



## What's Changing for 2022

Benefits Annual Enrollment starts **October 18, 2021**. Enroll before **November 5, 2021**:

- Online through the [RELX Benefits Center website](#) by 11:59 p.m. CT; or
- By 8 p.m. ET by phone.

Before you enroll, use these resources to help you understand what's changing with your benefits so you can make the best choices for you and your family:

- **RELX Benefits Center** at [www.relxbenefitscenter.com](http://www.relxbenefitscenter.com)—This website is your year-round connection to benefits information. During Annual Enrollment, you'll find everything you need to know about your RELX benefits and use the site to enroll.
- **Make It Yours website** at <https://benefits.relx.com/miy>—During enrollment and year-round, this is your guide to your RELX health coverage options and how to get the most value from them:
  - Discover the unique features and services that carriers offer with [Your Carrier Connection](#).
  - Review and compare medical, dental and vision coverage levels side by side.
  - Use the [Enrollment Checklist](#) to make sure you aren't missing anything.
  - Review and complete the [Transition of Care worksheet](#) to assist you if you decide to change carriers.
- **RELX Virtual Benefits Fair (October 20 and 21)**—It's back this year! Just like at an in-person fair, visit carrier booths and attend presentations to learn how to make the most of your benefits year-round. You can also test yourself on how much you know about your RELX benefits and be entered to win one of four \$25 Amazon gift cards! The best part...attend from anywhere you have Internet access, using your desktop, mobile or tablet device. Your spouse or partner and dependents are invited to attend, too.

# Important Changes Coming in 2022

This year, **there are no major changes** to RELX's medical, dental and vision coverages; however, here are the few highlights you'll want to know:

## Medical provider networks

The different health care carriers offer different provider networks, which can change from time to time. Some carriers will have many doctors in a region as part of their provider networks, and some will have fewer doctors in their networks. Some will have several hospitals, and others will have a few. Before choosing a carrier and plan, be sure to confirm that your current doctors are included in the network by using the provider lookup tools during enrollment and reviewing carrier information on [Your Carrier Connection](#).

### Earn your wellness incentive!

Don't forget that the deadline to complete wellness activities for the 2021 program year is November 30, 2021. Your incentive will be deposited into your HSA (if you have one) or distributed in the form of a Visa gift card (if you don't). Learn more about your [Wellness Connection Program](#) from ShareCare, the program administrator.

## Prescription drug coverage

Because your medical insurance carrier's pharmacy benefit manager can change how it covers prescription drugs at any time (such as changing coverage tiers), it's strongly recommended that you call the [insurance carrier](#) before you enroll to see how your medication will be covered in the new plan year.

Also, good news! If you or a family member uses insulin, there will be a \$100 maximum on your out-of-pocket cost for a 30-day supply (per prescription).

## Health Savings Account (HSA) and Flexible Spending Accounts (FSA)

### • 2022 HSA limit changes

Limits are increasing for 2022. If you enroll in an HSA, you can save up to \$3,650 if you cover just yourself or \$7,300 if you cover yourself and your family in 2022. You can use your HSA funds to pay for eligible healthcare expenses now or in retirement. If you're age 55 or older (or will turn age 55 during the plan year), you can also make additional catch-up contributions to your HSA of up to \$1,000.

### • Healthcare Flexible Spending Accounts (HCFSA) and Dependent Care Flexible Spending Accounts (DCFSA) enrollment and limits

- You must make your FSA elections during Annual Enrollment (by Friday, November 5, 2021, at 11:59 p.m. CT) if you would like to contribute to an FSA for 2022.
- The annual HCFSA maximum contribution for 2022 will increase from \$2,750 to \$2,850.
- For the DCFSA, you can continue to contribute up to \$5,000 per year.

## Healthcare ID cards

As part of recent legislation, most healthcare plans will issue new ID cards for 2022. If this applies to you, look for information about ID cards later this year.

## For more information

- Visit the [Make It Yours website](#)
- Review the [2022 Benefits Guide](#)
- Review the [2022 FAQs](#)

### Questions?

Call the RELX Benefits Center at **1-877-734-1938**, and say “Health and Insurance” when prompted, for help with enrollment or questions about your 2022 benefits. Representatives are available during the enrollment period between 9 a.m. and 8 p.m. ET.

This overview of 2022 changes serves as a Summary of Material Modifications (SMM), providing information on various RELX benefit plan changes that take effect January 1, 2022. It is intended to provide an overview of changes and information about some of the benefits you may be eligible for through RELX. If there is a discrepancy between the information displayed and the official plan documents, the official plan documents will govern.