



DESTINATION
WELLBEING
TAKE CHARGE. BE WELL.

IAM 776 (P&M and Firefighters) 2023 Benefits Review



Plans change from time to time. In the event of any discrepancies, official plan documents will govern.

Refer to the Summary Plan Description (SPD) and Summary of Material Modifications (SMM) for plan provisions. The SPDs will elaborate on the topics found in this presentation.

AGENDA



1

Introduction

2

Medical Plan Review

3

Health Savings Account (HSA)

4

**Supplemental Plans, Dental
and Vision Plans**

5

**Programs, Services, Tools
and Resources**



HDHP Plans & Networks (Texas)



Choice of

3 HDHP designs

\$\$\$ HDHP Plan 1

\$\$ HDHP Plan 2

\$ HDHP Plan 3

3 HDHP designs available in multiple networks

All eligible employees will have access to the:

**Broad
Network**

Wide access to care, multiple providers

CareFirst 

Some employees will have access to (zip code based):

**Premier
Network**

Narrow access to care, fewer providers

Greater potential out-of-network impact, lower premiums

 Cigna

Note: Best-in-class carrier selected for the Broad and Premier networks are zip code based

Medical Plan Designs - TX

* True Family Deductible

Design Feature		Aetna HMO Hired Prior To 11 July 2016	Aetna POS Hired Prior To 11 July 2016	LM HealthWorks Ends 31 Dec 2022	LMC HDHP 1	LMC HDHP 2	LMC HDHP 3
Deductible Medical & Rx (In-Network)	Single	\$0	\$0	\$1,000	\$1,600	\$2,400	\$3,500
	Family			\$3,000	\$3,200 *	\$5,100 *	\$6,850 *
Employee Co-Insurance (In-Network)		Copay	Copay	20%	20%	20%	20%
Out of Pocket Max Includes Deductible (In-Network)	Single	\$1,500 (Medical) \$2,000 (Rx)	\$4,500 (Medical) \$2,000 (Rx)	\$2,500 (Medical) \$2,000 (Rx)	\$3,200	\$4,800	\$6,550
	Family	\$3,000 (Medical) \$4,000 (Rx)	\$9,000 (Medical) \$4,000 (Rx)	\$6,000 (Medical) \$4,000 (Rx)	\$6,850	\$10,900 (\$6,850 individual cap)	\$13,100 (\$6,850 individual cap)
HRA/HSA Wellness & Company Contributions	Employee	n/a	n/a	\$1,250 (HRA) \$1,000 Wellness \$250 LM Contribution	\$2,500 (HSA) \$400 Wellness \$1,600 Negotiated Seed \$500 LM Annual Contribution		
	Spouse			\$1,100 (HRA) \$600 Wellness \$500 LM Contribution	\$5,000 (HSA) \$400 Employee Wellness/ \$400 Spouse-DP Wellness \$3,200 Negotiated Seed \$1,000 LM Annual Contribution		

2023 Weekly Medical Contributions (Texas)



Plan Name	EE Only	EE+1	EE+2
Broad Network HDHP 1	\$19.46	\$38.92	\$61.30
Broad Network HDHP 2	\$11.77	\$23.55	\$37.09
Broad Network HDHP 3	\$7.66	\$15.32	\$24.12
Premier Network HDHP 1	\$18.88	\$37.75	\$59.46
Premier Network HDHP 2	\$11.38	\$22.75	\$35.83
Premier Network HDHP 3	\$7.42	\$14.84	\$23.37
Aetna HMO (hired/rehired prior to July 11, 2016)	\$51.04	\$102.08	\$160.77
Aetna POS (hired/rehired prior to July 11, 2016)	\$55.33	\$110.65	\$174.28

Prescription Drug Plan



- CareFirst BCBS and Cigna HDHPs use **CVS/caremark** for prescription drugs
- Annual Deductible and Out-of-Pocket maximum apply to medical and prescription drugs **combined**

Lockheed Martin - CVS/caremark Portal

CVS/caremark: Providing All Your Prescription Needs

Working with your benefits plan sponsor, CVS/caremark provides convenient and flexible options for the prescription drugs you and your family may need. We are here to guide you through the open enrollment process, and to help you understand your plan so you can save time and money when your benefits plan starts.

Learn More About Your Plan Options

Our goal is to make sure you take advantage of all your prescription savings options. Learn about the savings available under your prescription plan.

