



# Your Enrollment Reference Newsletter

OCTOBER 2014

**Enroll for 2015 Benefits Between Oct. 20 and Nov. 7!**

## INFO YOU NEED TO KNOW

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## It's Time for Your *Live Well, Save Well* Check-Up

Each year in the fall, NiSource encourages you to have a *Live Well, Save Well* check-up—that is, to review how you are currently using your company-provided benefits and consider if you need to make any changes for next year. Here are some things you can do to help ensure your physical and financial well-being for 2015 and beyond:

- ▶ Before the end of the year, take advantage of your medical plan's **100 percent coverage for preventive screenings** (see page 4 "Focus on Living Well").
- ▶ Look at your Retirement Savings Plan 401(k) contribution and determine if you can save more. Try to increase your contribution rate by at least 1 percent every year to ensure you will be ready for retirement.
- ▶ Carefully consider all of your benefit options for 2015 and follow these steps for a successful enrollment:
  - Read** the information in this newsletter and any other enrollment communications you receive.
  - Review** your benefit needs for next year.
  - Use** the enrollment decision support and modeling tools that are available online.
  - Decide** what changes, if any, you want to make for 2015.
  - Enroll** in your benefits between Oct. 20 and Nov. 7.
  - Confirm** the information for your covered dependents, including their Social Security Numbers.
  - Update** your beneficiaries, if necessary.

This year's enrollment period is **Oct. 20 through Nov. 7**. Read through this entire newsletter carefully to understand the changes for 2015. **It's important for you to be informed and to make good choices, because IRS rules prevent NiSource from letting you make changes after the enrollment period ends.**

## Enroll Online and Win!

Completing your benefits enrollment online is faster and easier than enrolling by phone. But there's another advantage—if you enroll online through the MySource for Human Resources website at [www.mysourceforhr.com](http://www.mysourceforhr.com) by the Nov. 7 deadline, NiSource will automatically enter you in a prize drawing. Three winners will be randomly selected to win \$500 (subject to applicable taxes). You will need to click the "Confirm Your Choices" button to be entered. So enroll online and you just may be a winner!

## WHAT HAPPENS IF YOU DON'T ENROLL?

If you don't make any changes to your benefits coverage, your current elections will continue in 2015 (as long as they are available).

However, if you currently participate in a flexible spending account (FSA) or Health Savings Account (HSA), your elections will not carry over. You must elect to enroll in these options each year.

# Important Changes for 2015

Here's information about some important changes that may affect your benefits coverage for next year.

## NiSource HSA Contributions

If you enroll in a High Deductible Preferred Provider Organization plan (either HD PPO 1 or HD PPO 2) and open an HSA, NiSource will make an annual contribution to your account by the end of January, regardless of whether or not you also contribute. Previously, NiSource HSA contributions were made on a monthly basis.

By making the full HSA contribution earlier in the year, NiSource will give you access to those funds sooner. And remember, NiSource contributions are yours to keep as soon as you receive them, even if you retire or leave the company for any reason.

Also, if you enroll in HD PPO 1, NiSource will increase the annual contribution amount you receive from \$600 to \$800. If you enroll in HD PPO 2, the NiSource annual contribution will remain at \$300.

If you enroll in either HD PPO plan 1 or 2 for 2015 and want to receive employer HSA contributions, you must open an HSA and provide acknowledgement of the UMB custodial agreement. If you don't provide prompt acknowledgement, you may not receive the full HSA contribution amount from NiSource, but instead may receive a pro-rated amount. (For more information, see "UMB Custodial Agreement.")

## New Prescription Drug Plan Vendor

Effective Jan. 1, 2015, Anthem will be the new prescription drug provider for the PPO medical plans. As a result, you will have a single ID card for both medical and prescription drug coverage for 2015. You will receive a letter from NiSource with more details, and additional communication directly from Anthem if you are impacted by this change.

# Other Important Reminders for 2015

## Same-Sex Domestic Partner Coverage

In 2015, NiSource will continue to offer coverage to same-sex domestic partners.

