

Caddie Health Insurance Premium Reimbursement Program – Plan Changes & Updates

New Plan Year 1/1/2024 – 12/31/2024

What is the Caddie Health Insurance Premium Reimbursement Program?

The program will assist caddies who met the eligibility requirements and are actively working for a member of the PGA TOUR, Korn Ferry Tour or PGA TOUR Champions. Eligible caddies in the program can be reimbursed for the cost of medical, dental, vision and prescription drug insurance. The premium for credible insurance policies that cover the eligible caddie and/or spouses and dependent children can be reimbursed.

What is the effective date of the new plan year?

The new plan year will reimburse premiums paid for coverage from January - December 2024.

Who is eligible to participate in the reimbursement program?

PGA TOUR Caddie Requirements: Caddies who worked at least 15 PGA TOUR events during the prior season (2022–2023 season) and are actively working for a member of the PGA TOUR, PGA TOUR Champions or Korn Ferry will be eligible for a yearly reimbursement of up to \$9,000 towards the purchase of health insurance. The maximum monthly reimbursement is \$750 (\$9,000/12). Up to 5 PGA TOUR Champions or Korn Ferry Tour events worked during 2023 can be used to satisfy the eligibility requirements.

PGA TOUR Champions Caddie Requirements: Caddies who worked at least 11 PGA TOUR Champions events during the prior calendar year (2023 calendar year) and are actively working for a member of the PGA TOUR, PGA TOUR Champions or Korn Ferry Tour will be eligible for a yearly reimbursement of up to \$9,000 towards the purchase of health insurance. The maximum monthly reimbursement is \$750 (\$9,000/12). Up to 5 PGA TOUR (2022–2023 season) or Korn Ferry Tour events (2023 events only) can be used to satisfy the eligibility requirements.

How does the reimbursement program work?

The reimbursement period will begin January 1, 2024. Caddies must submit **proof of payment for health insurance that covers them for the plan year (January – December 2024) to the PGA TOUR**, who will provide reimbursement via direct deposit (preferred) or check. Note, the maximum amount of reimbursement each month is \$750. Monthly premiums will be reimbursed up to this amount.

How do I purchase health insurance if I do not have it already?

To purchase health insurance in the individual market, please visit www.healthcare.gov. From there, a prompt will come up to select your state. You will then be directed to your state's exchange if it has one; if your state doesn't have an exchange, you will continue with healthcare.gov. You may also call 800-318-2596 to contact the exchange.

For assistance, you may contact a representative from Transitions Benefit Group at 800-936-1405 to speak with a benefit representative who can help you find a policy that will fit your needs. You can also directly contact the insurance company of your choice.

The 2024 individual market Open Enrollment Period runs from Friday, November 1, 2023, to Saturday, January 16, 2024. Enroll by December 15, 2023 for coverage to start January 1, 2024. After January 16, you can still buy a health plan if you qualify for a Special Enrollment Period. You qualify for a Special Enrollment Period if you have had certain life events, including losing health coverage, moving, getting married, having a baby, or adopting a child. Medicare can be purchased at any time.

What types of proof of payment of insurance can be accepted?

- Copy of a bank statement with debit from health insurance carrier
- Copy of credit card statement showing expense

- If covered by your spouse, a copy of the paycheck showing a health insurance deduction for the corresponding month – the deduction should indicate that it is for family or spousal coverage
- Statement from the carrier stating the amount paid and policy paid to date
- **You may also need to demonstrate that the payments are for credible health insurance by supplying a copy of tax forms 1095-A, 1095-B, 1095-C, or policy documentation**

How do I submit proof of payment?

- Fax the reimbursement form and your documentation to 904-273-3463, or
- Mail the reimbursement form and your documentation to PGA TOUR; 1 PGA TOUR Boulevard; Ponte Vedra Beach, FL 32082; Attn: Leslie Manna, or
- Scan the reimbursement form and your documentation then email to lesliemanna@pgatourhq.com

Is there a deadline for submitting reimbursement requests?

You have until April 30, 2025 to submit your reimbursement request for January – December 2024 coverage. If you were eligible for the old Plan Year running January – December 2023, you have until April 30, 2024, to submit.

Reimbursements requests received by the end of the month will be paid around the 20th of the following month. (i.e., A submission received March 4th will be paid around April 20th; a submission received March 30th will be reimbursed around April 20th.)

What if my selected plan costs more than the reimbursement?

The cost of your plan may exceed your level of reimbursement and that additional portion remains your responsibility. However, the reimbursement reduces your overall out-of-pocket costs. For example, if you are enrolled in a medical/dental/vision/prescription-drug insurance program for \$800 per month, your reimbursement amount would be the maximum amount allowed of \$750, making your out-of-pocket expense \$50.

Is the reimbursement taxable income to me?

Yes, the total amount of the reimbursement you receive is taxable income and will be reported on form 1099-NEC or 1042-S (non-residents) issued by the PGA TOUR. However, you should consult your tax advisor on whether you can deduct the total cost of your health insurance premium paid for the year as a Self-Employed Health Insurance Premium Deduction.

What if I already have insurance coverage or I am covered by my spouse's policy?

If you are covered by a policy in your own name or your spouse's name, you are eligible for the premium reimbursement. Please submit proof of credible coverage and proof of payment for that coverage (if covered by your spouse's policy, make sure that the proof of payment indicates family coverage) along with the PGA TOUR/PGA TOUR Champions Caddie Insurance Claim Form and fax, mail or scan as mentioned above. You will need to submit proof for each month's premium payment that you make.

What if I am a qualifying caddie, but not a U.S. citizen?

You are eligible to participate in the program and receive a reimbursement. The PGA TOUR is required to withhold 30% for US taxes on all payments issued to non-US residents and provide tax form 1042-S at year-end. Form W-8 BEN should be completed prior to payment.

If you have any questions about the program, please contact:

Leslie Manna
 PGA TOUR
 1 PGA TOUR Blvd.
 Ponte Vedra Beach, FL 32082
lesliemanna@pgatourhq.com/904-273-3463 (phone, fax or text)