- Plan 1 - Plan Summary
- Plan 2 - Plan Summary
- Plan 3 - Plan Summary

For an accurate representation of your prescription costs, select the link associated with your plan choice:

- Example: You choose HDHP 1 – Family Deductible Plan 1, Out of Pocket



Learn More About Your Plan Options

Our goal is to make sure you take advantage of all your prescription savings options about the savings available under your prescription plan.

- Plan 1 - Plan Summary
- Plan 2 - Plan Summary
- Plan 3 - Plan Summary



Check Drug Costs

How much will you pay? Find a drug cost based on your benefit plan and prescription. The amount shown reflects the amount you pay prior to the deductible being met.

- Plan 1 - Check Drug Cost - Family
- Plan 1 - Check Drug Cost - Individual
- Plan 2 - Check Drug Cost - Family
- Plan 2 - Check Drug Cost - Individual
- Plan 3 - Check Drug Cost - Family
- Plan 3 - Check Drug Cost - Individual



Find a Pharmacy in Your Area

Discover which pharmacies will accept your coverage with our Our Pharmacy Locator. Find a Local Pharmacy

Check Drug Cost

Price varies by location.

Find out if your medication is covered and what it will cost based on your benefit plan. We'll show you lower-cost options, if available.

Please keep in mind that the price shown may not accurately reflect what you will pay at the pharmacy. Your actual price may vary depending on your benefit plan design, deductibles, previous payments, pharmacy-specific pricing, future claims and prior authorizations.

Enter drug name

Search

Pharmacy Locator

Your health plan has chosen a network of pharmacies. To find one near you, please enter your zip code or city.

Enter Zip Code OR City

Ex: 60605 or Chicago, IL

Filter Results by:

☐ 24-hour service

Pharmacy Name

Ex: CVS pharmacy, Walgreens

Advanced Options

Drug Lists(1)

- Preferred Drug List
- Formulary Drug Removals – Prior Authorization
- Advanced Control Specialty
- Preventive Drug List(2)
- ACA Preventive Services List

<https://info.caremark.com/lmc>



This presentation is a high level overview. In the event of any discrepancies, official plan documents will govern.

Prescription Drug Plan



- ACA approved **Preventive Drugs** bypass deductible and go right to coinsurance phase
- **Preventive Drug List** available at <https://info.caremark.com/lmc>
- **Deductible** must be satisfied before coinsurance phase of other drugs kicks in

Short-Term Medicines

CVS Caremark Retail Pharmacy Network
(Up to a 30-day supply)

Long-Term Medicines

CVS Caremark Mail Service Pharmacy or CVS Pharmacy Locations (Up to a 90-day supply)

Generic Medicines

Always ask your doctor if there's a generic option available. It could save you money.

20% (\$4 min / \$15 max)
(after deductible)

20% (\$10 min / \$35 max)
(after deductible)

Preferred Brand-Name Medicines

If a generic is not available or appropriate, ask your doctor to prescribe from your plan's preferred drug list.

20% (\$20 min / \$50 max)
(after deductible)

20% (\$50 min / \$125 max)
(after deductible)

Non-Preferred Brand-Name Medicines

Drugs that aren't on your plan's preferred list will cost more.

20% (\$40 min / \$80 max)
(after deductible)

20% (\$100 min / \$200 max)
(after deductible)

Preventive Medicines

Your plan has a Preventive Drug List. For most medications on this list, you will not be required to meet a deductible and you will pay coinsurance of 20% (subject to the applicable minimum and maximum amounts). These medicines will still accumulate towards the Out-of-Pocket Maximum.



This presentation is a high level overview. In the event of any discrepancies, official plan documents will govern.

What Happens to LMHW HealthFund



- **If transitioning from LMHW to HDHP**
 - **Will not lose HealthFund credits. However, by law, they can't be used in the same way with the new medical plan; your HealthFund credits will be converted to a limited-purpose Health Reimbursement Account (HRA).**
 - **Any unused HealthFund credits at the end of 2022 will fund any outstanding 2022 claims that did not process until 2023.**
 - **Any HealthFund balance remaining after your 2022 expenses are paid will transfer to the limited-purpose HRA; funds in this account may be used for eligible vision and dental expenses only.**
 - **The limited-purpose HRA won't be available to you until April 2023, but you will be able to submit all eligible 2023 dental and vision expenses for reimbursement.**
 - **Per IRS regulations, these funds cannot be used for post-2023 medical/prescription drug expenses, transferred to an HSA or exchanged for cash.**