**Important:** If you live in a state that recognizes same-sex marriage, you may cover your same-sex spouse under the NiSource benefit plans, but you will not be allowed to cover your same-sex domestic partner.

For more details (including information about eligibility, enrollment and tax implications), see the NiSource "Reference Guide for Domestic Partner Benefits." Copies are available through MySource for Human Resources (via the website at [www.mysourceforhr.com](http://www.mysourceforhr.com), or available upon request by calling 1-888-640-3320).

## Dental Plus vs. the Dental Plan—What's the Difference?

It's simple, really. Dental Plus includes coverage for orthodontia and a \$2,000 annual maximum. The Dental Plan does not include coverage for orthodontia and has no annual maximum.

## HSA Contribution Maximum Increase

If you participate in the HD PPO 1 or HD PPO 2 health plan for 2015, the maximum contribution you can make (your contributions plus any NiSource contributions combined) will increase to \$3,350 for individual coverage or \$6,650 for family coverage. Currently, contributions are limited to \$3,300 for individual coverage or \$6,550 for family coverage.

You can also make additional "catch-up" contributions to your HSA of up to \$1,000 annually if you are age 55 or older. This fall, you will have the opportunity to include your catch-up contribution (if eligible) in your 2015 HSA election amount.

If you participate in the HSA, consider increasing your contribution amount to take advantage of the new maximum. Here's one idea—determine how much you're saving on premiums by enrolling in HD PPO 1 or HD PPO 2 rather than the PPO, and apply that savings to your HSA.

## Health Care Flexible Spending Account Contribution Maximum

The maximum amount you may contribute to the Health Care Flexible Spending Account (FSA) in 2015 will be \$2,500 (this is the same limit as 2014). This amount is mandated by the federal health care reform law. The maximum contribution amount for the Dependent Care FSA will continue to be \$5,000.

### ENROLL ONLINE OR BY PHONE

Starting Oct. 20, you can enroll online through the MySource for Human Resources website at [www.mysourceforhr.com](http://www.mysourceforhr.com), or by calling 1-888-640-3320. During the enrollment period, Customer Service Associates are available from 8:30 a.m. to 6:00 p.m. Eastern time, Monday through Friday.

## HEALTH PLAN COST SHOWN ON W-2

To comply with the federal health care reform law, NiSource is required to report the cost of health plan coverage on your 2014 W-2 form. Reporting the cost of health coverage on your W-2 does not mean that the coverage is taxable. The value of your health plan benefits will continue to be non-taxable. This reporting is for informational purposes only.

## Focus on Living Well

It may surprise you to know that only 19 percent of NiSource employees take full advantage of available health and wellness resources. Preventing illnesses from occurring is still the best way to manage your health care costs. If you participate in an HD PPO or PPO plan, NiSource will help you do just that by continuing to provide you with a variety of health and wellness resources, such as:

- ▶ **NEW:** NiSource will provide you with a wellness day (additional paid time off) in 2015 so you have the time you need to receive an annual check-up and preventive health screens. **Note:** You will receive this wellness day even if you don't enroll in a NiSource-sponsored medical plan. NiSource will provide you with more information about this new benefit later in the year.
- ▶ Free preventive care (including women's preventive health services such as well-woman visits, breastfeeding support, domestic violence screenings and contraceptives) and immunizations.
- ▶ Coverage at 100 percent for one in-network colonoscopy and one in-network mammogram. Each covered member is limited to one colonoscopy and one mammogram per year regardless of diagnosis (preventive or non-preventive).
- ▶ Coverage of smoking cessation products.
- ▶ A variety of tools and resources available through Anthem, including an online health assessment, 24-hour NurseLine, support for future moms, and access to ConditionCare nurse coaches. Contact Anthem at 1-800-228-2891 or [www.anthem.com](http://www.anthem.com) for more details.

Refer to the Live Well Kit, which is posted under the Knowledge Center on [www.mysourceforhr.com](http://www.mysourceforhr.com), for more information about NiSource wellness benefits.

