Find the Medical Plan That Fits Your Needs

Although you can’t “try on” a medical plan like a pair of shoes, we’ve created a few examples to help you see how McKesson’s primary medical plans fit different needs. Carefully review the options before deciding which medical plan is best for you and your family. Pay special attention to deductibles, coinsurance amounts, premiums and out-of-pocket maximums. Then, carefully consider your healthcare needs now and in the future. Understanding how to use your medical benefits can help you choose a medical plan that fits your health and budget.

McKesson’s Primary Medical Plans

**HSA plan**

<table>
<thead>
<tr>
<th>Health savings account</th>
<th>Deductible</th>
<th>Coinsurance out-of-pocket maximum</th>
<th>Out-of-pocket maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>EE contribution</strong> **</td>
<td>**</td>
<td><strong>McKesson contribution</strong></td>
<td><strong>In-network</strong></td>
</tr>
<tr>
<td>EE*</td>
<td></td>
<td></td>
<td>$3,500</td>
</tr>
<tr>
<td>EE + SP/DP* or Child(ren)</td>
<td></td>
<td></td>
<td>$5,250</td>
</tr>
<tr>
<td>EE + Family</td>
<td></td>
<td></td>
<td>$7,000</td>
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</tbody>
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**HSA Plus plan**

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<th>Health savings account</th>
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<td>EE*</td>
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<td></td>
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<td>EE + Family</td>
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<td>$4,250</td>
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If you’re wondering, the “Plus” in HSA Plus refers to the contribution McKesson puts in your health savings account. Extra money is a good thing, but don’t forget about the HSA plan’s lower premiums.

+ EE = employee. SP/DP = spouse/domestic partner.
+ Putting money in a health savings account is voluntary. You choose how much to put in, up to the annual IRS limit shown in the chart. You can put in up to 1/12 of the annual limit each month. If you’re age 55 orolder in 2019, you can make catch-up contributions of up to $1,000 ($83.33 per month). Avoid tax penalties by making sure you don’t put more in your account than the IRS monthly or annual limit. McKesson and Fidelity don’t monitor your contributions for you. For more information on health savings accounts, go to Total Rewards Library > Annual Enrollment > Health Savings Account FAQs.
+ If you’re enrolled in EE + SP/DP, EE + Child(ren) or EE + Family coverage, your plan has an out-of-pocket maximum of $6,850 per individual. This means no one covered by your plan pays more than $6,850 a year for in-network services.
Angela’s Medical Plan (Employee Only Coverage)

Angela
Age: 27

Her current plan is:
HSA plan with Employee Only coverage.

Angela has low healthcare needs. She:
• Goes to the doctor for preventive care checkups and an occasional cold.
• Doesn’t have chronic medical conditions.
• Doesn’t take prescription medications.

She wants to:
• Pay as little as possible for her monthly premiums.
• Contribute the maximum annual amount to her health savings account.
• Keep enough money in her health savings account to cover her deductible and out-of-pocket maximum in case of a healthcare emergency.
• Invest some of the money in her health savings account to help meet her retirement goals.

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<tr>
<td>Monthly premium*</td>
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<td>$58</td>
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<tr>
<td>Out-of-pocket maximum**</td>
<td>$6,250</td>
<td>$4,625</td>
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</table>
| Health savings account contribution limit in 2019 | $3,500 | $2,750 + $750 from McKesson

Angela Chooses the HSA Plan
Angela, a McKesson health systems account manager, is in tip-top shape. She only sees a doctor for in-network preventive care, which is covered at 100%. She doesn’t see the need to pay a higher monthly premium for a lower deductible since she doesn’t expect to meet the deductible. Even though she can afford higher premiums, she’d rather save that money and contribute it to her health savings account. In fact, Angela has been enrolled in the HSA plan with Employee Only coverage for the last three years, which is how she was able to build a health savings account balance of $10,200. That’s more than enough to cover her deductible and out-of-pocket maximum in case she has unexpected healthcare expenses.

When Angela enrolls on UPoint, she chooses the HSA plan and enters $3,500 as her health savings account contribution for 2019, which is the IRS limit for someone with Employee Only coverage.

* The amounts shown are for example purposes only. Angela’s premium is based on her pay and the savings she earns at Vitality Platinum Status.
** For in-network providers. Find out-of-pocket maximums for out-of-network providers in the Annual Enrollment Guide on McKNet.
Eugene
Age: 33

His current plan is:
HSA Plus plan with Employee Only coverage.

Eugene has moderate healthcare needs. He:
- Has diabetes and mild arthritis.
- Goes to physical therapy for his arthritis.
- Takes prescription medication and insulin shots for his diabetes.