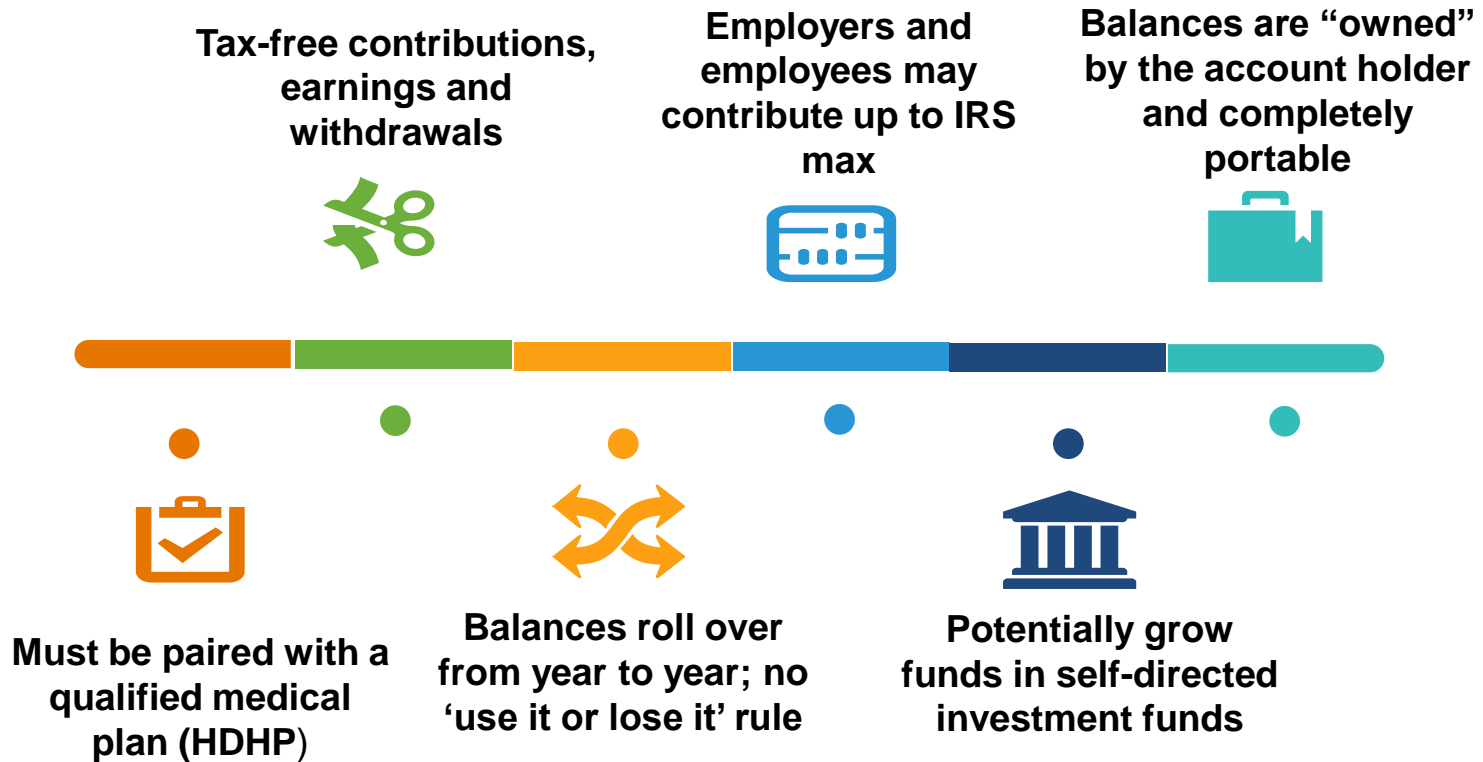
MYWEALTH

Health Savings Account (HSA)

Health Savings Account (HSA)



An HSA is the best tax-advantaged tool the IRS allows!



BenefitWallet is the HSA Administrator

Health Savings Account (HSA)



If you are **enrolled in a Lockheed Martin HDHP**, then you are **eligible for a Health Savings Account (HSA)** if you meet IRS eligibility criteria.