## Benefits Information on the Go

It's easier than ever for you to access information about your NiSource benefits from your smartphone or other mobile device. Here are some resources available to you from our benefit plan partners:

- ▶ Use the Anthem mobile app to find a doctor, refill a prescription or view an electronic version of your ID card.
- ▶ Access the myCigna mobile app to find a dentist, view claims or view an electronic version of your ID card.
- ▶ Visit the VSP mobile website at [www.vsp.com](http://www.vsp.com) to get eye care information, search for a vision provider and receive special offers and promotions.
- ▶ Use the Your Spending Account™ (YSA) *Reimburse Me* mobile app to submit claims to your flexible spending account and view your HSA balance.

All mobile apps are available for download for free at the Apple Store or Google Play. NiSource policies related to the appropriate use of company-provided technology apply.

Your Spending Account is a trademark of Hewitt Associates LLC.

### LIFE EVENTS

To add or remove dependents from coverage due to a life event such as marriage, divorce, change in spouse or dependent employment status, birth or adoption, you must contact MySource for Human Resources at **1-888-640-3320** to request a change in coverage. You must take action within 31 days of the date of the qualified event.

Please note that marriage, divorce and birth/adoption may be updated online at [www.mysourceforhr.com](http://www.mysourceforhr.com).

## UMB CUSTODIAL AGREEMENT

If you are currently enrolled in an HD PPO plan, have an active HSA and plan to continue it for 2015, then you do not need to provide acknowledgement of the custodial agreement again during open enrollment. Your acknowledgement of the custodial agreement will continue automatically.

If you currently participate in an HSA but are no longer eligible to contribute in 2015, you must actively **not agree** to the UMB custodial agreement during open enrollment and notify a Your Spending Account representative at **1-888-640-3320**.

However, if you are opening an HSA for the first time in 2015 or are re-enrolling in an HD PPO/HSA plan after not participating in 2014, you will need to provide acknowledgement of the UMB custodial agreement during open enrollment. You will not be able to participate in the HSA or receive HSA contributions from NiSource until you do so. If you don't provide prompt acknowledgement, you may receive a pro-rated HSA contribution amount from NiSource.

## Consider an HD PPO

If you want high-quality medical coverage plus more control over how you pay for health care, then a High Deductible Preferred Provider Organization (HD PPO) plan may be right for you. Consider these plan features:

- ▶ With an HD PPO, you will have many of the same features as a typical PPO—for example, a plan deductible, co-insurance, and an out-of-pocket maximum—but your monthly cost for coverage is **lower** and your deductible is **higher** when compared to the PPO.
- ▶ Once you meet your deductible, co-insurance will pay 80 percent of your eligible medical expenses.
- ▶ If you reach the plan's annual out-of-pocket maximum, the plan pays 100 percent of any other eligible expenses for the rest of the calendar year.
- ▶ Both **HD PPO 1** and **HD PPO 2** (NiSource's two HD PPO options) protect you from significant or unexpected health care expenses, and cover health care you receive from in-network and out-of-network providers (though you will pay less when you use in-network providers).
- ▶ A key benefit of enrolling in an HD PPO is having access to a Health Savings Account (HSA), which you can use to set aside before-tax dollars to pay for qualified health expenses (including your deductible or other out-of-pocket medical costs). Any dollars in your HSA that you don't use in 2015 can be saved and used for future medical expenses.

## Requirements to Enroll in an HSA

To contribute to an HSA, you must be enrolled in an HD PPO. In addition, you cannot be:

- ▶ Covered by another health plan (for example, you cannot be a dependent on anyone else's plan, except for vision and dental coverage).
- ▶ Enrolled in Medicare benefits.
- ▶ Claimed as a child dependent on another person's tax return.
- ▶ A participant in an annual Health Care FSA for 2015, and you must have a \$0 balance in your 2014 Health Care FSA on Dec. 31, 2014. If you continue to have an FSA balance, you will not be allowed to contribute to an HSA until April 2015. Plan now to incur expenses and submit all claims before Dec. 15, 2014. You may still need to validate your claims before the end of the year to ensure that you have a \$0 balance on Dec. 31, 2014.

