



***E&E / OA Logistics / OA Express / Sync Design***

# **2022 Employee Benefits Overview**

**April 01, 2022 to March 31, 2023**

# EMPLOYEE BENEFITS 2022 OVERVIEW



**E&E Co., Ltd.**

*E&E / OA Logistics / OA Express / Sync Design*

**Presented by EPIC Brokers  
Lydia Rivera – Senior VP Benefits**

February 2022

# AGENDA

- Welcome
- Overview of benefits program
- Open Enrollment Procedure
- Opportunity for questions



# WHEN IS OPEN ENROLLMENT?

## FEBRUARY 14<sup>TH</sup> through FEBRUARY 23<sup>RD</sup>

During this time, you can:

- **Enroll/re-enroll or waive benefits.**
- Review the medical, dental, vision and life/AD&D plans
- Review and make changes to your medical, dental, vision and life benefits
- Add new dependents
- Waive Coverage

FEBRUARY 2022						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
30	31	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	1	2	3	4	5



# 2022 BENEFIT UPDATES

We are changing our vendor for medical, dental, vision and life insurance from Anthem Blue Cross to UnitedHealthcare

There are some benefit changes, please review the materials carefully

No benefit changes to Kaiser



# WELCOME TO OPEN ENROLLMENT!

- Elections become effective April 1, 2022
- Review E&E Co. benefits program
- Review coverage for you and your family
- Complete an enrollment form if you are making changes
- Complete the Payroll Deduction Form if:
  - Enrolled or enrolling dependents to any plan
  - Enrolled or enrolling in the Kaiser buy-up plan
- Open Enrollment participation is strongly encouraged for all eligible employees!

**Open Enrollment Period:  
February 14 – February 23!**

**Enrollment and Payroll Deduction Forms Due February 23, 2022**



# BENEFITS ELIGIBILITY

If you are a regular employee (working 30 or more hours per week), you are eligible to enroll in the benefits on the first of the month following 60 days of date of hire (or on the first of the month if that date coincides with 60 days after date of hire).

You can enroll yourself and/or your eligible dependents in medical, dental, and/or vision benefits.

Eligible dependents include:

- Spouse/domestic partner \*
- Children up to age 26 regardless of marital or student status
- Unmarried children of any age who are incapable of supporting themselves due to a mental or physical disability and who are totally dependent on you

Your benefit elections will be in effect April 1, 2022 to March 31, 2023 unless you request a change due to a qualifying life event



# LIMITATIONS ON MID-YEAR CHANGES

Unless you have a qualified change in status, you cannot make changes to the benefits you elect until the next open enrollment period. You only have **30 days** from the date of the event to make your change. Qualified changes in status include but are not limited to:

## IRS Qualifying Life Events

- Marriage
- Divorce
- Legal Separation
- Domestic Partnership
- Employment Status Change
- Birth or Adoption of Child
- Change in Child Dependent Status
- Death of Spouse or Child
- Change in Residence Due to Work Transfer
- MUST notify within 30 days



# 2022 BENEFITS PROGRAM

- Kaiser plans – California only
  - Kaiser standard plan
  - Kaiser buy-up plan
- UnitedHealthcare (UHC) PPO medical plan
- UHC dental PPO
- UHC vision
- UHC life insurance and AD&D



# KAISER



# MEDICAL – KAISER (CALIFORNIA ONLY)

Services	Kaiser HMO Standard Plan	Kaiser HMO Buy-up Plan
	<b>In-Network Only</b>	<b>In-Network Only</b>
<b>Physician Visit</b>	Primary Care and Specialist - \$40 copay deductible waived	Primary Care and Specialist - \$20 copay deductible waived
<b>Deductible (Calendar Year)</b>	\$2,500 Individual \$5,000 Family	\$1,000 Individual \$2,000 Family
<b>Preventive Services</b>	No charge	No charge
<b>Inpatient Hospitalization</b>	30% after deductible	20% after deductible
<b>Diagnostic X-Ray and Lab work</b>	\$10 per encounter after deductible	\$10 per encounter after deductible
<b>Emergency Room</b>	30% after deductible	20% after deductible
<b>Out of Pocket Max (Calendar Year)</b>	\$5,000 Individual \$10,000 Family	\$3,000 Individual \$6,000 Family
<b>Prescription Drugs</b>	<u>Retail 30-day supply</u> Generic: \$10 copay Brand: \$30 copay	<u>Retail 30-day supply</u> Generic: \$10 copay Brand: \$30 copay
<b>Mail Order RX</b>	Mail Order 31 - 100-day supply Generic: \$20 copay Brand: \$60 copay	Mail Order 31 - 100-day supply Generic: \$20 copay Brand: \$60 copay



