CORNERSTONE EDUCATION GROUP

October 2025 BENEFITS ENROLLMENT

EMPLOYEE EDUCATIONAL MEETING

Agenda

- Introduction
- What’s New for October 2025
- Vendors
  - Medical/Rx with BCBSM/BCN
  - High Deductible Health Plans and HSA accounts
  - Flexible Spending Accounts (FSA)
  - Vision overview with BCBSM VSP
  - Dental overview with Delta
  - Life and Disability with The Hartford
  - Voluntary benefits with The Hartford
- Payroll Deductions
- Other Open Enrollment Reminders
- Q&A

Introduction

- **Open Enrollment will take place from August 18th to September 3rd**
- **Employee benefit programs are designed to be market competitive and include a variety of valuable benefit options**
  - **Medical/Rx, HSA, FSA, Dental, Vision, Life and Disability, Voluntary Accident, Voluntary Critical Illness, Voluntary Hospital Indemnity, EAP, ID Theft, and Legal**
  - **Review the Open Enrollment Guide**
    - Valuable information to help ensure you chose your benefits wisely
    - Tips on how to maximize your benefits and minimize out of pockets costs
    - Where to go for additional help
    - Important steps you need to take

- **It is important to take an active role in making decisions that will impact your health and well-being**

What’s New For October 2025?

Changes for 2025 - 2026

- The IRS has mandated an increase in the deductible for the BCN HMO $1600/$3200 plan to $1650/$3300 – aside from this, there are no other changes to the medical plan designs.
- No changes to your dental, vision, and life and disability coverage
- Employee Contributions:
  - Due to the continued rise in healthcare costs, you will see a modest increase to your employee contributions for medical coverage. There is a minimal increase to the dental and vision contributions for the 2025 plan year.
  - Despite the increase in employee contributions, Cornerstone continues to cover the vast majority of your healthcare premiums.

2025 Vendors

- **There's an app for that!**
- Be sure to download the app for the plans you are enrolled in!

Blue Cross Blue Shield Blue Care Network of Michigan

HealthEquity

Delta Dental

The Hartford

Optum Financial

Medical/Rx - BCBSM

- **PPO plans have in and out of network coverage.**
- **HMO plans only have in-network coverage and require referrals and an assigned Primary Care Physician**
- **HDHP HSA plans require you meet your deductible before the cost share kicks in**

Design	BCBS $1,000 PPO	BCN $1,000 HMO	BCN $1650 HMO HSA
Deductible (single/family)	$1,000/$2,000	$1,000/$2,000	$1,650/$3,300
Coinsurance (after deductible)	You pay 20%	You pay 20%	You pay 20%
Copays (Office/ Specialist/ER)	$30/$50/$150	$20/$40/$250	You pay 20% (after deductible)
Coinsurance Max (single/family)	$2,500/$5,000	$2,500/$5,000	None
Out of Pocket Max (single/family)	$8,150 /$16,300	$8,150 /$16,300	$4,000/$8,000
Prescription Rx (Generic, Formulary, Non Formulary)	$10/$40/$80	$4 or $15/ $40/$80	$4 or $15/ $40/$80 (after deductible)

Preventive services are always covered at 100%

EXAMPLE 1 | Single Enrollment & Mild Utilization

IN-NETWORK - NO DEDUCTIBLE ROLLOVER

Mild utilization for a Single	YOUR ESTIMATED ANNUAL COST		
	1000 PPO	**1000 HMO**	**1650 HMO HSA**
1 preventive visit ($0)	$ 0	$ 0	$ 0
One 12-month preferred brand prescription (12 X $86 = $1,032)	480	480	1,032
One doctors visit for sinus infection ($100)	30	20	100
1 generic prescription for antibiotic ($25)	10	4	25
Total out-of-pocket costs	**$ 520**	**$ 504**	**$ 1,157**
Annual payroll deduction	$ 4,259	$ 1,199	$ 663
CEG HSA Contribution	-	-	600
Out of Pocket + Payroll - HSA = Total Annual Cost	**$ 4,779**	**$ 1,703**	**$ 1,220**

Preventive services are always covered at 100%

EXAMPLE 2 | Single Enrollment & High Utilization

IN-NETWORK - NO DEDUCTIBLE ROLLOVER

High utilization for a Single	YOUR ESTIMATED ANNUAL COST		
	1000 PPO	**1000 HMO**	**1650 HMO HSA**
1 preventive visit ($0)	$ 0	$ 0	$ 0
Hospitalization for serious injury ($30,000)	3,500	3,500	4,000
5 follow-up doctor visits (5 x $100)	150	100	0
3 preferred brand Rxs for 6 months (6 x $86 x 3 = $1,548)	720	720	0
20 physical therapy visits (20 x $45 = $900)	0	800	0
Total out-of-pocket costs	**$ 4,370**	**$ 5,120**	**$ 4,000**
Annual payroll deduction	$ 4,259	$ 1,199	$ 663
CEG HSA Contribution	-	-	600
Out of Pocket + Payroll - HSA = Total Annual Cost	**$ 8,629**	**$ 6,319**	**$ 4,063**

