



Stay informed and engaged about your Benefits!

This newsletter will help you make the most of your health and retirement benefits by sharing the latest news and tools available to you.

Get the Latest on COVID-19

Find the latest COVID-19 information and guidance from the CDC, federal and local governments, including where to receive your vaccination. Learn about Genesis’s COVID-19 protocols and what it means to you, and read our latest Company announcement. Visit [COVID-19 Resources](#) on the HR website.

Have you checked out our new Employee Assistance Program (EAP)?

In January 2021, Genesis Energy introduced a new Employee Assistance Program (EAP) provider called SupportLinc. The SupportLinc EAP is a no-cost, confidential resource that helps you deal with life’s challenges and the demands that come with balancing home and work.

SupportLinc services also include, at no cost to you, **five** face-to-face or telephonic counselling sessions per issue for a variety of concerns such as stress, anxiety, relationships, and substance abuse. SupportLinc services, including counseling, are available to you and your benefit-eligible family members living in the same household.



For your mental health needs, consider using this benefit before using coverage under your medical plan. To speak with a licensed SupportLinc counselor call toll-free at **1-888-881-5462** anytime day or night, 365 days a year.

Other EAP Services include:

Wellbeing	Family	Legal and Financial Services	Lifestyle
<ul style="list-style-type: none"> Stress management Mindfulness Grief and loss Exercise and fitness Nutrition 	<ul style="list-style-type: none"> Elder care locator Child care locator Marriage and relationships 	<ul style="list-style-type: none"> Estate planning Family law Financial calculators Legal resources 	<ul style="list-style-type: none"> Moving and relocation Home safety and security Travel and Leisure

Online you can find lots of information through various resources including articles, videos, tips, and trainings. Check out the EAP website at www.supportlinc.com, password: genesis.

Getting Your Health Back on Track After COVID-19

During the COVID-19 pandemic, you may have been one of millions of Americans who let your physical and mental health slide. You may have put on a few extra pounds, refrained from social events or put off those very important preventive visits to the doctor or dentist. As the COVID-19 vaccine rollout continues and the CDC and local governments continue to loosen restrictions, you may feel a renewed sense to get your health back on track. Learn more about how Genesis Energy's medical provider, Blue Cross and Blue Shield of Texas (BCBSTX) can help support your health goals.

BCBSTX Well onTarget

Well onTarget is a program that's designed to give you the support you need to make healthy choices. With Well onTarget, you have access to a convenient, secure website with personalized tools and resources. You can also earn Blue Points for participating in different healthy activities, which you can redeem for a wide variety of rewards including electronics, fitness gear, wearables, and camping equipment.

The heart of the Well onTarget program is the [member portal](#), which links you to a suite of innovative programs including:

- Digital Self-Management Programs – Online interactive and educational programs that let you work at your own pace to reach your health goals
- Health and Wellness Content – A health library that teaches and empowers through user friendly articles
- Tools and Trackers – Interactive tools to help keep you on course while making wellness fun
- Coaching Programs – Credentialed health experts who will guide you through programs that help you achieve your health goals such as decreasing weight, improving dietary habits, or quitting tobacco
- Fitness Program – more details below



Fitness Program – SPECIAL OFFER!

Join the BCBSTX Fitness Program for free in June!

- Members can select a plan option that best suits their lifestyle based on location and facility access.
- Once you join, you'll have access to all locations within the purchased plan as well as locations in any of the lower-priced plan options.
- Access thousands of digital fitness videos and live classes including cardio, boot camp, barre, yoga and more through an online platform.
- Digital access is included with Base (ex: Planet Fitness), Core, Power and Elite (ex: Lifetime Fitness) memberships.

[To enroll](#), log in to Blue Access for Members at [bcbstx.com](#) and search for the Fitness Program under Quick Links. Just enter the code **JUNESTART** during enrollment to join for free before June 30.

You can also earn points for your gym visits through the Blue Points Program.

Preventive Care Screenings

The CDC estimates that 4 in 10 adults have delayed or avoided medical care due to COVID-19.

If you or your dependents are behind on your annual visits, now is the time to **make Preventive Care a Priority!** Preventive screenings are available at little to no cost to you under BCBSTX.

Considering making appointments for:

- Annual Physical – check for Blood Pressure, Cholesterol, Weight, BMI
- Women's Health – Mammograms & Cervical Cancer Screenings (recommendations vary by age)
- Men's Health – Prostate Cancer Screenings
- Immunizations
- Dental Preventive Care – oral exam, teeth cleaning, and routine x-rays

For additional information on what preventive care is covered for your age, visit [BCBSTX](#).

Q&A: What to Consider Before Taking a 401(k) Loan

What is a 401(k) loan?

With a 401(k) loan, you borrow money from your retirement savings account. You'll then pay that borrowed money back, plus interest, through payroll deductions.

How much can I withdraw?

