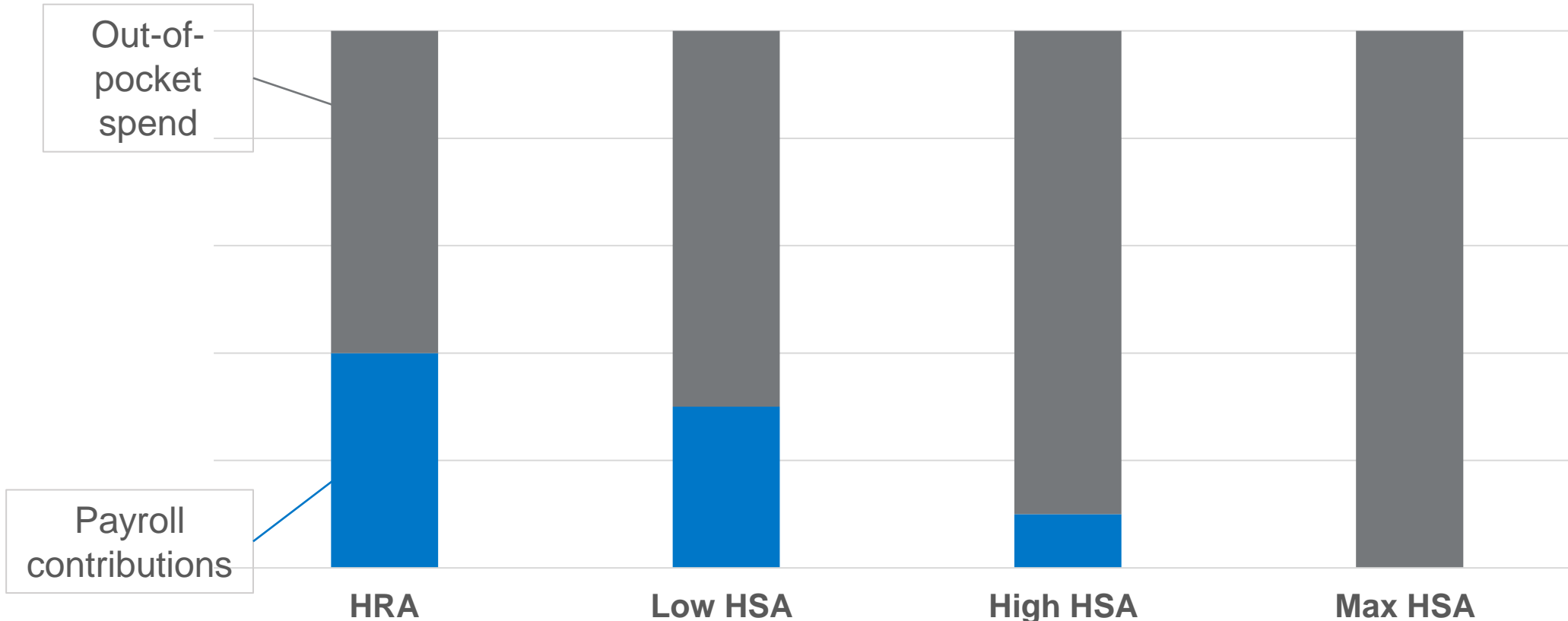
What is a Health Savings Account (HSA)?

An HSA is a bank account that **lets you put money aside—tax free**—to save and pay for eligible health care expenses.