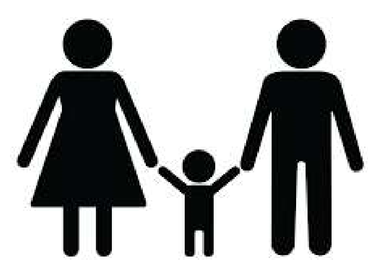
Preventive services are always covered at 100%

EXAMPLE 3 | Fam Enrollment & Mild Utilization

IN-NETWORK - NO DEDUCTIBLE ROLLOVER

Mild utilization for Family	YOUR ESTIMATED ANNUAL COST		
	1000/2000 PPO *Embedded Ded.*	**1000/2000 HMO** *Embedded Ded.*	**1650/3300 HMO HSA** *Aggregate Ded.*
2 preventive visit ($0)	$ 0	$ 0	$ 0
Two 12-month preferred brand prescription (2 X 12 X $86 = $2,064)	960	960	2,064
1 doctors visit for sinus infection ($100)	30	20	100
1 virtual visit for sore throat ($100)	30	20	12
1 generic prescription for antibiotic ($25)	10	4	25
Total out-of-pocket costs	**$ 1,030**	**$ 1,004**	**$ 2,201**
Annual payroll deduction	$ 16,172	$ 6,202	$ 3,140
CEG HSA Contribution	-	-	800
Out of Pocket + Payroll - HSA = Total Annual Cost	**$ 17,202**	**$ 7,206**	**$ 4,541**

Preventive services are always covered at 100%

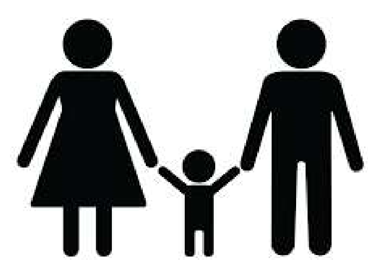


EXAMPLE 4 | Fam Enrollment & High Utilization

IN-NETWORK - NO DEDUCTIBLE ROLLOVER

High utilization for Family	**YOUR ESTIMATED ANNUAL COST**		
	1000/2000 PPO *Embedded Ded.*	**1000/2000 HMO** *Embedded Ded.*	**1650/3300 HMO HSA** *Aggregate Ded.*
1 preventive visit ($0)	$ 0	$ 0	$ 0
Hospitalization for serious injury ($30,000) for one member	3,500	3,500	8,000
7 follow-up doctor visits (7 x $100)	210	140	0
1 doctors visit for sinus infection ($100)	30	20	0
1 virtual visit for sore throat ($59)	30	20	0
6 preferred brand Rxs for 12 months (6 x $86 x 12 = $6,192)	720	288	0
3 preferred brand Rxs for 12 months (3 x $86 x 12 = $3,096)	1,440	1,440	0
Total out-of-pocket costs	**$ 5,930**	**$ 5,408**	**$ 8,000**
Annual payroll deduction	$ 16,172	$ 6,202	$ 3,140
CEG HSA Contribution	-	-	800
Out of Pocket + Payroll - HSA = Total Annual Cost	**$ 22,102**	**$ 11,610**	**$ 10,340**

Preventive services are always covered at 100%



Qualified High Deductible Plans & HSAs

What is an HSA?

- A special tax-free savings account that can be funded by the employee and the employer
- To be eligible, you must be enrolled in the qualified high-deductible plan – the BCN HMO HSA $1650
- Cornerstone will open up a HSA account with Blue Cross' partner, **Health Equity,** for employer/employee contributions
- Cornerstone will **contribute annually** the following to your HSA account:
  - Single: $600
  - Family: $800

HealthEquity®

Benefits of an HSA

- You can contribute pre-tax dollars
  - For **2025**, up to $4,300 for single and $8,550 for a family, including Cornerstone's contribution.
    - The contributions will increase to $4,400 for single and $8,750 for a family in 2026.
- You can use the money in the account now to cover your BCN HMO plan deductible and coinsurance expenses
  - You can also use to cover the cost of prescription drugs, dental and vision expenses
- You can save the money for later
  - Funds in an HSA can remain in your account from year to year – even into retirement
  - You have the option to invest the balance of your HSA, like your 401(k)

