

Terms to Know

The terms used to describe insurance and benefits can sometimes be confusing. Here's a list of the most common and what they mean.

- Aggregate (combined) family deductible: For Worthington Steel's HSA medical plans, your
 whole family shares one big deductible (see annual deductible definition below). Everyone's
 costs add together until that total is met. Once that happens, the plan starts paying a portion
 of claims. There are no separate individual deductibles.
 - Example: If your family deductible is \$3,000 and your spouse's doctor visit costs \$500 while your child's surgery costs \$2,500, together you've met the \$3,000. After that, the plan helps pay eligible expenses for everyone.
- Annual deductible (or just deductible): The amount you pay yourself before insurance chips in. Example: if your deductible is \$1,500, you pay that much first. After that, the plan starts covering part of your bills. Preventive care, like checkups, is always free.
- Anthem Clinical Advocate: A nurse or health professional from Anthem who helps if you have a serious or ongoing health issue. They can explain treatment options and help you make decisions.
 - Example: If you're managing diabetes, your Clinical Advocate might check in to help you understand your treatment plan and coordinate care between your doctor and pharmacy.
- Anthem Family Advocate: Your designated Anthem contact who helps you find doctors, understand coverage, and connect with Anthem programs.
- **Beneficiary**: The person (or people) you choose to receive your insurance benefits or payout if you pass away.
- Benefit earnings: A calculation completed annually to reflect the prior year's total compensation, including base pay and incentive pay (such as profit sharing and other bonus payments). This amount is used to determine certain benefit amounts, including life and disability insurance.
- Catch-up contributions: Extra amounts you can contribute to certain savings plans once you reach a specific age.
 - **HSA**: If you're 55 or older, you can add an extra \$1,000 each year to the standard HSA contribution limit.
 - 401(k): If you're 50 or older, you can save more than the normal annual limit. Between ages 60–63, the limit is even higher.
- **Coinsurance**: The cost split between you and the company after you meet your deductible. Example: with 80/20 coinsurance, the company pays 80% of the bill, and you pay 20%.
- **Copay**: A set amount you pay at the doctor or pharmacy. Example: \$25 for a visit, and insurance pays the rest. Note: Services not covered by a copay may result in additional charges.



• **Diagnostic care**: Tests or services your provider orders to identify the cause of symptoms, confirm a diagnosis, or monitor an existing condition. This can include blood work, imaging (like X-rays or MRIs), or follow-up tests after a screening shows something abnormal. Unlike preventive care, which is routine and meant to keep you healthy, diagnostic care is used when there's a specific concern to investigate.

Example: If a routine mammogram finds an abnormality, follow-up imaging or a biopsy would count as diagnostic care.

- **Dependents**: Family members you can cover on your benefits, like your spouse and children under 26 (biological, step, adopted, or foster).
- Embedded deductible/out-of-pocket maximum: This applies to Worthington Steel's PPO medical plan and dental plans. Each family member has their own smaller deductible inside the family's bigger deductible. Once a person meets their own, the plan helps pay for that person even if the family's total isn't met yet.

Similarly, once a person reaches their individual out-of-pocket maximum, the plan pays 100% of eligible expenses for that person for the rest of the plan year, even if the family as a whole has not reached the family maximum.

Example: If your family deductible is \$1,200 and each person's embedded deductible is \$600, your spouse's costs start being covered under coinsurance once they reach \$600, even if the family total isn't met. Later, if your claims total \$400 and your child's total \$200, the \$1,200 family deductible is met, and everyone's claims are covered under coinsurance.

- **Employee contributions**: Your share of benefit premiums that comes out of your paycheck, often before taxes.
- Evidence of insurability (EOI): A short health form you may need to fill out if you want more life insurance than the basic guaranteed amount. The insurance provider will review your answers before approving the extra coverage.

Example: If you elect \$75,000 in coverage but the guaranteed issue amount is \$50,000, you'll need to submit EOI for the additional \$25,000. While it's pending, you're covered for the guaranteed \$50,000.

- Flexible Spending Account (FSA): An account you put pre-tax money into for certain costs (like medical, dental, vision or daycare). Keep in mind, you have to use it during the year or you lose what's left.
- Group term life insurance: Life insurance provided by your employer as part of a group plan. Group term life insurance does not build cash value that you can withdraw or borrow against. Instead, it provides a specified death benefit to your beneficiaries if you pass away while covered by the policy. Coverage ends when employment ends.
- Guaranteed issue (GI): The amount of life insurance you can initially select, without filling out a health form (EOI).
- **Health Savings Account (HSA)**: A savings account tied to HSA medical plans. Worthington Steel puts money in, and you can add more pre-tax contributions from your paycheck. You can spend it now on medical costs or save it for later. The money rolls over year to year.



• Imputed income: The taxable value of company-paid life insurance coverage over \$50,000. This amount is reported as income on your paycheck, even though you don't receive the money directly. This is required by the IRS.

Example: If your basic life insurance coverage amount is \$80,000, the IRS counts the value of the \$30,000 excess as taxable income.

- In-network providers: Doctors, hospitals, and clinics that work with your insurance company and charge lower rates. Using them saves you money.
- Major life events: Big changes in your life (marriage, divorce, new baby, loss of other
 insurance, etc.) that let you update your benefits outside of Open Enrollment. Any changes
 you make must be consistent with the event. You must update your benefits within 30 days of
 the event. If the event involves Medicaid or the Children's Health Insurance Program (CHIP),
 you have 60 days.
- New hire enrollment: The first opportunity new employees have to choose benefits, usually within 30 days of starting.
- Open Enrollment: The once-a-year window when you can make changes to your benefits. Choices you make then start on January 1 of the next year.
- Out-of-pocket maximum (OOP max): The most you will pay in a year for covered healthcare. Once you hit this limit, the company pays 100% of your covered costs for the rest of the year.
- Out-of-network providers: Doctors or hospitals not contracted with your plan. They usually charge more, and your plan covers less.
- PPO (Preferred Provider Organization) Plan: A plan with lower deductibles and set copays for things like doctor visits and prescriptions.
- **Preventive care**: Routine care that keeps you healthy, like yearly checkups, shots and screenings. All Worthington Steel medical plans cover in-network preventive care at 100%, so you pay nothing out of pocket for these services.
 - Examples: Annual physicals, flu shots, well-baby visits, cancer screenings (like mammograms and colonoscopies), cholesterol and blood pressure checks, routine lab work, recommended vaccines, and more.
- Surcharge: An extra charge added to your paycheck if certain conditions apply, like if you
 or a covered spouse use tobacco products and are not actively participating in a cessation
 program, or if you did not complete the required health screening during the prior wellness
 year.
- **Vesting**: How much of your 401(k) is truly yours if you leave. While many employers require you to work a certain number of years before you're fully vested in company 401(k) contributions, Worthington Steel provides immediate 100% vesting. This means you own both your contributions and the company's contributions to your 401(k), from day one.