

Limited Benefit & Self-Funded Minimum Essential Coverage (MEC) Enrollment Guide

Complete the Enrollment Form to Elect or Decline Coverage

IMPORTANT PLAN INFORMATION: You have two medical plan options. You may enroll in one or both. Additional benefits are available to add if you enroll in the Fixed Indemnity Medical Plan.

Advantages of the Fixed Indemnity Medical Plan

- ☒ Covers Day to Day Medical Expenses
- ☐ Satisfies the Individual Mandate
- ☒ You may still be eligible to receive a subsidy from the health insurance exchange
- ☒ Offers Dental, Vision, Term Life and STD



Advantages of the MEC Wellness/Preventive Plan

- ☐ Covers Day to Day Medical Expenses
- ☒ Satisfies the Individual Mandate
- ☐ You may still be eligible to receive a subsidy from the health insurance exchange
- ☐ Offers Dental, Vision, Term Life and STD



1. You **MUST** complete the Enrollment Form as part of your New Hire Process.
2. Elect or decline all benefits on the Enrollment Form.
3. You **MUST** Sign and Date the bottom of the form, even if you decline coverage.
4. Return the Enrollment Form to your Branch Manager.
5. Keep the Benefits at a Glance page for your records.

Any person who knowingly, and with intent to injure, defraud or deceive any insurer, makes any claim for the proceeds of an insurance policy containing any false, incomplete or misleading information is guilty of a felony.

For Enrollees of California employer policies: In order to enroll in the Fixed Indemnity Medical Benefit, you must be enrolled in major medical coverage.

THE FIXED INDEMNITY MEDICAL PLAN IS A SUPPLEMENT TO HEALTH INSURANCE. IT IS NOT A SUBSTITUTE FOR ESSENTIAL HEALTH BENEFITS OR MINIMUM ESSENTIAL COVERAGE AS DEFINED UNDER THE AFFORDABLE CARE ACT (ACA).

The Essential StaffCARE Fixed Indemnity Medical, Prescription Drug, Accidental Loss of Life, Limb & Sight, Dental and Vision Plans are underwritten by BCS Insurance Company, Oakbrook Terrace, Illinois under Policy Series Numbers 25.1204, 26.1214, 26.212, and 26.213. The Term Life and Short-Term Disability Plans are underwritten by 4 Ever Life Insurance Company, Oakbrook Terrace, Illinois under Policy Series Number 62.200.

The **MEC Wellness/Preventive Plan** is an employer-sponsored, self-funded plan that has been deemed to be in compliance with ACA rules and regulations. More information about Preventive Services may be found on the government website at: <https://www.healthcare.gov/what-are-my-preventive-care-benefits/>. For questions or assistance, please call Essential StaffCARE Customer Service at 1-866-798-0803.

Voluntary Electronic Availability of Summary Health Information for MEC/Wellness Preventive Plan

Copies of the Summary of Benefits and Coverage ("SBC") and Summary Plan Description ("SPD") from Essential StaffCARE ("ESC") are available at the following link: www.essentialstaffcare.com/mec-sbc-spd

While you may have other health plans, this is the link for your specific MEC plan SPD with ESC. These important documents explain the terms and conditions of your Health Plan, including eligibility, coverage amounts and exclusions along with your rights and responsibilities. At any time, you may request paper copies or revoke your consent to electronic delivery, free of charge, by calling 1-866-798-0803.

For questions or assistance, please call Essential StaffCARE Customer Service at 1-866-798-0803.



VSI 277000-MRT OFFICE USE ONLY LOCATION _____ Rehire Date ____/____/____

ENROLLMENT FORM

ESC/MEC 4S PVDM v20.0

A. REQUIRED EMPLOYEE INFORMATION**PRINT USING BLACK or BLUE INK (Must Be Filled Out)**

| | | |
|-------------------|----------------------|---|
| Name | Home Phone | |
| Social Security # | Date of Birth / / | Gender <input type="checkbox"/> M <input type="checkbox"/> F |
| Address | Apt. # | |
| City | Zip | State |

B. MEDICARE INFORMATION

Do you or any of your dependents receive Medicare benefits?

☐ Yes ☐ No. If Yes:

Medicare Health Insurance Claim Number (HICN)

Medicare Effective Date

Name of Covered Person(s):

1. 2.