# My Health Manager

The screenshot shows the top navigation bar with categories: My health manager, Health & wellness, Shop health plans, and Locate our services. Below this are sub-links: New members: Get started, My medical record, Pharmacy center, Appointment center, My coverage & costs, and My message center. The main content area features a header image of a family and the title 'My Health Manager'. Below the header are six content boxes: 'My message center' (with a link to email the doctor's office), 'Appointment center' (with an Ebola alert and scheduling information), 'My medical record' (with test results and family member links), 'My coverage and costs' (with plan facts and bill payment links), 'New members: Get started' (with a to-do list and health assessment link), and 'Pharmacy center' (with prescription management and drug encyclopedia links).

Message

Appointments

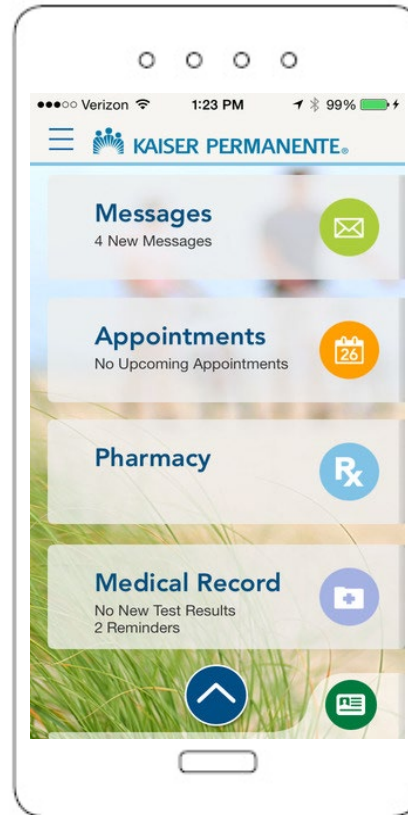
Pharmacy

Records

kp.org

# Mobile Applications

GOOD HEALTH  
IS IN YOUR HANDS



Use the convenient features of My Health Manager right from your smartphone or other mobile device.

- ▶ Email your doctor's office
- ▶ View most test results
- ▶ Schedule or cancel routine appointments
- ▶ Refill most prescriptions
- ▶ View past visits

Just download the Kaiser Permanente app at no cost from your preferred app site.



Are you registered? If you're already registered on [kp.org](http://kp.org), you're all set to start using your Kaiser Permanente app. If not, you'll need to go to [kp.org/registernow](http://kp.org/registernow) to set up your account from a computer. Then use your new user ID and password to activate the app.



# Choose Your Own Doctor

The screenshot shows the top navigation bar with links: My health manager, Health & wellness, Shop health plans, and Locate our services. Below this is a secondary bar with Find doctors & locations, Forms & publications, and Member Services. The main content area features two large buttons: 'Find a Doctor' (highlighted in blue) and 'Find a Facility'. Below the 'Find a Doctor' button, there is a section titled 'Meet Our Doctors' with a paragraph of text and a search form with a dropdown menu labeled 'Select an area' and a 'Go' button. A light blue callout box contains an important notice about medical emergencies. To the right of the text is a large portrait of a female doctor. Below the text are four icons representing different medical professionals, and to the right is an icon of a doctor with a speech bubble leading to a smiley face. At the bottom of the page, a green bar contains various footer links.

My health manager | Health & wellness | Shop health plans | Locate our services

Find doctors & locations | Forms & publications | Member Services

Find a Doctor Find a Facility

### Meet Our Doctors

Whether you're already a member or thinking of becoming one, browse our doctor profiles to see everything you need to know to find the right doctor for you.

Select an area

**Important:** If you think you're having a [medical or psychiatric emergency](#), call 911 or go to the nearest hospital. Do not attempt to access emergency care through this website.