Flexible Spending Account (FSA)

- **Traditional Healthcare FSA**
  - For eligible medical, prescription, dental and vision expenses for you and your family – such as copays, deductibles, and other out of pocket expenses
  - **The 2025 Traditional Healthcare FSA limit is $3,300**
- **Dependent Care FSA**
  - For child daycare expenses, or dependent care services for elderly parents
  - **The 2025 Dependent Care FSA limit is $5,000**

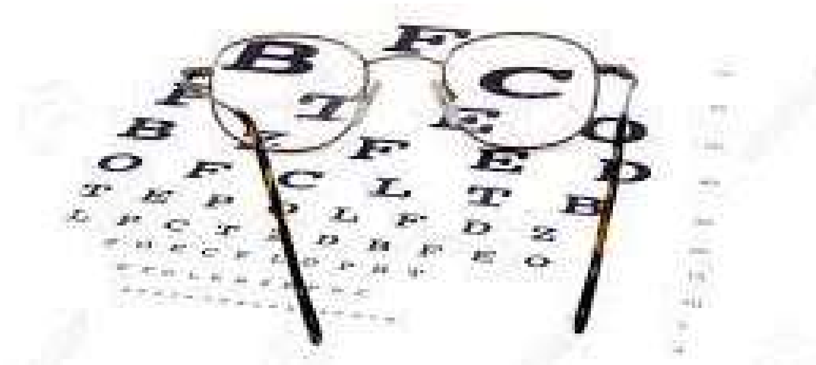
- ***Reminder: Healthcare FSA participants can Carry-Over up to $610 of their remaining balance to use for the following year.*** *You may use the carry-over benefit to cover 2025/2026 expenses* ***incurred by September 30th, 2026****. You will have until* ***December 31st, 2026*** *to submit those expenses through Optum.*

OPTUM Financial™

Vision - BCBSM

Design	BCBSM Vision – VSP
Exam	$10 copay
Frames	$200 allowance
Lenses	$15 copay
Contact Lenses	$15 copay *$0 copay if medically necessary*
Frequency	*Exam, Lenses, Frames, and Contact Lenses are allowed once in any period of 12 consecutive months*

Reimbursements can be submitted for Out-of-Network services



Blue Cross Blue Shield Blue Care Network of Michigan

Dental - Delta Dental

	Delta Dental – PPO
Deductible	None
Diagnostic/Preventive	100% covered
Basic	90% covered
Major	60% covered
Orthodontics	50% covered
Ortho Max	$1,200
All Services Max	$1,750 plus maximum roll over

Life/Disability – The Hartford

- **Life/AD&D**
  - The life and disability benefit **is 1 x your annual salary** up to **$750,000**.
  - You may purchase additional coverage your yourself, your spouse, and/or your dependents.
  - New hires are eligible to elect coverage up to the Guaranteed-issue of $100,000 **without Evidence of Insurability (EOI)** during their initial Open Enrollment period. *If you want to increase your election amount at a future open enrollment, you will have to go through EOI.*
- **Short Term & Long Term Disability**
  - The elimination period for **Short Term Disability** is on the **8th day of illness and 1st day of injury**.
  - The benefit maximum for **Short Term Disability** is **60% of weekly income up to $1,000**. You also purchase additional coverage with a **70% of weekly income up to $1,500**.
  - The benefit maximum for **Long Term Disability** is **60% of monthly income up to $5,000**.

Voluntary Benefits– The Hartford

Accident Insurance

- Personal **accident** insurance provides additional **on & off job cash** benefits regardless of other insurance
- Cash benefit examples include diagnostic exams, dislocation, fracture, and lacerations.

Hospital Indemnity

- Hospital Indemnity insurance provides a schedule of benefits for **hospital confinement** for both **on and off job** coverage.
- Cash benefit examples include first-day hospital confinement, daily confinements, and ICU confinement

Critical Illness

- Critical illness provides cash to cover expenses from a **covered diagnosed critical illness**.
- Covered critical illness examples include invasive and non-invasive cancer, heart attack, coma, and advanced Multiple Sclerosis.

October 2025 Payroll Deductions

- Cornerstone reviews the benefits program **each year** to make sure it meets both your needs as well as the company’s and **covers the majority of the cost for benefit coverage**.
- Due to continued rise in healthcare costs, medical contributions have modestly increased for 2025 -2026. Dental and vision contributions have minimally increased.

- As a reminder, if you have medical coverage elsewhere (through a spouse, parent etc.) you can **“opt out”** of Cornerstone’s medical plan. If you choose to **waive medical coverage**, you will receive an **annual bonus of $1,250**. This bonus will be paid in installments of $48.08 on your bi-weekly paycheck over 26 pay periods.