C. LIMITED BENEFIT PLAN SELECTION**Payroll Deducted Weekly Rates**

You **MUST** enroll in the **Fixed Indemnity Medical Insurance Plan** before adding any additional benefits in Section C. Your coverage level for the additional benefits in Section C will be identical to your fixed indemnity medical plan selection. These plans are underwritten by BCS Insurance Company and 4 Ever Life Insurance Company.

| | FIXED INDEMNITY MEDICAL ¹ | DENTAL | VISION | TERM LIFE | SHORT-TERM DISABILITY ² |
|-----------------------|--|--|--|--|--|
| Employee Only | <input type="checkbox"/> \$18.76 | \$5.40 | \$2.42 | \$0.60 | \$4.20 |
| Employee + Child(ren) | <input type="checkbox"/> \$31.16 | \$14.58 | \$6.54 | \$0.90 | |
| Employee + Spouse | <input type="checkbox"/> \$35.64 | \$10.80 | \$4.84 | \$0.90 | |
| Employee + Family | <input type="checkbox"/> \$47.48 | \$20.52 | \$9.20 | \$1.80 | |
| | <input type="checkbox"/> NO to ALL Benefits | <input type="checkbox"/> Yes <input type="checkbox"/> No | <input type="checkbox"/> Yes <input type="checkbox"/> No | <input type="checkbox"/> Yes <input type="checkbox"/> No | <input type="checkbox"/> Yes <input type="checkbox"/> No |

¹ This coverage is not available to residents of NH, HI, or PR. ² STD is not available to persons who work in CA, HI, NJ, NY, or RI.

For Term Life / Accidental Loss of Life, Limb & Sight, please write in your beneficiary information. Accidental Loss of Life, Limb & Sight is part of the Fixed Indemnity Medical Benefit.

Name Relationship

D. REQUIRED DEPENDENT INFORMATION

| | | | | |
|------|-------------------|----------------------|---|--|
| Name | Social Security # | Date of Birth / / | Gender <input type="checkbox"/> M <input type="checkbox"/> F | Relationship <input type="checkbox"/> Spouse <input type="checkbox"/> Child <input type="checkbox"/> Domestic Partner |
| Name | Social Security # | Date of Birth / / | Gender <input type="checkbox"/> M <input type="checkbox"/> F | Relationship <input type="checkbox"/> Spouse <input type="checkbox"/> Child <input type="checkbox"/> Domestic Partner |
| Name | Social Security # | Date of Birth / / | Gender <input type="checkbox"/> M <input type="checkbox"/> F | Relationship <input type="checkbox"/> Spouse <input type="checkbox"/> Child <input type="checkbox"/> Domestic Partner |

E. OPTIONAL MEC WELLNESS/PREVENTIVE BENEFIT SELECTION

82770000-M-MRT

Direct Payment Monthly Rates

Enrolling in the **Optional MEC Wellness/Preventive Benefit** may **DISQUALIFY** you from receiving a subsidy from the health insurance exchange. This plan satisfies the federal healthcare reform Individual Mandate. This is an offer of ACA compliant coverage and by purchasing this plan, you will not be taxed for failing to purchase insurance required by the Affordable Care Act. The MEC Wellness/Preventive Benefit is **NOT** underwritten by BCS Insurance Company. It is a benefit offered and provided by your employer. Rates for the MEC Wellness/Preventive Benefit are billed monthly.

☐ \$58.19 Employee Only ☐ \$65.79 Employee + Child(ren) ☐ \$71.00 Employee + Spouse ☐ \$80.87 Employee + Family
☐ **NO** to MEC Wellness/Preventive

**F. REQUIRED SIGNATURE****YOU MUST SIGN AND DATE EVEN IF YOU DECLINE COVERAGE**

I have read the Benefits Summary and the Limitations and Exclusions for the Fixed Indemnity Medical Plan. I understand that I have been offered ACA compliant coverage (MEC Wellness/Preventive), and open enrollment is only available for a limited time. I understand that making no benefit selection is a declination of coverage.

DATE ____/____/____

SIGNATURE

LIMITED BENEFITS SUMMARY

FIXED INDEMNITY MEDICAL BENEFIT

For more details, please see your Summary Plan Description.

The Fixed Indemnity Medical Plan pays a flat amount for a covered event caused by an accident or illness. If the covered event costs more, you pay the difference. But if the covered event costs less, you keep the difference.



Outpatient Benefits ¹

| | |
|--|---------------|
| Physician Office Visit | \$55 per day |
| Diagnostic (Lab) | \$75 per day |
| Diagnostic (X-Ray) | \$150 per day |
| Ambulance Services | \$300 per day |
| Physical, Speech, or Occupational Therapy | \$50 per day |
| Emergency Room Benefit - Sickness | \$100 per day |
| Emergency Room Benefit - Accident ² | \$300 per day |
| Outpatient Surgery | \$500 per day |
| Anesthesiology | \$200 per day |
| Annual Outpatient Maximum | \$2,000 |

Prescription Drugs ³

| | |
|-----------------------------|-----------|
| Annual Maximum | \$600 |
| Generic Copay / Brand Copay | \$10/\$50 |