[Thrive](#) | [Web awards & accreditations](#) | [Privacy practices](#) | [Site policies](#) | [Web site map](#) | [Contact Web manager](#) | [About us](#) | [Careers](#) | [Accessibility](#)

kp.org/findadoctor

# Video Visits

## ENJOY THE CONVENIENCE OF A VIDEO VISIT



### To participate in a Video Visit you will need a computer with:

- High speed internet connection
- Adobe Flash Player. (Most computers already have Adobe Flash Player.)
- Webcam or built-in camera. (Skype and other video chat programs use the same camera setup.)



[kp.org/mydoctor/video](http://kp.org/mydoctor/video)

# Healthy Lifestyle Programs (HLPs)

A BETTER WAY to take care of business

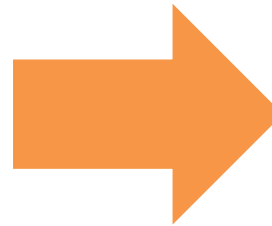
WORKFORCE HEALTH | HEALTHY LIFESTYLE PROGRAMS

Promote employee wellness  
with targeted lifestyle programs



## Health Risk

Stress  
Nutrition  
Smoking  
Weight  
& More...



## HLPs

Relax™  
Nourish™  
Breathe™  
Balance™  
& More...

[kp.org/healthylifestyles](http://kp.org/healthylifestyles)

# UNITEDHEALTHCARE (UHC) MEDICAL



# MEDICAL – UHC PPO

Services	Anthem PPO Provider	Non – Preferred Provider*
<b>Physician Visit</b>	Primary Care \$25 copay / Specialist \$50 copay deductible waived	50% after deductible
<b>Deductibles (Calendar Year)</b>	\$1,000 Individual \$2,000 Family	\$3,000 Individual \$6,000 Family
<b>Coinsurance %</b>	20% after deductible	50% after deductible
<b>Inpatient Hospitalization</b>	20% after deductible	50% after deductible
<b>Diagnostic X-Ray and Lab work</b>	<u>Lab Testing</u> Designated Network: No charge Network: 20%, deductible waived <u>X-Ray/Diagnostic</u> 20%, deductible waived	<u>Lab Testing</u> Not covered <u>X-Ray/Diagnostic</u> 50% after deductible
<b>Emergency Room</b>	20% after deductible	20% after deductible
<b>Out of Pocket Max / Year (Includes deductible)</b>	\$5,000 Individual \$10,000 Family	\$10,000 Individual \$20,000 Family
<b>Prescription Drugs Retail / Mail Order Tier 1 - Your Lowest Cost Option Tier 2 - Your Mid-Range Option Tier 3 – Your Higher Cost Option</b>	<i>Deductible does not apply</i> 30-day supply / 90-day supply \$10 copay / \$25 copay \$35 copay / \$87.50 copay \$60 copay / \$150 copay	<i>Deductible does not apply</i> Member pays same in-network copays plus any amounts over the in-network allowances. Mail order not covered

\*Preauthorization is required for certain services or \$ penalty or no coverage applies. Please refer to the plan document for details.  
If you use an out-of-network pharmacy (including mail order pharmacy), you may be responsible for any amount over the allowed amount.  
Certain drugs may have preauthorization requirement or may result in a higher cost.  
Certain Preventive medications (including certain contraceptives are covered at No Charge.

# See a doctor 24/7

With 24/7 Virtual Visits, you can connect to a doctor by phone or video\* through [myuhc.com](https://myuhc.com)® or the UnitedHealthcare® app.

May be used for common health conditions and you can even get a prescription\*\*

- Allergies
- Pinkeye
- Sore throats
- Bronchitis
- Rashes
- And more

## Telehealth Visits with *Your Doctor*\*\*\*

- Stay connected with your local doctor through live audio/video chat
- Can be used for routine, chronic, or follow-up care

\* Data rates may apply.

\*\* Certain prescriptions may not be available, and other restrictions may apply.

\*\*\* Not available with all providers.



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E&E Co., Ltd.



# Help is just a call away

Health plan questions?  
We've got answers.