He wants to:
- Have a medical plan with the lowest deductible so he can start sharing costs (coinsurance) with the plan as soon as possible.
- Use McKesson’s contribution to build up the balance in his health savings account.
- Have the lowest out-of-pocket maximum possible in case his conditions get worse. He knows the out-of-pocket maximum limits how much he has to pay for healthcare in a single year, which is important to him.

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Eugene Chooses the HSA Plus Plan
Eugene works hard at the McKesson distribution center making sure our customers have what they need to care for patients around the world. At home, Eugene needs his own care. The HSA Plus plan makes the most sense for him. It has a lower deductible, which he meets by paying for his prescription medications, physical therapy and insulin pens. The lower deductible helps him start paying coinsurance sooner, so the plan takes over paying the bulk of his expenses. With the HSA Plus plan, McKesson puts a $750 contribution in his health savings account as a head start on savings for his current or future out-of-pocket healthcare expenses.

When Eugene enrolls on UPoint, he chooses the HSA Plus plan and enters a contribution amount for his health savings account. He can contribute up to $2,750 ($3,500 - $750).

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** For in-network providers. Find out-of-pocket maximums for out-of-network providers in the Annual Enrollment Guide on McKNet.
Darren's Medical Plan (Employee + Child Coverage)

**Darren**
Age: 39

**His current plan is:**
HSA Plus plan with Employee + Child coverage.

**Darren and his son have low healthcare needs. They:**
- Use their coverage for in-network preventive care, such as well-child visits.
- Don’t have chronic medical conditions.
- Don’t take prescription medications.

**He wants to:**
- Pay a low monthly premium.
- Lower his taxable income.
- Contribute as much as he can afford to his health savings account each month in case of a healthcare emergency.

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**Darren Chooses the HSA Plan**
Darren is a marketing manager at McKesson and a single dad. He’s on a tight budget because he helps out his younger sister with some of her college expenses. For 2019, he wants to save as much as possible on monthly premiums. At the same time, he realizes that unexpected healthcare needs (like a broken arm) can pop up, so he contributes as much as he can to his health savings account to save up for medical emergencies. He can’t afford to contribute the maximum amount every year, but he makes saving what he can a priority. He believes the tax breaks he gets by contributing to his health savings account outweigh having a little less cash in his paycheck.

When Darren enrolls on UPoint, he chooses the HSA plan and selects a health savings account contribution amount that’s right for his healthcare and budget needs. He can contribute up to $3,500.

* The amounts shown are for example purposes only. Darren’s premium is based on his pay and the savings he earns at Vitality Platinum Status.
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Regina
Age: 45

**Her current plan is:**
HSA plan with Employee + Spouse/Domestic Partner coverage.

**Regina and her husband, Gregory, have high healthcare needs because:**
- They need cholesterol medication.
- Regina and Gregory were in a serious car accident, and Regina needs weekly chiropractic treatments.
- Gregory needs to see a physical therapist twice a week.

**She wants to:**
- Have the lowest annual deductible so she can start sharing costs (coinsurance) with the plan as soon as possible.
- Get McKesson’s contribution to her health savings account.
- Contribute the maximum annual amount to her health savings account to save for healthcare expenses now and in the future.

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**Regina Chooses the HSA Plus Plan**
Regina is a retail sales manager at McKesson. She enrolled in the HSA plan last year because she wanted to pay a low monthly medical premium. But two months ago she and her husband, Gregory, were in a car accident. As a result of the accident, Gregory has an injured leg and Regina has a torn foot ligament, in addition to chronic back pain. That’s why this year, Regina’s switching to the HSA Plus plan. Even though she’ll pay a higher monthly premium for the HSA Plus plan, she’ll benefit from a lower deductible. Plus, McKesson will add $1,100 to her health savings account that she can use to pay eligible expenses.

The HSA Plus plan covers up to 40 chiropractic visits per year for Regina’s chronic back pain, but she’ll also need treatments for her foot. Plus, with physical therapy for her husband and follow-up care for both of them, the bills could add up fast. The out-of-pocket maximum limits how much she has to spend in a single year. If she meets the out-of-pocket maximum, their care is covered at 100% for the rest of 2019.

When Regina enrolls on UPoint, she chooses the HSA Plus plan. Then, she considers her budget and estimated 2019 healthcare expenses before deciding how much to contribute to her health savings account. She can contribute up to $5,900 ($7,000 - $1,100).

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Jerome
Age: 55

His current plan is:
HSA plan with Employee + Family coverage.

