

# BENEFITS OPEN ENROLLMENT:

MAY 10 – MAY 21, 2021

Make your 2021 – 2022  
benefit elections online  
through [HertzBenefits.com](https://HertzBenefits.com)



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## What's New for 2021 – 2022

We review our Total Rewards program each year to ensure it remains competitive and that we continue to meet our employees' needs. For the coming plan year, there are several important changes.

### CHANGES TO YOUR MEDICAL BENEFITS

You will have three medical plans to choose from, and all medical plans will continue using the same provider network.

- The **PPO Plan will continue** with no changes in coverage.
- There are **two new Consumer Driven Health Plans (CDHP 1 and CDHP 2), each with a Health Savings Account (HSA) feature**, that are replacing the current HRA Plans (HRA 1 and HRA 2). The CDHP 2 includes an employer contribution to your HSA (see chart on pg. 3).
- The **Economy Plan will no longer be offered**.

All three medical plans also offer out-of-network coverage, but at higher out-of-pocket costs.

Here's a brief overview of the 2021-2022 in-network medical plan features (more detailed plan information will be provided at open enrollment):

|   | PPO PLAN                       | CDHP 1*                       | CDHP 2                          |
|---|--------------------------------|-------------------------------|---------------------------------|
| PLAN FEATURE  | In-Network                     | In-Network                    | In-Network                      |
| Deductible <ul style="list-style-type: none"> <li>Employee</li> <li>Employee + 1</li> <li>Employee + Family</li> </ul>                  | \$750<br>\$1,500<br>\$3,000    | \$1,400<br>\$2,800<br>\$2,800 | \$4,000<br>\$8,000<br>\$8,000   |
| Employer's HSA Contribution <ul style="list-style-type: none"> <li>Employee</li> <li>Employee + 1</li> <li>Employee + Family</li> </ul> | N/A                            | N/A                           | \$500<br>\$1,000<br>\$1,000     |
| Coinsurance (plan pays)   | 80%                            | 80%                           | 70%                             |
| Out-of-Pocket Maximum <ul style="list-style-type: none"> <li>Employee</li> <li>Employee + 1</li> <li>Employee + Family</li> </ul>       | \$4,000<br>\$8,000<br>\$12,000 | \$4,000<br>\$8,000<br>\$8,000 | \$6,900<br>\$13,800<br>\$13,800 |

\* If you enroll one or more dependents in the CDHP 1, the family deductible of \$2,800 must be met before coinsurance begins for any family member, and the family out-of-pocket maximum of \$8,000 must be met before the plan pays 100% of covered expenses for any family member.

# What is a Health Savings Account?

A Health Savings Account (HSA) lets you save money to pay for eligible out-of-pocket health care expenses on a tax-free basis.

An HSA offers a triple tax advantage:



**No taxes on contributions** – Your HSA contributions are deducted before taxes, lowering your current taxes.



**No taxes on earnings** – Any HSA interest or investment earnings are tax-free while growing your account.



**No taxes when you spend it** – When you use HSA dollars to pay for eligible health care expenses, now or in the future, they stay tax-free (save your receipts).

**The money in your HSA is always yours** – even if you change medical plans in the future or leave the company – and the balance rolls over from year-to-year. The maximum annual contribution for employee-only coverage is \$3,600, or \$7,200 for family coverage. This includes the employer contribution you receive if you enroll in the CDHP 2 (50% deposited on or around July 1, 2021 and 50% deposited on or around January 1, 2022).

## HSA ELIGIBILITY

To take advantage of an HSA, you must:



**Enroll in the CDHP 1 or CDHP 2** (not available for the PPO).



**Have no other health care coverage**, such as a medical plan sponsored by your spouse's employer, Medicare or TRICARE, or be enrolled in any employer's general purpose Health Care Flexible Spending Account.



**Not be claimed as a dependent** on another individual's federal tax return (unless it's your spouse).



**Have a physical mailing address.** HSAs cannot be opened if your mailing address is a PO Box.

## THE NEW MEDICAL PLANS ARE CONSUMER DRIVEN HEALTH PLANS

It's time to start thinking differently about how you access health care and become a wise consumer. You probably compare prices when you shop for most everything you buy. Did you know you can do the same with your health care? During open enrollment we'll be giving you information about how you can be a wise consumer and access new benefits such as Rx Savings Solutions to further reduce your pharmacy costs. There are simple steps you can take to be a smart health care shopper and keep more money in your pocket.