**Connect with our dedicated  
customer care team by phone or online:**



Advocates can help you find  
information and resources



(855) 821-9104

For more information, check your plan documents.  
For a list of preventive care guidelines, visit [uhc.com/health-and-wellness/preventive-care](https://uhc.com/health-and-wellness/preventive-care)



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# Manage your plan and health online (and on the go)

Rally®

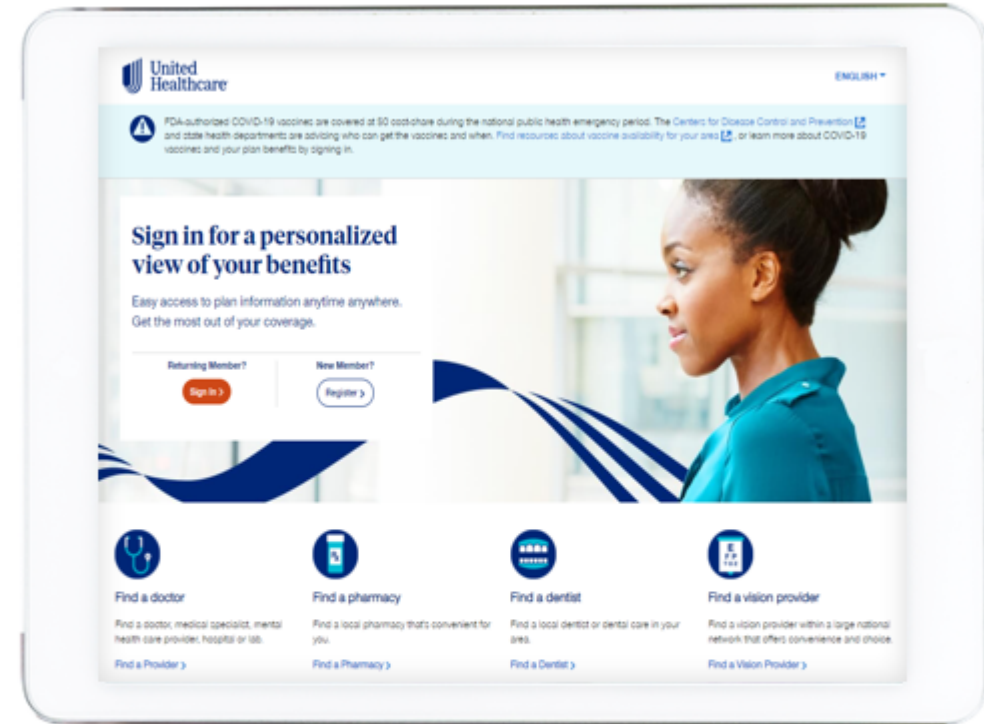
myuhc.com®

UnitedHealthcare® app

# REGISTER TO GET THE MOST OUT OF YOUR BENEFITS

**Activate your myuhc.com<sup>®</sup> account after enrolling and gain access to:**

- Find network providers and locations
- See what's covered
- View claim details
- Check plan balances
- Access Virtual Visits
- Find and estimate costs
- Find and compare medications
- Refill, renew, and transfer home delivery prescriptions
- Access 12-month Peloton Digital & Apple Fitness Membership activation codes



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# Use network providers and you could save money

Network providers help you save money because they provide services at a contracted rate

 **1.1M+** physicians and health care professionals\*

 **67K+** pharmacists\*\*

 **6K+** hospitals\*



## Covered services include:<sup>1</sup>

- ✓ Doctor office visits
- ✓ Prescription drugs
- ✓ Hospital care

\* As of June 30, 2021.

\*\* UnitedHealthcare, [uhc.com](https://www.uhc.com), accessed May 3, 2021.

<sup>1</sup> This is not the complete list of covered services. For more details, see your official health plan documents.