The HSA is IRS regulated – for more information, see IRS publication 969

Benefits of an HSA



- ✓ Triple-Tax Advantage
- ✓ Ability to Invest (\$1,000 min balance)
- ✓ Wellness Incentives
- ✓ Flexibility
- ✓ Portability (employee owned account)

Eligibility

- ✓ Enrolled in Lockheed Martin HDHP
- ✓ Cannot be covered by any other health plan that is not an HDHP
- ✓ Cannot be enrolled in Medicare Part A or B or TRICARE

Contribute Funds (tax free)



Earn Interest and 30+ Investment Options (tax free)



Withdraw Funds (for qualifying healthcare expenses, tax free)



2023 IRS Limits*

Single \$3,850

Family \$7,750

Age 55 Catch-up \$1,000

*Includes company seed & incentives



This presentation is a high level overview. In the event of any discrepancies, official plan documents will govern.

Company Provided HSA Contributions



- ✓ **The union negotiated a one-time HSA company paid contribution if you enroll in a HDHP effective January 1, 2023**
 - **\$1,600 for Employee Only**
 - **\$3,200 for Employee + 1 or More Dependents**

- ✓ **The company also contributes an additional HSA contribution if you enroll in a HDHP effective January 1, 2023**
 - **\$500 for Employee Only**
 - **\$1,000 for Employee + 1 or More Dependents**

2023 HSA Wellness Incentives



With a focus on *immediate health* and an *attainable wellness strategy*

Using any combination of the options below; earn up to **\$400** per Year for Yourself and **\$400** for your HDHP enrolled spouse/domestic partner



**Health
Survey**

\$100

Lump Sum



**Biometrics
Screenings**

\$300

Lump Sum

Available to Employee and Spouse enrolled in HDHP

Note: If enrolled in a Lockheed Martin HDHP and not HSA-eligible because enrolled in Medicare or claimed as a dependent on another person's tax return, still earn the wellness incentives, deposited into a General Purpose Health Reimbursement Account (GPHRA)



This presentation is a high level overview. In the event of any discrepancies, official plan documents will govern.

Enrolling in Health Savings Account



- **Once you have enrolled in a HDHP you will be prompted to make an election for a Health Savings Account (HSA)**
- **Make a selection: How much do you want to contribute?**
 1. **Weekly amount**
 2. **I want to earn Company contributions and/or incentives. I do not want to make weekly contributions.**
 3. **I am not eligible for an HSA due to other coverage (ex: enrollment in Medicare, Cigna Global, TRICARE, or a Health Care Spending Account)**
- **Automatic enrollment once you elect. Once you submit your enrollment election, LM will automatically accept the BenefitWallet online terms and conditions, on your behalf – if you elected any of the above.**
- **Once Patriot Act Screening is complete, you will receive your Debit card and then can access BenefitWallet member portal to complete setup of your account**



Important to Know.....



If enrolling in Health Savings Account (HSA) for 2023

- If you or your spouse are currently enrolled **in Health Care Spending Account (HCSA)** – you will need to reduce your HCSA balance to \$0 as of December 31, 2022, or the IRS will not allow you to begin contributing (including receiving Company Contributions) to an HSA until April 1, 2023

2023 SUPPLEMENTAL PLANS



		
24 Hour Accident	Hospital Indemnity	Critical Illness
Lump sum payments when covered situation occurs		



Legal Insurance

AllstateSM
IDENTITY PROTECTION

New for 2023
Allstate Whole Life with Long Term Care Feature



This presentation is a high level overview. In the event of any discrepancies, official plan documents will govern.



MYHEALTH

Dental & Vision

Dental Plans (Texas and California)



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Plan Choices:

Dental Plan **Core**

Dental Plan **Enhanced**

Cigna Dental **HMO** (available in TX & CA)



Vision Plans



Plan Choices:

Vision Plan **Core**

Vision Plan **Enhanced**

V
I
S
I
O
N



2023 Weekly Contributions Dental & Vision (All Locations)



Plan Name	EE Only	EE+1	EE+2
Dental Plan Core	\$0.00	\$0.00	\$0.00
Dental Plan Enhanced	\$3.84	\$7.69	\$12.11
Dental DHMO	\$0.00	\$0.00	\$0.00
VSP Vision Core	\$0.00	\$0.00	\$0.00
VSP Vision Enhanced	\$0.49	\$0.98	\$1.54

Life Insurance

- **Employee Term (Basic) Life**
 - \$45,000 (actively at work as of Jan. 1, 2023)
- **Accidental Death & Dismemberment**
 - \$45,000 (actively at work as of Jan. 1, 2023)
- **Group Universal Life**
 - During 2023 Annual Enrollment, may increase 1 times without Proof of Insurability for effective date of Jan 1 2023
 - May elect coverage up to 9x Annual Base Pay
 - Portable, can take it with you when you leave. If retiring, continue same rates as active employees in age bands
- **Special Accident, Dependent Optional Term Life**
 - No Change