The minimum loan amount is \$1,000 and you can borrow as much as 50% of your vested account balance, up to a maximum of \$50,000 within a 12-month period.

How long do I have to pay back the loan?

You have up to five (5) years to repay a 401(k) loan unless it's for the purchase of a primary residence in which case you have ten (10) years.

How much is the interest rate?

Fidelity interest rates vary based on where the prime rate sits, however the interest rate is the same regardless of your credit score. The current rate is 4.25%.

Does my loan continue to be invested?

Your borrowed 401(k) money is not invested in the market and you'll forgo potential investment gains on the borrowed funds but will re-invest with each loan repayment.

More importantly, you'll lose out on gains from compound interest. Remember, you're borrowing from your future self, so you likely won't break even in terms of lost investment growth by the time you retire, even when you pay back the principal and interest.

For example, a 35 year-old who borrows \$30,000 and repays it over five years could have \$193,000 less at retirement, assuming that he or she didn't make new contributions while repaying the loan and the 401(k) investment earned a 6.25% average annual rate of return.

Can I continue contributing to my 401(k) while I have an outstanding loan?

We strongly encourage you to continue contributing to your 401(k) if you can afford to. By doing so, you won't miss out on employer match and this will help offset some of the loss in potential earnings on the borrowed funds.

Can I pay off my 401(k) loan early?

Loans can be paid in full at any time using certified funds.

What happens if I terminate or leave the company and have an outstanding loan balance?

Once you terminate you have until the last business day of the calendar quarter following the quarter in which your terminated to repay the loan in full or to roll it over into another eligible retirement account.

If you can't repay the loan, it will be treated as a taxable distribution and could push you up a tax bracket depending on the amount left outstanding. The distribution will be subject to a 10% penalty if you're younger than 59½.

What happens if I miss a payment and default on my loan?

If you do not pay your 401(k) loan back as required, the defaulted loan is considered a withdrawal or distribution and thus subject to a 10% penalty applicable to early withdrawals made before age 59½. That's potentially a huge cost, especially when you also consider the loss of the potential gains your money would have made had you left it invested.

The penalty for defaulted loans still applies to COVID-19 related loans taken under the CARES Act's special rules applicable in 2020. This can be confusing, as the CARES Act also altered the rules for withdrawals, enabling you to take a coronavirus-related distribution from your 401(k) in 2020 without incurring the customary 10% tax penalty. Unfortunately, if you default on your 401(k) loan, it doesn't convert to a penalty-free withdrawal, even if you would have been entitled to one in 2020.

What are alternatives to a 401(k) loan?

If you are age 59½ or older, you can take an early withdraw without penalty. Other alternatives include:

- Hardship withdraws for certain medical expenses, home-buying expenses for principle residence, tuition and fees, funeral expenses, and to prevent foreclosure or eviction.
- Using HSA Savings for medical expenses.
- Withdrawing from a Roth IRA as these withdrawals are usually tax and penalty free.

Virtual Visits: Affordable Health Care at Your Fingertips



MDLIVE provides access to a national network of U.S. Board Certified physicians through a mobile application, online or by phone. Get access to quality health care without ever leaving your home, your job or wherever you are. Speak to a doctor 24/7, 365 days a year for non-emergency conditions.

Not only is it convenient, but the cost of a MDLive medical visit is **only \$44** – including for those with a high-deductible health plan (HDHP). You can also pay for the visit using your FSA or HAS funds (144930).

You can use MDLIVE for any of the following medical services:

- Instead of going to the ER or an urgent care center for a non-emergency issue including acute illness, flu, strep throat, skin rashes, ear infections, pink eye, UTI and more.
- During or after normal business hours, nights, weekends and even holidays.
- To request prescription refills (when appropriate).

You also have access to MDLIVE Therapy for diagnosing and treating mental health issues. Whether you are looking for long-term therapy or simply need a one-time check-in on your health and wellness, MDLIVE's behavioral health therapy services are safe, confidential, and convenient.

Register at www.MDLIVE.com or by downloading the MDLive app. To register you will need to provide your first and last name, date of birth, and BCBSTX member ID number.

Note: If you have used MDLive with another employer's health plan or insurance company (i.e. Cigna), you will need to register again and create a brand new ID and password so it's associated with your Genesis BCBSTX medical plan.



Your Benefit Resources

BenefitsConnections Team

Have a question? Contact us at:

Phone: (877) 241-9624

Email: benefitsconnections@genlp.com

HR Website

hr.genesisenergy.com

- Plan documents for core benefits
- Retirement resources, information and links
- Information and videos on how to enroll or make changes to benefits
- Find frequently used forms and FAQs

Did you have a qualifying life event?

You have **31 days** to act!

During the year, you may change your benefit enrollment only if you have a qualifying life event – such as a marriage, divorce, birth or adoption of a child, death of a spouse or dependent, or if a spouse or dependent loses or gains outside coverage

For more information and instructions on how to declare a life event [watch here](#).