Cornerstone pays for Basic Life/AD&D, Basic STD, and LTD.

Employees are responsible for 100% of the cost of supplemental life/AD&D, voluntary STD, accident, critical illness, and hospital indemnity coverage

October 2025 Payroll Deductions

	Employee	Employee + 1	Employee + Family
MEDICAL/RX COVERAGE			
	Your Cost	Your Cost	Your Cost
BCBS PPO 1000	$163.79	$497.60	$622.00
BCN HMO 1000	$46.11	$190.82	$238.52
BCN HMO HSA 1650	$25.49	$96.61	$120.77
VISION COVERAGE			
BCBSM VSP Vision Plan	$0.26	$1.36	$2.60

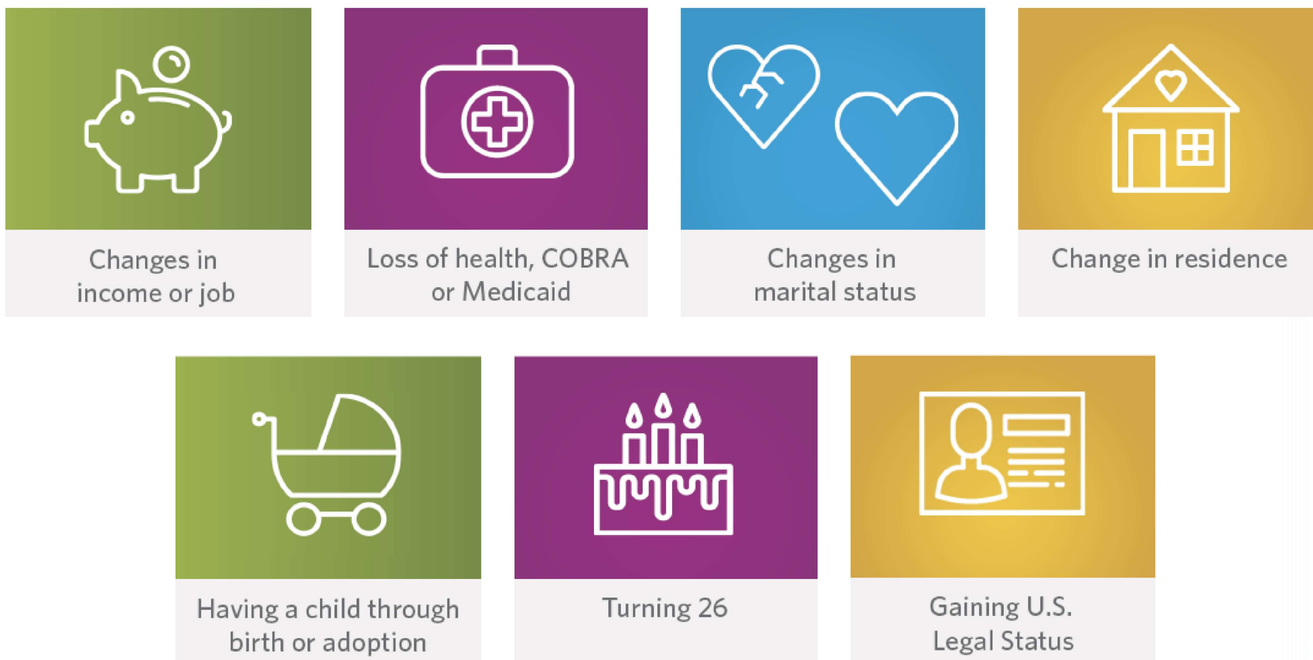
	Employee	Employee + Spouse	Employee + Child(ren)	Employee + Family
DENTAL COVERAGE				
	Your Cost	Your Cost	Your Cost	Your Cost
Delta Dental PPO	$7.12	$19.95	$26.90	$33.63

Plan Details

- **Refer to the October 2025 Benefits Open Enrollment Guide for more information on**
  - Benefit Basics
  - 2025 Employee Cost Share
  - Medical/Rx Plans
  - Flexible Savings Accounts
  - Dental and Vision
  - Life & Disability Insurance
  - Employee Assistance Program
  - Identity Protection
  - Retirement Savings Plan

Making Changes

- **Your enrollment elections are effective from Oct. 1, 2025 through Sept. 30, 2026.** The only opportunity to make changes during that time is if you have a **Qualifying Life Event:**



Reminders

- **Open enrollment is August 18th through September 3rd**
- **Open enrollment is ACTIVE – meaning if you do nothing, you will not have coverage from October ‘25 – September ‘26.**
- **If you wish to make changes, or if you wish to contribute to either the FSA or HSA accounts, you must log into iSolved to confirm contributions.**

Questions?