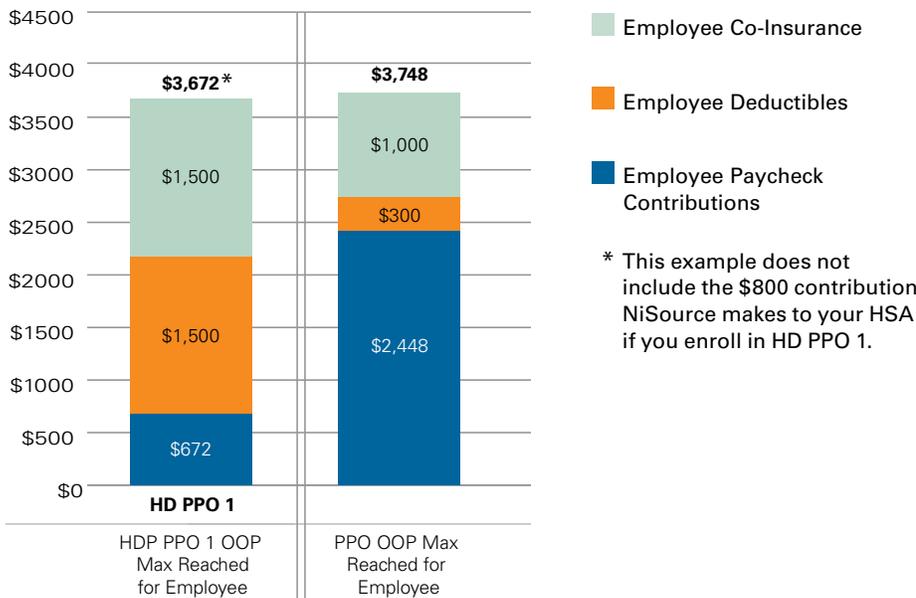
You are required to re-enroll in your HSA each year; your prior year contribution elections will not roll over automatically to the following year. Also, remember that general purpose Health Care FSA dollars cannot be used to cover your HSA-eligible expenses.

# HD PPO 1—The Employee Only and Family Coverage Financial Advantage

If you plan to elect employee only or family coverage and are debating which plan provides a better deal financially—the PPO or HD PPO 1—there’s really no comparison. HD PPO 1 provides lower cost coverage than the PPO. Even if you reach your out-of-pocket (OOP) maximum, you will still end up paying less under HD PPO 1 than under the PPO.

Let’s consider a person with **employee only coverage** who reaches the 2015 in-network maximum out-of-pocket amount under HD PPO 1 compared to the PPO.

## Employee Only Coverage Cost Comparison



In this scenario, the employee pays less in total medical expenses under HD PPO 1 than under the PPO plan. This would also be true for an employee who elects family coverage. For both employee only and family coverage, choosing HD PPO 1 makes the most sense financially.

### HSA SAVINGS OPPORTUNITY

If you enroll in an HD PPO option, consider contributing the money you save (up to the IRS maximum) in premiums to your HSA. For example, by enrolling in HD PPO 1 instead of the PPO, you would save **\$1,776** (employee only coverage) or **\$6,336** (family coverage) in annual premiums.

## YOUR HSA BENEFICIARY

If you participate in an HSA, be sure to complete a beneficiary designation form. This form is available on the YSA website (which you can access via [www.mysourceforhr.com](http://www.mysourceforhr.com)). Completed forms should be returned directly to UMB.

If you have questions or problems accessing the form, call 1-888-640-3320 and speak with a Your Spending Account representative. During the enrollment period, representatives are available from 8:30 a.m. to 6:00 p.m. Eastern time, Monday through Friday.

## A NEW WAY TO CHANGE YOUR HSA AMOUNT

Remember, after you set your HSA contribution amount for 2015, you are allowed to change it at any time during the year.

For your convenience, a new mid-year election change tool is available on the [www.mysourceforhr.com](http://www.mysourceforhr.com) website.