¹ all outpatient benefits are subject to the outpatient maximum ² covers treatment for off the job accidents only ³ not subject to outpatient maximum ⁴ pays in addition to standard care benefit ⁵ for stays in a skilled nursing facility after a hospital stay ⁶ subject to internal limits of plan

Inpatient Benefits

| | |
|--|-----------------|
| Standard Care | \$300 per day |
| Intensive Care Unit Maximum ⁴ | \$400 per day |
| Inpatient Surgery | \$2,000 per day |
| Anesthesiology | \$400 per day |
| Skilled Nursing ⁵ | \$100 per day |
| Annual Inpatient Maximum ⁶ | No Limit |

Accidental Loss of Life, Limb & Sight

| | |
|----------------------------------|----------|
| Employee/Spouse | \$20,000 |
| Dependent (6 months to 26 years) | \$5,000 |
| Dependent (15 days to 6 months) | \$2,500 |

Wellness Care

| | |
|------------------------------|------|
| Wellness Care (one per year) | \$75 |
|------------------------------|------|

DENTAL BENEFIT

Waiting Period/Coinsurance

Annual Maximum Benefit

\$750

Deductible

\$50



Coverage A

None / 80%

Coverage B

3 Months / 60%

Coverage C

12 Months / 50%

Exams, Cleanings, Intraoral Films, and Bitewings

Fillings, Oral Surgery, and Repairs for Crowns, Bridges and Dentures

Periodontics, Crowns, Endodontics, Bridges and Dentures

VISION BENEFIT ¹



Eye Exam ² (including dilation)

Standard Contact Lens Fit Exam (includes follow up)

Premium Contact Lens Fit Exam (includes follow up)

Frames (once every 24 months)

Standard Plastic Lenses (single, bifocal, trifocal) ^{2,3}

Contact Lenses (Conventional) (materials only) ²

Contact Lenses (Disposable) (materials only) ²

Contact Lenses (Medically Necessary) (materials only) ²

In-Network

You Pay

Plan Pays

Out-of-Network

You Pay ⁴

Plan Pays

\$10 Copay

100%

100%

\$35

Up to \$55

\$0

100%

\$0

100%, after 10% discount

\$0

100%

\$0

80%, after \$110 allowance

20% plus \$110 allowance

100%

\$55

\$25 Copay

100%

100%

\$25-\$55

85%, after \$110 allowance

15% plus \$110 allowance

100%

\$88

100%, after \$110 allowance

\$110 allowance

100%

\$88

\$0 Copay

100%

100%

\$200

¹ For complete plan details, visit www.essentialstaffcare.com/vision ² Once every 12 months ³ \$15 higher in AK, CA, HI, OR, WA ⁴ After plan payment

TERM LIFE BENEFIT



Employee Amount

\$10,000 (reduces to \$7,500 at 65; \$5,000 at 70)

Spouse Amount

\$5,000 (terminates at age 70)

Child Amount (6 mos to 26 yrs old)

\$5,000

Infant Amount (15 days to 6 mos)

\$1,000

SHORT-TERM DISABILITY BENEFIT



Benefit Amount

60% of base pay up to \$150 per week

Waiting Period/Maximum Benefit Period

7 days for injury or sickness / up to 26 weeks

OPTIONAL MEC WELLNESS/PREVENTIVE BENEFIT ¹

Policy Number 82770000-M-MRT



The optional MEC Wellness/Preventive Benefit **DOES NOT** cover medical services. This plan provides coverage for preventive services such as immunization and routine health screening. It does not cover conditions caused by accident or illness.

| Benefit | In-Network | Non-Network | MONTHLY MEC PREMIUM | MEC |
|---|------------|-------------|-----------------------|---------|
| 15 Preventive Services for Adults | 100% | 40% | Employee Only | \$58.19 |
| 22 Preventive Services for Women | 100% | 40% | Employee + Child(ren) | \$65.79 |
| 26 Covered Preventive Services for Children | 100% | 40% | Employee + Spouse | \$71.00 |
| | | | Employee + Family | \$80.87 |

¹ For more information about preventive services, please visit www.healthcare.gov.

WEEKLY LIMITED BENEFITS PREMIUM

| | Medical | Dental | Vision | Term Life | STD |
|-----------------------|---------|---------|--------|-----------|--------|
| Employee Only | \$18.76 | \$5.40 | \$2.42 | \$0.60 | \$4.20 |
| Employee + Child(ren) | \$31.16 | \$14.58 | \$6.54 | \$0.90 | - |
| Employee + Spouse | \$35.64 | \$10.80 | \$4.84 | \$0.90 | - |
| Employee + Family | \$47.48 | \$20.52 | \$9.20 | \$1.80 | - |

LIMITED BENEFIT EXCLUSIONS AND LIMITATIONS

These are the standard limitations and exclusions. As they may vary by state, please see your summary plan description (SPD) for a more detailed listing.