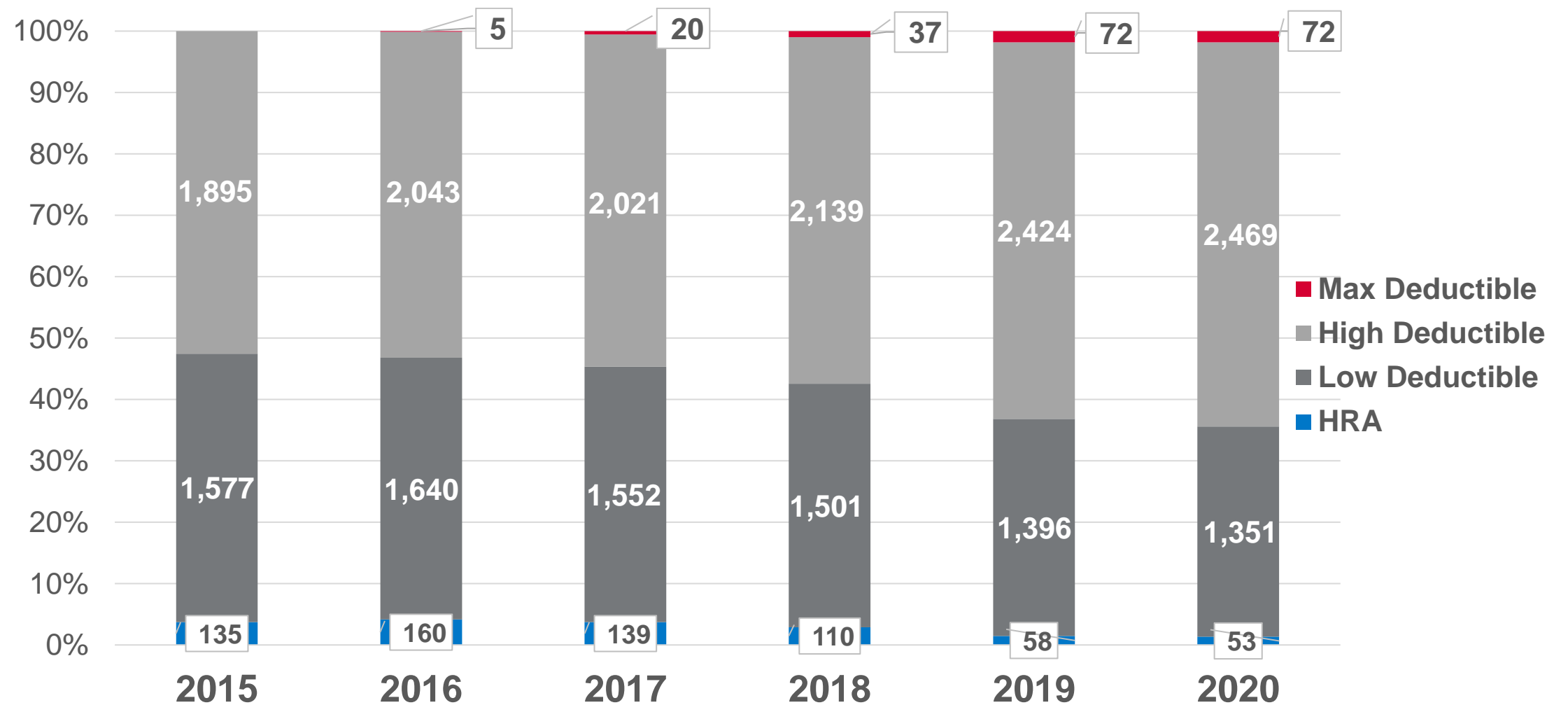
- You **own and control** the account.
- Accounts are **portable**.
- Use funds to pay tax free for office visits, prescriptions, dental and vision services.
- **No limit on balance rollovers** year to year.
- Textron **contributes \$500 - \$1,000** based on your choice of plan.

Employee payroll contributions & out-of-pocket

Current Medical Plans



Enrollment history



100% Funded by Textron

All plans offer the following at no cost to employees:

- ✓ Maintenance generic medications (e.g., high-cholesterol, high blood pressure)
- ✓ Annual physicals
- ✓ Basic annual eye exam
- ✓ Preventive screenings
- ✓ COVID-related visits*
- ✓ COVID hospital stay*

Healthcare strategy

✓ **Cost**

- Target cost share 70% company; 30% employee
 - Payroll contributions based on salary tier

✓ **Control**

- Manage total costs
 - Members utilizing services will pay more
 - Implement changes that drive the right behavior and provide best price

✓ **Culture (avoid employee disruption)**

- Quality delivery of healthcare services that are cost effective for our company

2021 changes

- ✓ **Avoid deductibles** for applicable medications to treat diabetes and asthma, including insulin, test strips, inhalers, etc.
 - ✓ Plan will immediately pay at the 80% co-insurance level for these items as of January 1 every year.

2020		2021	
Total Cost	\$600	Total Cost	\$600
Employee Cost (Deductible)	\$600	Employee Cost (Co-Insurance)	\$120

2021 changes

- ✓ **No changes** to employee payroll contributions for **Max Deductible HSA** or Employed Spouse Medical Contribution
- ✓ Increased employee payroll contributions only for the **High Deductible HSA**