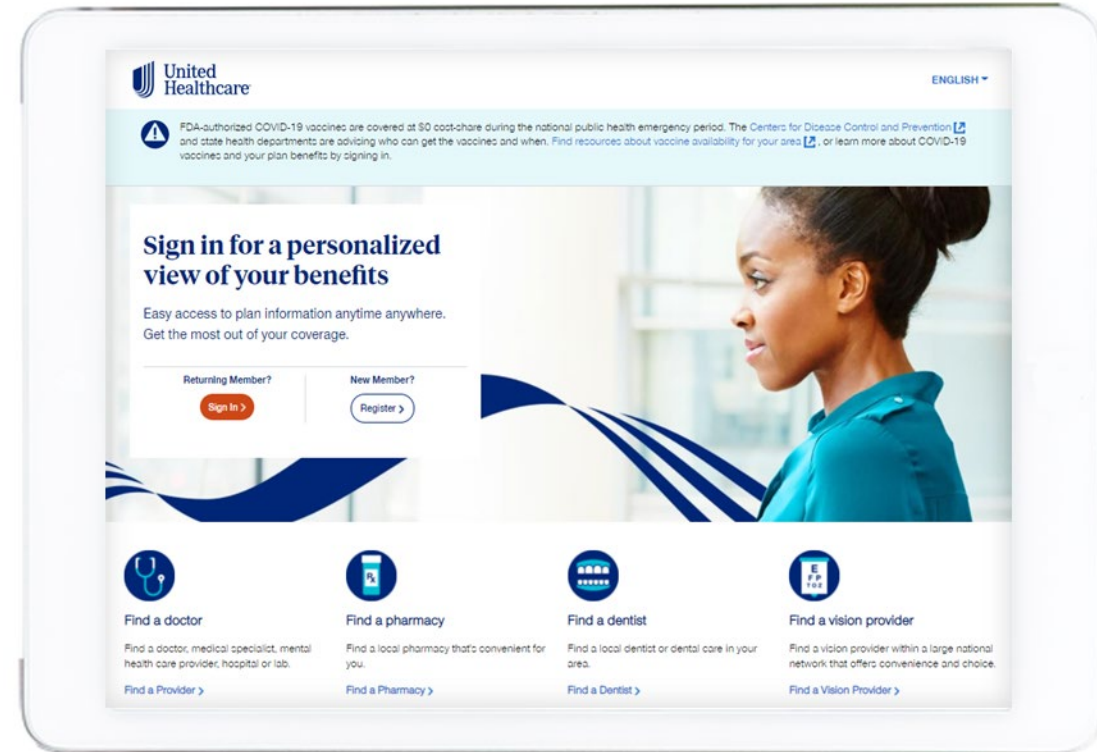


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# 3 easy ways to find a network provider

- 1 Look for the “Find a Doctor” button on [myuhc.com](https://myuhc.com)<sup>®</sup>
- 2 Call the number on your health plan ID card
- 3 Search using the UnitedHealthcare<sup>®</sup> mobile app



Prior to registration on myuhc.com –

CA Employees – [www.whyuhc/eandeca](https://www.whyuhc/eandeca)

NON-CA Employees – [www.whyuhc.com/eande](https://www.whyuhc.com/eande)



# Medical Transition of Care (TOC)



If your current health care professional is NOT in the UnitedHealthcare network, Transition of Care gives you the option to request extended coverage from your current, out-of-network healthcare professional at network rates for a limited time due to a specific medical condition, until the safe transfer to a network healthcare professional can be arranged.

In order to qualify for Transition of Care (TOC), the following must be met:

1

You must be under an active course of treatment with an out-of-network healthcare professional due to a specific medical condition.

2

You must apply for TOC within 30 days of the effective date of coverage.

3

A separate TOC application must be completed for each condition for which you or your dependents are seeking TOC.



# Easily fill and save on your medications

Access thousands of  
retail pharmacies  
nationwide



67K+



Save when you  
use a network  
pharmacy



Understand  
your coverage  
limits



Discover  
home delivery  
for maintenance  
medications



RITE AID



Walgreens



# How prescriptions are covered

The UnitedHealthcare **Prescription Drug List (PDL)** is a list of commonly prescribed medications covered by the plan. Medications are placed into tiers that represent the cost you pay out of pocket.



