

# 2024 PLAN YEAR BENEFIT QUICKVIEW



*Eight Eleven*



brooksource



MEDASOURCE



CalculatedHire

## **Waiting Period**

All plans have a 1st of the month following 60 days of employment waiting period. Count 60 days from your date of hire and your benefits will begin the first of the next month. For example, if your first day of employment is January 4th, your coverage will begin on April 1st. If your first day of employment is March 21st, then coverage will begin on June 1st.

# MEDICAL PLANS



Our Medical Insurance is with UMR, a United Healthcare company. All plans can be elected 'a la carte' so you can choose any combination of medical, dental, and/or vision.

We offer three levels of HSA eligible High Deductible Health Plans. Preventive care is covered 100% for in-network doctors/facilities. Pharmacy benefits are included with the medical plan through TrueRX.

These plans do not have co-pays. Within your deductible you will pay discounted rates for in-network doctors. After you meet your deductible, co-insurance will kick in and you will be subject to pay the percentage indicated in the chart below.

	Gold*		Silver**		Bronze**	
Annual Deductible	In-network	Out-of-network	In-network	Out-of-network	In-network	Out-of-network
Individual	\$1,600	\$3,000	\$3,200	\$5,000	\$5,000	\$10,000
Family	\$3,200	\$6,000	\$5,600	\$10,000	\$10,000	\$20,000
Co-insurance	20%	40%	20%	40%	20%	40%
<b>Out of Pocket Max (includes deductible)</b>						
Individual	\$4,000	\$6,000	\$5,600	\$7,000	\$6,050	\$12,100
Family	\$6,850	\$12,000	\$11,200	\$14,000	\$12,100	\$24,200
<b>Prescription Drugs</b>						
Tier 1	\$10 after ded.		\$10 after ded.		\$10 after ded.	
Tier 2	\$35 after ded.		\$35 after ded.		\$35 after ded.	
Tier 3	\$60 after ded.		\$60 after ded.		\$60 after ded.	

\* Non-embedded: Entire family must meet the full family deductible before co-insurance kicks in, regardless of which family member receives services.

\*\* Embedded: Co-insurance will kick in when a family member meets their individual deductible within the total family deductible. For example, if there are two members on the Bronze family plan (\$10,000 deductible), each member has a smaller \$5000 deductible embedded into the plan. If one of the two members meets their individual \$5000 deductible before the total \$10,000 is met, their claims will have co-insurance.

## Health Savings Account

Since the medical plans we offer are High Deductible Health Plans, you are allowed to have a Health Savings Account through a bank of your choice or Optum Bank. You can contribute money (pre-tax) through payroll deductions; however, you cannot exceed the contribution limits noted below.

**Please note:** you must be on a High Deductible Health Plan in order to contribute to an HSA per IRS rules.

# DENTAL COVERAGE PLAN

We offer two dental plans that are administered through MetLife. Both plans cover 100% of the cost for preventive services. You are permitted dental cleanings once every 6 months. For the individual, there is a \$50 deductible for non-preventative services before coinsurance kicks-in. Plan A has an annual maximum benefit of \$1000 and Plan B has an annual maximum benefit of \$1500. Plan B has a lifetime max of \$1500 towards orthodontia services for dependent children up to age 19; Plan A does not cover orthodontia.

Our Vision plan is administered through United Healthcare. The plan offers coverage on vision exams, contacts, and frames. There are also special discounts on contact lenses, Lasik surgery, and hearing aids for United Healthcare members.

## SUPPLEMENTAL BENEFITS

### Voluntary Life Insurance

Our voluntary life insurance is administered through MetLife. This benefit is provided to your indicated beneficiaries if you pass away while employed through Eight Eleven. These plans are portable if you leave the company.

### Hospital Indemnity

Our Hospital Indemnity Plan is administered through MetLife. This plan offers a financial benefit to employees who experience hospitalization due to accident or sickness. Employees can purchase a low plan or a high plan and the benefit payout is based on the level selected.

### Critical Illness

Our critical illness plan is administered through MetLife. The plan is designed to complement existing medical coverage and help fill financial gaps caused by out-of-pocket expenses if an employee is diagnosed with a condition covered by the plan (see chart below).

### Accident Coverage

Our accident coverage plan is administered through MetLife. This plan is designed to bridge financial gaps caused from Accidental Death, Dismemberment, Injury, and Various Medical Services (ambulance, inpatient rehabilitation, etc). Employees can purchase a low plan or a high plan in which they would receive a pre-determined benefit amount depending on the accident they experience.

### Dependent Care Flexible Spending Account

Our accident coverage plan is administered through MetLife. This plan is designed to bridge financial gaps caused from Accidental Death, Dismemberment, Injury, and Various Medical Services (ambulance, inpatient rehabilitation, etc). Employees can purchase a low plan or a high plan in which they would receive a pre-determined benefit amount depending on the accident they experience.

# FREQUENTLY ASKED QUESTIONS (FAQs)



## **Q. . What if I do not enroll during the enrollment period?**

A. Insurance companies have rules for when they allow participants to join. If you do not enroll during your initial enrollment period (45 days from hire date), then you will have to wait until the next Open Enrollment period. The only time you can enroll outside of the initial enrollment period or Open Enrollment would be if you experience a qualifying Life Event.

## **Q. Can I cancel coverage at any time?**

A. No, unless certain circumstances exist. Since the benefits are provided on a pre-tax basis, then you are restricted as to when you can cancel, per the IRS. Most often, you can only choose to stop your coverage during Open Enrollment or if you experience a qualifying Life Event.

## **Q. Are there any pre-existing conditions exclusions for the medical coverage?**

A. No. If you were previously diagnosed with a condition, you can receive coverage for the condition as soon as your coverage goes into effect.

## **Q. If the plans offered by Eight Eleven Group do not meet my needs, do I have other options?**

A. Yes. If this health insurance plan does not meet your needs, you can elect health insurance on the Federal Exchange ([www.healthcare.gov](http://www.healthcare.gov)) or your State's Exchange.

## **Q. If my household income meets the subsidy requirements, am I eligible for a subsidy on the Health Insurance Marketplace (aka Exchange if I decide not to elect the plans offered by Brooksource/Medasource/ Calculated Hire?**

A. No. Since the medical plan offered meets 'minimum value' and 'affordability' you are not eligible for a subsidy.

## **Q. I'm not familiar with the Affordable Care Act. How can I learn more?**

A. Visit [www.healthcare.gov](http://www.healthcare.gov) for information about the ACA.

## **Q. What happens if my project gets extended, but my new hire enrollment period has passed?**

A. Project extensions do not open additional enrollment periods. The insurance companies do not view extensions as a qualifying life event. It is best practice to sign up for benefits during your new hire period, regardless of how short your project may be. Deductions are not taken from your paycheck until your benefits are effective.

## **Q. What happens if I do not receive pay and, as a result, miss paying my insurance premium?**

A. If you miss paying a premium while not receiving pay but are still active on our coverage (ie. taking unpaid vacation, out for medical reasons, maternity leave, etc.), we reserve the right to withhold that portion of the premium the following week or upon your return from leave.