## Other Changes for 2021-2022

- **Prescription drug updates** – The specialty pharmacy is changing from Archimedes to OptumRx. If you currently receive a specialty drug prescription, you will be mailed information with next steps before the plan year starts. We are also adding Rx Savings Solutions – a free and confidential online tool that shows you how to save money on prescriptions. It's completely voluntary, and if you choose to participate, Rx Savings Solutions will notify you via text messages whenever savings are available. Rx Savings Solutions is scheduled to be available 8/1/2021.
- **Some premiums are changing** – Medical premiums are changing. In addition, The Hartford increased the cost of Employee and Dependent Supplemental Life Insurance and AD&D coverage. You'll see your new premium when you enroll.
- **Non-tobacco premium reduction discontinued** – As the employer cost of offering medical plans has increased, eliminating the non-tobacco premium is a way Hertz can "own every dollar" while still offering competitive plan options for employees. You still have the opportunity to reduce your medical premiums by participating in the Wellness Program. Be sure to complete these activities by May 31, 2021 to reduce your medical premium by \$50 a month (or \$100 a month if you cover your spouse/domestic partner and you both complete the wellness activities). The premium reduction will be on your first paycheck of the new plan year beginning July 1, 2021. New hires have 60 days from their coverage effective date to complete wellness activities.

*(continued)*



## HAVE QUESTIONS

Contact a Hertz Benefits Specialist at **(800) 654-3373 Option 3** from 8 a.m. to 8 p.m. ET (7 a.m. to 7 p.m. CT), Monday through Friday.

*(continued)*

- **New ID cards** – Due to our medical plan changes, you'll receive a new ID card. UMR's Plan Advisor + Care Connect will take over from Quantum Care Coordinators, and the UMR phone number will be on your new card.
- **Edison Care eliminated** – If you are receiving care through Edison, UMR will contact you about ongoing care. Plan Advisor + Care Connect can provide information about UMR's Centers of Excellence.
- **Additional Flexible Spending Account (FSA)** – The IRS doesn't allow you to deposit money into an HSA and participate in a general purpose Health Care FSA. However, you may set aside money in a new Limited Purpose FSA for dental and vision care expenses only and use your HSA for medical and prescription drug expenses. By having both accounts, you can maximize your tax and savings benefits.
- **Access to unused Dependent Care FSA funds** – Hertz is letting you use any forfeited or unused DCFSA balances from July 1, 2019 through June 30, 2021 for child or day care expenses. Claims must be submitted no later than December 31, 2021. And, through June 30, 2021, you may use those DCFSA dollars on eligible childcare expenses for children up to age **14** instead of age 13 (for that period only).
- **New administrator for Voluntary Benefits** – The Hartford is replacing Allstate as the insurer for Critical Illness, Accident, and Hospital Indemnity Insurance. With this change, you will have equal or better coverage available at the same or lower rates. The change is seamless – The Hartford will send you a replacement policy.

**IMPORTANT NOTE:** Due to plan changes, you are entitled to review a Summary of Material Modifications (SMM). Access the SMM on [HertzBenefits.com/document-library](https://www.hertzbenefits.com/document-library) or email [AskHR@Hertz.com](mailto:AskHR@Hertz.com) to request a printed copy.

# 2021 – 2022 Benefits Enrollment: May 10 – May 21

Open enrollment is the time to review your benefit options, decide which are best for you, and enroll for the 2021-2022 plan year. Your new elections will be effective July 1, 2021. Details about plan features and updated costs are available through [HertzBenefits.com](https://HertzBenefits.com).

## LOG ON TO REVIEW AND COMPLETE YOUR ENROLLMENT

We strongly encourage you to review your choices for the next plan year and then enroll online. Also, please update your email address so you'll receive up-to-date benefit information.

Remember, you **MUST** enroll to:

- Ensure you have the medical coverage that best fits your needs (see the enrollment Guide on [HertzBenefits.com](https://HertzBenefits.com) for more information)
- Change your benefit elections
- Contribute to Flexible Spending Account (FSAs) or an HSA
- Add or drop eligible dependents



## BE READY

Learn about your options and smart savings tips. Read the materials. Attend a live webinar to get answers. Visit [HertzBenefits.com](https://HertzBenefits.com) for plan details and webinar dates and times.

## REVIEW AND UPDATE

Consider your current and future health care needs to ensure you choose the options that help meet those needs. Check your personal information to make sure your email and dependent information are accurate and up-to-date.

## ENROLL

Log on to make your elections online through [HertzBenefits.com](https://HertzBenefits.com) between May 10 – May 21.

If you add a new dependent, you must provide documentation to verify eligibility before coverage is effective.

# ENROLL BY MAY 21, 2021



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