Jerome’s family has moderate healthcare needs. They:
- Go to the doctor for yearly preventive care exams and screenings.
- Take their children to the doctor for the occasional sprained ankle or bad cold.
- Care for their autistic son who has weekly therapy sessions.

He wants to:
- Pay the lowest monthly premium possible.
- Contribute the maximum amount to his health savings account.
- Invest the money in his health savings account to grow savings for future healthcare expenses.

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<td>Monthly premium*</td>
<td>$17</td>
<td>$309</td>
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<td>Out-of-pocket maximum**</td>
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Jerome Chooses the HSA Plan
Jerome is an accountant at McKesson. He’s healthy but having three kids means an occasional doctor visit in addition to regular preventive care. He and his wife also care for their son who’s diagnosed with Autism Spectrum Disorder and needs therapy. Beginning in January 1, 2019, the HSA and HSA Plus plans cover Applied Behavior Analysis (ABA) therapy for his son, and Jerome will also have access to Rethink Benefits, which provides support to parents of children with learning and developmental disabilities.

Jerome chooses the HSA plan because he likes the low monthly premiums. He’s able to contribute most of the money he saves on premiums to his health savings account, which he’s contributed to for the last two years. His goal is to keep building his health savings account for retirement.

When Jerome enrolls on UPpoint, he chooses the HSA plan and makes sure to set a contribution amount for his health savings account. Now that he’s 55 years old, he’s eligible to contribute up to an additional $1,000 on top of the IRS maximum. Being savvy with money, he appreciates his account’s tax benefits and investment opportunities.

* The amounts shown are for example purposes only. Jerome’s premium is based on his pay and the savings he and his wife earn at Vitality Platinum Status.
** For in-network providers. If you’re enrolled in EE + SP/DP, EE + Child(ren) or EE + Family coverage, your plan has an out-of-pocket maximum of $6,850 per individual. This means no one covered by your plan pays more than $6,850 a year for in-network services. Find out-of-pocket maximums for out-of-network providers in the Annual Enrollment Guide on McKNet.
Tracy’s Medical Plan (Employee + Family Coverage)

**Tracy**
Age: 35

**Her current plan is:**
HRA Core plan with Employee + Family coverage.

**Tracy’s family has moderate healthcare needs. They:**
- Get yearly physicals and health exams, but are generally in good health.
- Need medication for their son Joey who was born with diabetes and inhalers for their son Ty who has asthma.

**She wants to:**
- Pay the lowest deductible possible to start sharing costs (coinsurance) with the plan as soon as possible.
- Have the lowest out-of-pocket maximum possible to limit how much they have to pay out of pocket each year.
- Get McKesson’s contribution to her health savings account.

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**Tracy Chooses the HSA Plus Plan**
Tracy is a pharmacy tech supervisor at McKesson and has been enrolled in the HRA Core plan for five years. She and her husband are in good health but both of their sons have chronic conditions. She works with a condition support manager who helps her keep track of her kids’ treatments. Although the condition support program is available at no cost to her, trips to the pediatrician can add up quickly. Tracy needs a plan with a lower annual deductible so the plan can start sharing costs sooner. Since the HRA Core plan isn’t available for 2019, she’s going to enroll in the HSA Plus plan, which has the same deductible, coinsurance and out-of-pocket maximums as the HRA Core plan, plus all the benefits of a health savings account. McKesson contributes the same amount to her health savings account as was credited to her health reimbursement account.

When Tracy enrolls on UPoint, she chooses the HSA Plus plan and enters a contribution amount for her health savings account. She can contribute up to $5,500 ($7,000 - $1,500). The money in her account carries over if she doesn’t use it and is hers to keep, spend, save or invest as she likes. After enrolling, she visits the Fidelity website (www.netbenefits.com) to activate her health savings account since she’s never done it before.

*The amounts shown are for example purposes only. Tracy’s premium is based on her pay and the savings she and her husband earn at Vitality Platinum Status.*

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HR Support Center
855.GO.MCKHR (855.466.2547)
Press 1 for Health, Vitality and Pension questions. Benefit experts are available 7 a.m. - 6 p.m. Central time, M-F.
Oprime 1 para asistencia en español a través del McKesson Benefits Center.

McKNet
http://mcknet.mckesson.com
Your go-to for Annual Enrollment updates.

Total Rewards Library
www.mckesson.com/totalrewardslibrary
Access Annual Enrollment information from home. The library is available 24/7 from any device connected to the internet.

UPoint
digital.alight.com/mckesson
Compare plans side by side, estimate costs and enroll.

Vitality
www.powerofvitality.com
877.224.7117
Improve your overall health and earn rewards, including savings on your McKesson medical premiums.