Short Term Disability



- **For employees actively at work Jan. 1, 2023 and commence leave after Jan. 1, 2023**
 - **55% of weekly earnings (base pay) with no weekly maximum***

***For employees working in CA, benefits from this Plan may be reduced by any benefits received from CA SDI.**



MYHEALTH

Programs, Services, Tools and Resources



Programs & Services

Health Advocate

Advocacy

Benefit experts to help you understand insurance claims, cost and treatment options, and scheduling appointments.



PLAN COMPARISON TOOL

Plan Comparison Tool

Model scenarios for your medical plan options, view annual contributions and compare estimates of your potential out-of-pocket medical costs



Castlight

Price Transparency Tool

Allows you to see pricing information for health care services and prescription drugs. Gives you access to patient reviews of health care providers.

Employee Assistance Program

Offers confidential and personalized support and consulting resources at no-cost for employees and their families.

Physical Wellbeing Platform

- Physical activity program
- Health Survey
- Biometric Screenings
- Quit for Life – tobacco cessation program



Tools & Resources



EMPLOYEE SERVICE CENTER ONLINE

HOME ▾

MY HEALTH ▾

MY WEALTH ▾

MY LIFE
EVENTS

MY
ACCOUNTS

MY SUPPLEMENTAL
BENEFITS

LIBRARY

1

Employee Service Center
LMESC

2

Plan Comparison Tool
available during
Annual Enrollment Election Period

3

Individual appointment with
a **Health Advocate**

4

Access to **Benefits Compass**
In January 2023



» Annual Enrollment

ENROLL

You have until Nov 18, 2022 at
11:59pm ET to make your elections.

Preview 2023 medical plan options and costs
using the [Plan Comparison Tool](#) and/or
[Schedule an appointment](#) with Health Advocate

[Watch the benefits summary video](#)

Register for [Castlight](#) today

View [Personalized Communications](#) including
your Confirmation Statement



My Health
Tools



My Wealth
Snapshot



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LM Employee Service Center (ESC)



Toll-Free: 866-562-2363
Monday – Friday
8 a.m. to 8 p.m. ET

Schedule an appointment with
Health Advocate

Call: **(877) 342-3908**

8 a.m. – 11 p.m. ET, Mon-Fri



EMPLOYEE SERVICE CENTER ONLINE



» Annual Enrollment

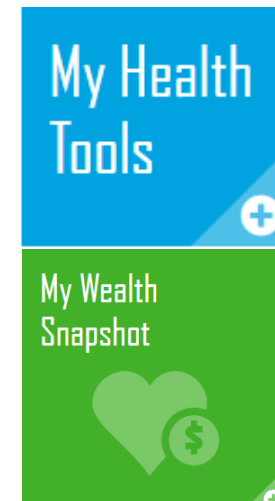
ENROLL You have until Nov 18, 2022 at 11:59pm ET to make your elections.

Preview 2023 medical plan options and costs using the [Plan Comparison Tool](#) and/or [Schedule an appointment](#) with Health Advocate

[Watch the benefits summary video](#)

Register for [Castlight](#) today

View [Personalized Communications](#) including your Confirmation Statement



LM Employee Service Center Online



- Use the Plan Comparison Tool to find the listing of medical plans available to you and their cost – available when Annual Enrollment begins
- When your Annual Enrollment begins, use the “Enroll” button to make your Annual Enrollment elections
- After you have completed your enrollment, if you did not certify your dependents, the “Certify Today!” button will be displayed

The screenshot shows the Destination Wellbeing Employee Service Center Online homepage. At the top, the logo "DESTINATION WELLBEING TAKE CHARGE. BE WELL." is on the left, and "EMPLOYEE SERVICE CENTER ONLINE" is on the right. Below the logo is a navigation bar with links: HOME, MY HEALTH, MY WEALTH, MY LIFE EVENTS, MY ACCOUNTS, and MY SUPPLEMENTAL BENEFITS. The main content area features a large "Annual Enrollment" banner with an "ENROLL" button and text stating "You have until Nov 18, 2022 at 11:59pm ET to make your elections." The banner also includes links to "Preview 2023 medical plan options and costs using the Plan Comparison Tool", "Schedule an appointment with Health Advocate", "Watch the benefits summary video", "Register for Castlight today", and "View Personalized Communications including your Confirmation Statement". To the left of the banner is an orange box labeled "Alerts & Opportunities" with a pushpin icon. To the right are two blue boxes: "My Health Tools" and "My Wealth Snapshot". The footer contains the Destination Wellbeing logo, copyright information "Copyrighted © 2022. All rights reserved.", and links for "Privacy Statement", "Terms of Use", "System Requirements", and "Contact Us".