FIXED INDEMNITY MEDICAL AND ACCIDENTAL LOSS OF LIFE, LIMB OR SIGHT BENEFIT

No benefits will be paid for loss caused by or resulting from:

- Intentionally self-inflicted injuries, suicide or any attempt while sane or insane
- Declared or undeclared war
- Serving on full-time active duty in the armed forces
- The covered person's commission of a felony
- Work-related injury or sickness, whether or not benefits are payable under workers' compensation or similar law or
- With regard to the accidental loss of life, limb or sight benefit - sickness, disease, bodily or mental infirmity or medical or surgical treatment thereof, or bacterial or viral infection regardless of how contracted. This does not include bacterial infection that is the natural and foreseeable result of an accidental external bodily injury or accidental food poisoning.

No benefits will be paid for:

- Eye examinations for glasses, any kind of eye glasses, or vision prescriptions
- Hearing examinations or hearing aids
- Dental care or treatment other than care of sound, natural teeth and gums required on account of injury to the covered person resulting from an accident that happens while such person is covered under the policy, and rendered within 6 months of the accident
- Services rendered in connection with cosmetic surgery, except cosmetic surgery that the covered person needs for breast reconstruction following a mastectomy or as a result of an accident that happens while such person is covered under the policy. Cosmetic surgery for an accidental injury must be performed within 90 days of the accident causing the injury and while such person's coverage is in force
- Services provided by a member of the covered person's immediate family.

The fixed indemnity medical plan is not available to residents of Hawaii, New Hampshire or Puerto Rico.

PRESCRIPTION DRUGS

No benefits will be paid for over-the-counter products or medications or for drugs and medications dispensed while you are in a hospital.

DENTAL

The plan will pay only for procedures specified on the Schedule of Covered Procedures in the group policy. Many procedures covered under the plan have waiting periods and limitations on how often the plan will pay for them within a certain time frame. For more detailed information on covered procedures or limitations, please see your summary plan description.

VISION

No benefits will be paid for any materials, procedures or services provided under worker's compensation or similar law; non-prescription lenses, frames to hold such lenses, or non-prescription contact lenses; any materials, procedures or services provided by an immediate family member or provided by you; charges for any materials, procedures, and services to the extent that benefits are payable under any other valid and collectible insurance policy or service contract whether or not a claim is made for such benefits.

SHORT-TERM DISABILITY

No benefits are payable under this coverage in the following instances:

- Attempted suicide or intentionally self-inflicted injury
- Voluntary taking of poison; voluntary inhalation of gas; voluntary taking of a drug or chemical. This does not apply to the extent administered by a licensed physician. The physician must not be you or your spouse, you or your spouse's child, sibling or parent, or a person who resides in your home
- Declared or undeclared war or act of war
- Your commission of or attempt to commit a felony, or any loss sustained while incarcerated for the felony
- Your participation in a riot
- If you engage in an illegal occupation
- Release of nuclear energy
- Operating, riding in, or descending from any aircraft (including a hang glider). This does not apply while you are a passenger on a licensed, commercial, nonmilitary aircraft; or
- Work-related injury or sickness.

Short-Term Disability benefits are not available to persons who work in California, Hawaii, New Jersey, New York, or Rhode Island.

TERM LIFE

No Life Insurance benefits will be payable under the policy for death caused by suicide or self-destruction, or any attempt at it within 24 months after the person's coverage under the policy became effective.

Member Services:

For frequently asked questions and network information for the Fixed Indemnity Medical Plan, visit www.esc-enrollment.com/FAQIND. For questions and a full list of preventive services covered by the MEC Wellness/Preventive Plan, as well as the MEC SBC, please visit www.esc-enrollment.com/FAQMEC. A paper copy is also available, free of charge, by calling Essential StaffCARE Customer Service 1-866-798-0803.

PLEASE NOTE: To make changes or cancel coverage by telephone call (800) 269-7783. Your pin code for enrolling/making changes is **142** + _ _ _ _ (last four digits of your SSN). Your Company has chosen to take your payroll deductions on a **Post-Tax** basis.

Essential StaffCARE Customer Service: 1-866-798-0803

- Once enrolled, members can call this number for questions regarding plan coverage, ID card, claim status, and policy booklets and to add, change, or cancel coverage.
- Customer Service Call Center hours are M - F, 8:30 a.m. to 8 p.m. Eastern Standard Time. Bilingual representatives are available.
- Members can also visit www.paisc.com and click on "Members" and enter your group number.