

W. 2023 Medical Plan Summary

Traditional Preferred Provider Organization (PPO) Plan

Coverage Category	In/Out of Network	Plan Coverage			Premium			
		Deductible	Co-Insurance	Out of Pocket Maximum	Rate	Salary Maximum	Minimum Charge	Maximum Charge
Employee Only	In	\$1,000	80/20%	\$2,500	2.15%	\$98,000	\$0	\$2,107
	Out	\$2,000	60/40%	\$5,000				
Employee Plus One	In	\$2,000	80/20%	\$5,000	8.30%	\$98,000	\$2,910	\$8,134
	Out	\$4,000	60/40%	\$10,000				
Employee and Family	In	\$2,000	80/20%	\$5,000	10.50%	\$98,000	\$3,680	\$10,290
	Out	\$4,000	60/40%	\$10,000				

2023 Flexible Spending Account (FSA) annual contribution limit: **\$3,050**.

2022 FSA Carryforward Allowed: \$610. Carryforward balance does not impact the 2023 contribution limit allowed.

2023 Dependent Care Account annual contribution limit: **\$2,500** filing single for tax purposes, **\$5,000** filing married for tax purposes.

High Deductible Health Plan (HDHP) with Health Savings Account (HSA)

Coverage Category	In/Out of Network	Plan Coverage					Premium			
		Deductible	Co-Insurance	Out of Pocket Maximum	HSA College Contribution	Optional HSA Employee Contribution	Rate	Salary Maximum	Minimum Charge	Maximum Charge
Employee Only	In	\$3,000	80/20%	\$6,000	\$600	\$3,250*	0.00%	N/A	\$0	\$0
	Out	\$6,000	60/40%	\$12,000						
Employee Plus One	In	\$3,000/\$6,000	80/20%	\$6,000/\$12,000	\$1,200	\$6,550*	3.15%	\$98,000	\$1,100	\$3,087
	Out	\$6,000/\$12,000	60/40%	\$12,000/\$24,000						
Employee and Family	In	\$3,000/\$6,000	80/20%	\$6,000/\$12,000	\$1,200	\$6,550*	6.30%	\$98,000	\$2,210	\$6,174
	Out	\$6,000/\$12,000	60/40%	\$12,000/\$24,000						

*Employees age 55 and older can make an additional \$1,000 contribution annually.

2023 COBRA Program Rates

PPO Plan	Monthly	Annual
Employee Only	\$830	\$9,960
Employee Plus One	\$1,530	\$18,360
Employee and Family	\$2,000	\$24,000

HDHP Plan	Monthly	Annual
Employee Only	\$680	\$8,160
Employee Plus One	\$1,260	\$15,120
Employee and Family	\$1,640	\$19,680

Coverage for a Two-Employee Family

When two members of a family work for Wabash and there is no additional dependent, each employee will be treated as a single employee in the medical plan.

Families with at least one additional dependent will be covered under the family plan. The premium rate will be based on the higher salary of the two employees, and charged to that employee only.