

# What's New in 2025?

## PPO Medical Plan Annual Deductibles and Out-of-Pocket Maximums

- The annual deductible is increasing from \$900 to \$1,000 for associate-only coverage and from \$1,800 to \$2,000 for family coverage.
- The annual out-of-pocket maximum is increasing from \$3,750 to \$4,000 for associate-only coverage and from \$7,500 to \$8,000 for family coverage.

## Changes to GLP-1 Medication Coverage

- Starting January 1, 2025, GLP-1 medications will no longer be covered when prescribed for weight loss or weight management.
- Coverage is still available for GLP-1 medications when prescribed for diabetes treatment or cardiovascular risk reduction. Under the HSA Plan, you will now pay 20% with no deductible with a \$90 maximum copay, the same as the EPO and PPO plans.

## VSP Vision Plan Lens Enhancements

UV protection lenses and scratch-resistant lens coatings will be available at no cost to you for both the standard and premier vision plans.

## HSA and Healthcare FSA Contributions Increasing

**Health savings account (HSA)** maximum is increasing from \$4,150 to \$4,300 for associate-only coverage and from \$8,300 to \$8,550 for family coverage.

**Healthcare flexible spending account (FSA)** maximum is increasing from \$3,050 to \$3,200.