Making the Most of Your Hodges-Mace Appointment

A little preparation will go a long way in making the most of your 30-minute enrollment appointment with Hodges-Mace. Look over the following questions and be prepared to discuss any items that pertain to your situation.

1. Are you part of a 2-employee couple? If so, who will be covered by the 2020 health plan - one of you, both of you, or both of you plus children? (Will impact health plan enrollment, FSA, HSA)

2. Are you planning to cover a domestic partner on your 2020 benefits? (Special rules apply to eligibility, HSA, FSA, taxes, etc.)

3. Are you or your spouse (if any) age 65 or older, or considered disabled by the Social Security Administration? Will you or your spouse be enrolled in Medicare Part A for any part of 2020? (Implications for HSA eligibility)

4. Are you planning to cover children who are no longer your tax dependents on your health plan? For example, children who have graduated from school and are supporting themselves, but are under age 26 and so are still eligible to be on your health plan. (Implications for HSA)

5. Is your spouse intending to enroll in an HSA through his/her employer for 2020? (Aggregate family limit applies)

6. Will your spouse be enrolling in a 2020 Flexible Spending Account (full access) through his/her employer? (Means you are not eligible to enroll in the Panther Plan with HSA)

7. In regard to medical services:
   • What might a good year look like for you and your family? An average year? A worst-case year?
   • Is anyone in the family anticipating unusual medical, dental or vision expenses in 2020? For example, elective surgery, a tooth implant, laser vision correction.
   • Are you or covered family members high utilizers of out-of-network health services?
   • Are you or covered family members high prescription drug utilizers? (Will help inform the best health plan choice)

8. Are you eligible for a health plan other than Middlebury’s (for example, your spouse’s employer’s plan, VA benefits, etc.)? Familiarize yourself with any other option, including premium cost and coverage levels prior to your meeting. (Will help inform the best health plan choice)

9. Do you expect to retire or resign during 2020? (Implications for HSA or FSA)

10. Are you willing and able to keep track of receipts necessary to substantiate medical expenses? (Implications for advisability of FSA or HSA usage)
11. If you choose the Panther Plan, is your intention to utilize the HSA to simply cover out-of-pocket expenses on an as-you-go basis, or are you interested in utilizing the HSA as a retirement savings vehicle?

12. Do you have existing life/ADD coverage for yourself, spouse/partner or children outside of what Middlebury offers? *(May inform decisions about relevance of additional coverage offered)*

13. Do you have existing accident or critical illness coverage for yourself, spouse/partner or children outside of what Middlebury offers? *(May inform decisions about relevance of additional coverage offered)*

14. If you plan to purchase additional life coverage, please be prepared to provide full names and dates of birth for beneficiaries.

15. Do you anticipate daycare expenses for children under age 13 (or older disabled dependents), that are necessary to allow you to work in 2020? For example, daycare programs, preschool, afterschool care, summer day programs, etc.? If so, what are your estimated 2020 expenses? *(The Dependent Care FSA might be right for you.)*