

Lebco Industries Semi-Monthly

2019 Open Enrollment

We recognize our employees are our number one asset. You are the driving force behind our success!

Effective January 1, 2019

- Health Insurance benefits will continue with BCBS
- Offering 2 PPO plans & an HSA plan
- Dental Insurance benefits will continue with BCBS
- Vision plan will continue with VSP with the same rates

Open enrollment for group medical, dental and vision insurance provides you the opportunity to enroll for coverage or make changes to your coverage. Keep in mind, the decision you make at open enrollment regarding your insurance coverage is effective for the entire plan year (January 1, 2019 – December 31, 2019). During the plan year you may not change your plan and/or dependent status unless you have a “qualifying event” as defined by the IRS, such as marriage, divorce, birth, adoption, or loss of coverage.



The cutoff date for completing the enrollment is **12/17/18**. If you have any questions, contact your Human Resources contact:

- Karen Cheniae
- Alina Ciobanu
- Jami Weinman (broker's office)
214-443-1400 x203
jami@insuranceisboring.com

This year your enrollment will be done online at Bernie Portal.

To make elections online:

Go to: www.bernieportal.com

User Name: your Lebco email or your personal email if you don't have a Lebco email

Password: the last 4 of your SSN plus 2-digit birth month

MEDICAL PLANS

The company will continue offering three medical plans using the **Blue Cross Blue Shield - Blue Choice PPO Network** in your area, two co-pay plans and a Qualified High Deductible Health Plan that permits pre-tax employee contributions to a Health Savings Account (HSA).

HSA Plan

An HSA plan combines a medical plan with a Health Savings Account (HSA). With the BCBS HSA plan, all eligible expenses apply to the deductible and co-insurance first, with the exception of preventive care which is covered at 100% on all plans. Prescriptions are applied to the plan deductible first. Once you meet the in-network OOP maximum, all eligible expenses are paid at 100%. The advantage of the HSA plan is that the out-of-pocket limits are lower than the other plans. Also, you have the option to contribute to an HSA and pay eligible expenses with pre-tax dollars.

Lebco will continue using **Optum Bank** as their HSA depository custodian. You may make contributions to your HSA from your payroll not to exceed the annual IRS limits. To contribute to your HSA through payroll, eligible employees must open an account with **Optum Bank**. You will be receiving instructions on how to open your **Optum Bank** HSA online. You may keep your current Benchmark Bank account or roll the funds to your **Optum Bank** account.

The HSA funds may be used to pay for eligible medical, dental and vision expenses such as, but not limited to, doctor visits and prescriptions for employees and their eligible dependents.

You are encouraged to take full advantage of the tax savings by contributing towards the HSA account. The IRS limits the amount that can be contributed to an HSA account. The employee HSA contributions are on a pre-tax basis. If you or your spouse is 55 years of age or older, you may elect to contribute an additional \$1,000 catch-up contribution for yourself and/or your spouse for 2018 and 2019 in addition to the annual limits.

Combined annual IRS limits:	<u>Individual Limits</u>	<u>Family Limits</u>
	\$3,450 (2018)	\$6,900 (2018)
	\$3,500 (2019)	\$7,000 (2019)

What are the benefits of an HSA?

- **Pre-tax dollars** may be used to pay for qualified expenses anytime in your lifetime for yourself and your eligible dependents.
- Your HSA funds rollover at the end of the year
- **You may easily access your HSA funds by debit card or check.**
- **Funds left in an HSA can grow, tax deferred, and may be invested similar to an IRA**
- Your account stays with you even if you change employers
- After age 65 you can withdraw your funds and they are only taxed as ordinary income
- Your HSA funds may be used tax free to pay for Medicare insurance premiums

What expenses are qualified medical expenses? Qualified expenses include most normal medical, dental and vision expenses such as:

- Doctor visits
- Prescription drugs
- Dental services
- Vision care (including contact lenses, glasses and Lasik surgery)
- View a complete list of eligible expenses on the www.insuranceisboring.com website