From the Health and Insurance tab, select "Change Coverage." Then choose "HSA Mid-Year Changes" from the drop-down menu and submit your new amount. It's that easy!

## NiSource Helps You Save

If you enroll in an HD PPO plan and open an HSA, NiSource will contribute money to your account in 2015:

- ▶ \$800 each year if you enroll in HD PPO 1; or
- ▶ \$300 each year if you enroll in HD PPO 2.

These contributions will be made to your account by the end of January and you'll receive them even if you don't contribute.

The money in your account can be used to cover day-to-day health care expenses or you can save it for future needs (unlike an FSA, there is no "use it or lose it" rule with an HSA). Your unused balance rolls over each year, earning interest. And once your account balance reaches \$1,000, you can take advantage of various investment options.

## You Can Pay Yourself Back, Too

While the company makes its contribution to your HSA in January, your contributions are funded throughout the year. This may mean that if you open a new HSA or have no remaining funds from the prior year, your HSA balance will be at its lowest in January.

There may be times early in the year when you need to pay for eligible expenses out of pocket. If that happens, once funds are available in your account, you can simply reimburse yourself for the amount you paid out of pocket.

## Try Saving More

If you currently participate in an HD PPO medical plan and are saving in an HSA, consider if you can save more in 2015. Remember, the HSA is a long-term savings program, which means:

- ▶ Your account balance rolls over year to year (unlike a Health Care FSA) and can grow over time;
- ▶ There are a variety of saving and investing features you can use when your account balance reaches certain thresholds; and
- ▶ Your account is portable, which means you can take it with you if you leave NiSource.

If you're saving just enough to cover your annual expenses (deductible and out-of-pocket maximum amounts), think about increasing your contributions and getting more from your HSA! You can set your contribution amount during annual enrollment, and change it at any time during the year (with changes taking effect on the first day of the following month).

Remember, for 2015 you can make additional "catch-up" contributions to your HSA of up to \$1,000 annually if you are age 55 or older.

# What You Need to Know About Enrollment

Here's some more important information to help you prepare for enrollment:

## Covering Your Dependents

It's your responsibility to ensure your dependents meet the eligibility criteria. NiSource reserves the right to audit your covered dependents in the future to confirm that they are eligible for coverage. Refer to your Summary Plan Description (SPD) posted at [www.mysourceforhr.com](http://www.mysourceforhr.com) for details.

Also, please be sure to enter any missing Social Security Numbers for your dependents during the enrollment process. Due to the requirements of the Affordable Care Act (ACA), it's critical that NiSource has an accurate Social Security Number for each covered dependent.

## Opt-out Credit

If you are a full-time active employee and decide not to enroll in NiSource medical and/or dental coverage, you may be eligible for an opt-out credit. Refer to your personalized enrollment information for details about your opt-out credit amount. If you are married and your spouse has access to coverage from another source—such as his or her employer—you should carefully evaluate all your options.

## If Your Spouse or Parent Also Works at (or is Retired from) NiSource

If you and your spouse (or parent) both work at NiSource (or if your spouse or parent is retired from NiSource), it's not possible for one of you to enroll as a dependent of the other and receive the opt-out credit(s). If you are currently enrolled as a dependent on your spouse's (or your parent's) plan, you must call the MySource for Human Resources Customer Service Center at 1-888-640-3320 during enrollment to update your status. Ineligible opt-out credits will be recovered through payroll deductions.

## YOUR BENEFICIARY INFORMATION

Open enrollment is a good time to confirm the beneficiary information you have on file with MySource for Human Resources.

You can review and make updates to your beneficiaries via [www.mysourceforhr.com](http://www.mysourceforhr.com) or by calling 1-888-640-3320 to request assistance.

## SUMMARY OF BENEFITS AND COVERAGE

The federal health care reform law requires employers to provide a medical plan Summary of Benefits and Coverage (SBC) communication to employees prior to the start of open enrollment.

SBC documents will be available via the MySource for Human Resources website or on the MySource intranet.

## YOUR PASSWORD AND WEBSITE SECURITY

Remember, you will need your Benefits Source website password to enroll. Take action now so that you have your password when enrollment begins.

