

CGI U.S. Benefits

Open Enrollment



HEALTH CARE INSURANCE PLANS – GLOSSARY OF FREQUENTLY USED TERMS*

PREMIUM

The amount you pay every month for health insurance, usually taken out of your pay check through payroll deductions.

DEDUCTIBLE

The amount you pay during the year for medical services, before your insurance starts to pay.

CO-PAYMENT

The flat fee you pay out-of-pocket each time you visit a doctor. There are no co-payments with the two plan options offered by CGI for 2015.

CO-INSURANCE

A percentage of the medical costs you share with your health insurer after you have reached your plan deductible.

OUT-OF-POCKET MAXIMUM

The annual limit you have to pay out-of-pocket for everything during your plan year, except your monthly premium, which does not count toward the out-of-pocket maximum.

NETWORK

A group of doctors, hospitals, and other health care providers that accept payments from your health insurance company. This group has also agreed to provide your care at special negotiated discounted rates, so staying within the network may save you money.

FORMULARY

A list of generic and brand-name prescribed medications covered by your health plan that treat the same conditions, but cost less.

HDHP – HIGH DEDUCTIBLE HEALTH PLAN

A health insurance plan characterized by higher out-of-pocket expenses, but typically lower premiums, so your overall health care costs may actually be lower.

CDHP – CONSUMER DRIVEN HEALTH PLAN

A CDHP is an HDHP coupled with a health savings account which allows employees to pay out-of-pocket expenses from a tax-advantaged health account. CGI's plans are coupled with a health savings account (HSA).

HSA – HEALTH SAVINGS ACCOUNT

A bank account that you own that you can use to pay for qualifying medical expenses, including those that apply to your annual deductible. Or, you can save the money for a future health need – even into retirement. It's your choice. Any money deposited into your HSA is yours to keep, there is no "use it or lose it" rule, and you take your HSA with you even if you leave CGI or change health insurance plans. You do not pay federal taxes on your HSA for any money you or CGI deposits into your HSA, money you spend from your HSA on qualified expenses, or any interest earned on the HSA.

LPFSA – LIMITED PURPOSE FLEXIBLE SPENDING ACCOUNT

Otherwise known as a "dental and vision only" FSA, which is designed to work alongside an HSA to cover your dental and vision out-of-pocket expenses.

**Not intended to serve as a complete list of commonly used health care terms*