LEBCO INDUSTRIES, INC. - MEDICAL BENEFITS AT A GLANCE

	PPO MM45	PPO MMB4	HSA MMH10
	In-Network		
CALENDAR YEAR DEDUCTIBLE			
Individual Deductible	\$3,000	\$5,000	\$6,000
Family Deductible Maximum	\$9,000	\$10,000	\$12,000
MAXIMUM OUT-OF-POCKET PER CALENDAR YEAR PER PERSON (does include copays or deductibles)			
Individual	\$5,600	\$5,600	\$6,000
Family	\$10,200	\$10,200	\$12,000
WELLNESS & IMMUNIZATIONS			
Well Child Care, includes immunizations	100% You pay nothing	100% You pay nothing	100% You pay nothing
Well Adult (exam, mammogram, PSA)	100% You pay nothing	100% You pay nothing	
INPATIENT			
Hospitalization (inpatient)	30% after deductible	30% after deductible	100% after deductible
Inpatient Mental Health/Chemical Dependency	30% after deductible	30% after deductible	
OUTPATIENT			
Physician Office Visit (illness or injury, except surgery)	PCP \$45 co-pay Spec \$45 co-pay	PCP \$40 co-pay Spec \$40 co-pay	100% after deductible
Out-patient lab & x-ray	100% with office visit	30% after deductible	
Outpatient Surgery (in surgical facility or doctor's office)	30% after deductible	30% after deductible	
MRI, CT Scan, PETSCAN, etc.	30% after deductible	30% after deductible	
Out Patient Mental Health OV Mental Health/Chemical dependency	30% after deductible	30% after deductible	
Urgent Care Visit	\$70 co-pay	\$65 co-pay	
Emergency Room Services	30 % after \$100 co-pay	30% after \$100 co-pay	
PRESCRIPTIONS			
Generic	\$20 co-pay	\$20 co-pay	100% after deductible
Preferred Name	\$40 co-pay	\$40 co-pay	
Non-Preferred Name	\$60 co-pay	\$60 co-pay	
Rx Out-of-pocket maximum	\$1,000/\$3,000 Rx 100% after OOP	\$1,000/\$3,000 Rx 100% after OOP	Same as Medical

Medical Plan Contributions

The company has made a substantial investment in your healthcare. Lebco will continue their contribution towards the employee only cost for the medical plans. The employee will be responsible for the remainder and all dependent premiums.

The rates shown below are your Semi-Monthly before-tax employee premiums after applying the employer contribution.

	<u>PPO MM45</u>	<u>PPO MMB4</u>	<u>HSA MMH10</u>
Employee Only	\$299.86	\$219.73	\$157.94
Employee + Spouse	\$940.63	\$756.35	\$614.22
Employee + Children	\$694.19	\$549.95	\$438.72
Employee + Family	\$1,334.95	\$1,086.56	\$895.00



BlueCross BlueShield
of Texas

Dental Plan

The company will continue the dental benefits with BCBS. The employee will be responsible for 100% of the premium.

This plan provides a \$3,000 per year maximum benefit.

Lebco Industries, Inc. - DENTAL BENEFITS AT A GLANCE	
PLAN FEATURES	PPO PLAN
Annual Deductible (waived for preventive services)	
Individual	\$25
Family	\$75
Annual Benefit Maximum Per Individual	\$3,000
Type A - Preventive Services	100%
Type B - Basic Restorative	80%
Type C - Major Restorative	50%
Ortho for children under the age of 19	50% - \$2,000

Dental Plan Contributions

The rates shown below are your before-tax premiums.



BlueCross BlueShield
of Texas

	<u>Semi-Monthly</u>
Employee Only	\$23.80
Employee + Spouse	\$47.60
Employee + Children	\$61.03
Employee + Family	\$93.40

Vision Plan

The company will continue the vision coverage through VSP. The employee will be responsible for 100% of the premium.

The rates shown below are your before-tax premiums.

	<u>Semi-Monthly</u>
Employee Only	\$4.21
Employee + Spouse	\$6.73
Employee + Children	\$6.87
Employee + Family	\$11.07



Enrollment Instructions

We thank you for service to our company and hope that the benefits covered in this package are of service to you and your family.

REMEMBER that your elections will be done online at Bernie Portal.

To make elections online:

Go to: www.bernieportal.com

User name: your Lebco email or your personal email if you don't have a Lebco email

Password: the last 4 of your SSN plus 2-digit birth month

**Enrollment must
be completed by**

December 17, 2018

All additional compliance notices are included on the www.insuranceisboring.com benefit website:
(generic login)

Email: benefits@lebcoSM.com

Password: lebcoSM