## Online Tools and Resources

The MySource for Human Resources website is your one-stop shop for all your benefits needs. Beginning Oct. 20, you can visit the Benefits Source website for personalized cost information about all of your benefit options.

Need help making good enrollment decisions? The Benefits Source website offers these helpful tools:

- ▶ The ***Health Plan Profiler*** lets you learn about the type of plan that may suit you best after you identify the features that are important to you in a health plan.
- ▶ The ***Medical Expense Estimator*** is an interactive tool that helps you estimate your costs for next year based on your past usage by comparing your total annual medical expenses for each available option. You can also customize your results by entering new details about your anticipated service needs.
- ▶ The ***Health Plan Comparison Chart*** shows a side-by-side view of the different health plan options available to you.
- ▶ The ***HSA Expense Estimator*** helps you estimate your family's total health care, prescription drug and other expenses for the year so you can select the right contribution amount for your Health Savings Account.
- ▶ The ***Estimate Your Life Insurance Needs*** and ***Estimate Your Long-Term Disability Needs*** calculators can help make sure that you and your dependents are sufficiently protected if you die or are unable to work.
- ▶ The ***Estimate Your Health Care Expenses*** and ***Estimate Your Dependent Care Expenses*** calculators can help you determine how much money to contribute to a flexible spending account (FSA). (**Note:** The Health Care FSA is not available if you enroll in an HD PPO).
- ▶ You can ***Find a Doctor, Dentist or Hospital*** using a special search engine to help you locate in-network providers in your area. You can set preferences for your providers, including gender, hospital affiliation, second language and ZIP code, and get travel directions and maps to provider locations.

## When to Expect ID Cards for 2015

Depending on the plan(s) you choose, you may receive one or more new ID cards from plan administrators in the mail in December.

	New Card?	How Many Cards?	When?
<b>Medical—PPO Plan</b>	Yes. You'll have a single card for both medical and prescription drug.	Two per family*	Before Jan. 1, 2015
<b>Medical—HD PPO Plans</b>	Only if you change plans.	One per member*	Before Jan. 1, 2015
<b>Prescription Drugs</b>	You'll have a single card for both medical and prescription drug.	N/A	N/A
<b>Flexible Spending Account (FSA)</b>	Only if you elect to newly enroll in an FSA.	One per family*	Before Jan. 1, 2015
<b>Health Savings Account (HSA)</b>	If you elect to newly enroll in the HSA and are not currently participating in the Health Care FSA.  If you re-enroll in the HSA, a new card will be sent to you once every three years.	One per family*	Before Jan. 1, 2015
<b>Dental</b>	No, you do not need a card to access dental services. Use your Social Security Number and Group Number 3205656 when you visit a provider. You can also log in to <a href="http://www.mycigna.com">www.mycigna.com</a> and click on "Print a Temporary Card" to print a card with the information above for reference. Or use the myCigna mobile app to access an electronic version.	N/A	N/A
<b>Vision</b>	No, you do not need a card to access vision services. Use your Social Security Number and date of birth when you visit a provider. You can also log in to <a href="http://www.vsp.com">www.vsp.com</a> to print a temporary card.	N/A	N/A

\*You can request additional cards online or by calling a Customer Service Associate at no cost.

### HSA DEBIT CARD

If you enroll in an HD PPO plan (1 or 2) for 2015 and open an HSA after participating in the Health Care FSA for 2014, you should keep and continue to use your current debit card. You will not automatically receive a new debit card for the HSA.

Remember, you cannot participate in both an HSA and a Health Care FSA in the same year.

The information included in this newsletter has been prepared to summarize some provisions of the plans and is not intended to be a complete summary of the plans. To the greatest extent possible, non-technical language has been used to explain some of the plans' provisions. The official plan texts are the governing documents if questions arise. While NiSource intends to continue the plans described in this document, the company reserves the right to change or discontinue any or all of them at its discretion and without prior notice to any person.



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Live Well, Save Well!



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IMPORTANT BENEFITS INFORMATION ENCLOSED