Annual Enrollment Period



October 25– November 18

- **If no election is made for Medical, Dental and/or Vision coverage during the 2023 Annual Enrollment Election Period, coverage will default to “no coverage” effective January 1, 2023**
- **If you enroll an eligible dependent in Medical, Dental and/or Vision, you MUST complete the Dependent Certification process by November 18 in order to cover your eligible dependents in 2023**

What you can do now...



- Understand your current healthcare costs
 - ✓ Go to your current carrier's website to view your claim history
- Check network status of physicians and facilities utilized by you and your family
- Broad Network **Texas** (available in all zip codes)

- www.carefirst.com

Search providers in the
BlueChoice Advantage Plan



- Premier Network (fewer providers; available in select zip codes)

- www.cigna.com

Search providers in the
Cigna Local Plus



During Annual Enrollment



- Use the Plan Comparison Tool
 - ✓ Available during the 2023 Annual Enrollment Event to help you select a plan that best meets your healthcare needs
 - ✓ Tool will be loaded with your 2022 healthcare costs
 - Can be used to help you estimate 2023 healthcare costs
- Call Health Advocate for assistance (877-342-3908)
 - ✓ Selecting a plan for 2023
 - ✓ Researching whether your current healthcare providers participate

One Annual Enrollment Window for
2023 Benefit Elections
October 25 to November 18

Benefits Compass





- Benefits Compass is a one-stop shop for quick and easy access to information that will help you see the full value of your Lockheed Martin benefits
- Visit lmbenefitscompass.com
 - You will be prompted to register your own account

Benefits Compass

My Current Benefits Plans & Programs




**MyHealth**[Details →](#)

Insurance Overview 

Medical Dental Vision


In Network Out of Network

Family Deductible (\$3,200) ⓘ

\$931 Spent  **\$2,269**


As of 04/22/21 Remaining

Family Out-of-Pocket Max (\$6,850) ⓘ


\$999 Spent  **\$5,851**

As of 04/22/21 Remaining

[Medical Overview →](#)


Wellness Incentives 


Myself My Spouse/Partner

\$400 Earned  **\$0**

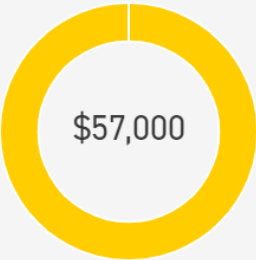
As of 02/20/21 Unclaimed

[Wellness Incentives Overview →](#)


**MyLife**[Details →](#)

Life Insurance 


Myself

**\$57,000**

As of 04/08/21


 Optional Life ⓘ **\$57,000**


[Life & Supplemental Benefits Overview →](#)


Life Events 


Find out how our benefits support employees and their families through important moments like moving, having a baby or retiring.


[Life Events Overview →](#)

**MyWealth**[Details →](#)

Savings Overview 

**\$51,233**

**MyTime**[Details →](#)

Leave of Absence 

These programs give employees time to heal, care for loved ones, serve their country and more.

[Leave of Absence Overview →](#)



Mobile App
for Apple
and Android



My Contacts

[See All →](#)



Over age 65 and Enrolled in Medicare



- Due to IRS rules, if enrolled in Medicare Part A and/or Part B, you cannot set-up or participate in a Health Savings Account (HSA)
 - If you participate in an HSA while enrolled in Part A and/or Part B, you may face IRS penalties including requirement to pay back taxes, excise taxes and additional income taxes
 - Refer to the FAQs on the BenefitWallet website:
 - [Medicare and Your HSA FAQs \(mybenefitwallet.com\)](https://mybenefitwallet.com/medicare-and-your-hsa-faqs)
- The good news.....you are still eligible for the Company contributions such as the contribution for your 2023 HDHP enrollment and earned annual wellness incentives
 - The funds will be deposited to a General Purpose Health Reimbursement Account (GPHRA) which you can use for healthcare expenses