

BENEFITS EDUCATION

Understanding Your Benefits

Plain-language answers to the terms and choices you'll see during enrollment.

KEY TERMS TO KNOW

Premium — what you pay, usually each paycheck, to keep coverage active.

Copay — a fixed amount you pay for a covered visit or service.

Out-of-Pocket Maximum — the most you'll pay in a plan year before coverage pays 100%.

HSA / FSA — tax-advantaged accounts that help you pay for eligible health expenses.

Deductible — what you pay out of pocket before your plan starts sharing costs.

Coinsurance — the percentage of a cost you share with your plan after the deductible.

Network — the providers and facilities your plan covers at the lowest cost.

Beneficiary — the person you designate to receive a life insurance benefit.

COVERAGE YOU MAY BE OFFERED

Medical

Covers doctor visits, hospital care, and prescriptions. Usually the largest decision during enrollment.

Dental & Vision

Separate plans covering routine and major dental care, eye exams, and corrective lenses.

Life & Disability

Financial protection for your family, and income replacement if you can't work due to illness or injury.

Voluntary & Supplemental

Optional coverage — like accident, critical illness, or legal plans — you elect and typically pay for.

CHOOSING WHAT'S RIGHT FOR YOU

- Think about how often you and your family actually use care, not just your healthiest year
- Compare total cost — premium plus what you'd likely pay out of pocket — not premium alone
- Revisit voluntary benefits even if you've skipped them in past years
- When in doubt, ask before you elect, not after

Summit360 provides education to help you understand your options. Your plan documents and carrier are the source of record for coverage details.