## Tier 1

- Lower-cost medications
- Highest overall value
- Mostly generics

## Tier 2

- Mid-range cost
- Good overall value
- Mix of brands and generics

## Tier 3

- Higher-cost medications
- Lowest overall value
- Mostly brands

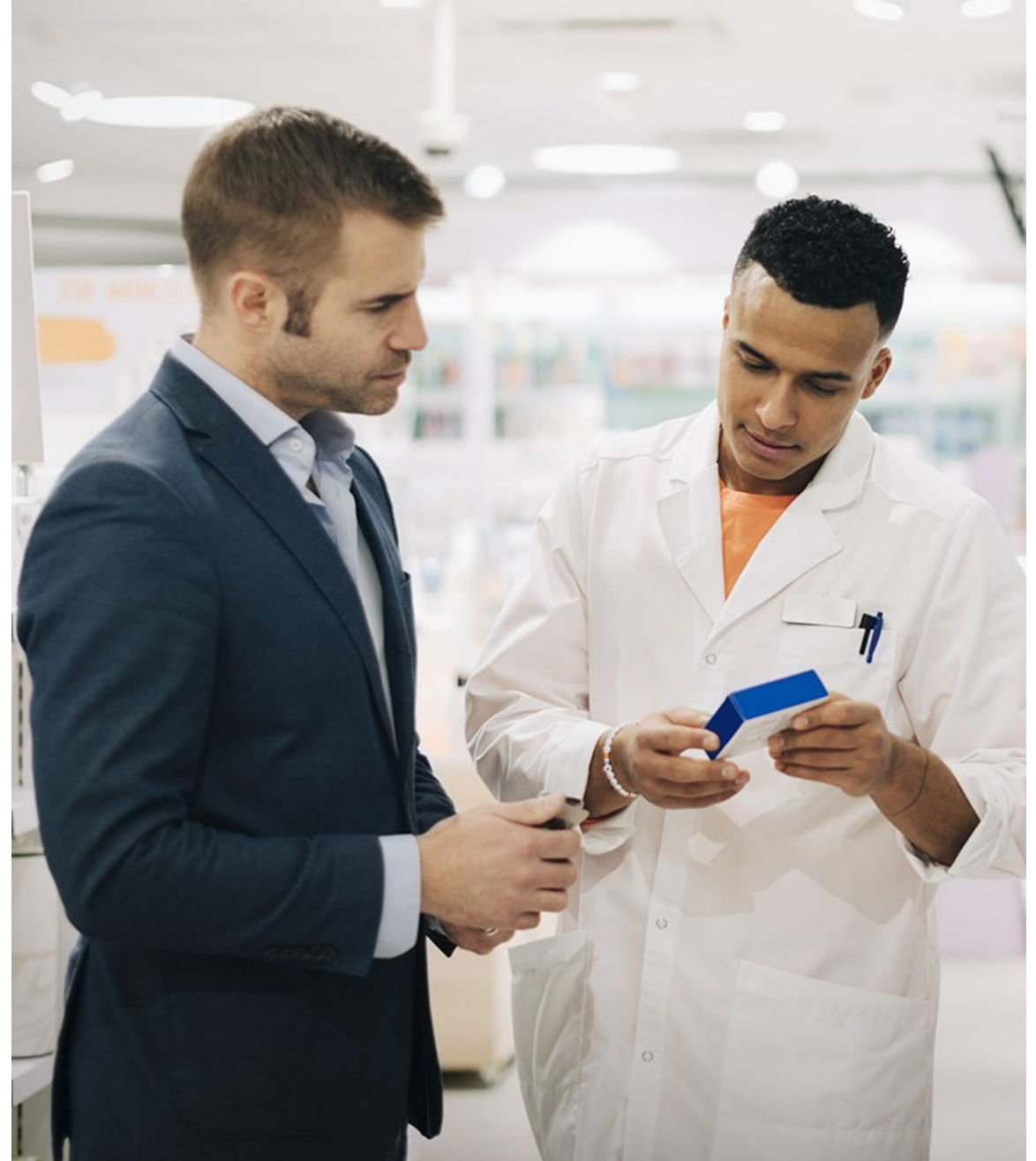


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# Pharmacy payment process

- 1 Present member ID card to pharmacy
- 2 Pharmacy confirms eligibility and any amount you owe
- 3 You pay your out-of-pocket cost (if any) for covered medications



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# Advantage of using home delivery



Free shipping



Get up to a 3-month supply for medications you take regularly



May cost less than retail



Refill reminders and 24/7 access to a pharmacist



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# Pharmacy Automated Transition of Care (ATOC)

During your transition, ATOC will give you time to speak with your physician about switching to a preferred or covered alternative drug, and/or satisfying the drug's clinical program requirements.



- Automatically allow you **up to two grace fills** (up to 31 days supply each) on previously filled non-specialty medications that are either excluded under the UHC plan or have clinical review requirements (e.g., Prior Authorization, Step Therapy).
- You will receive a letter and phone call each time you receive a grace fill, notifying you to **contact your provider** to discuss alternative covered medications and/or to satisfy clinical review requirements.
- Most importantly, we encourage you to have as much supply of your medication as possible prior to the new effective date. It's a good safety net just in case.



# UHC MEDICAL MEMBER PERKS

## Stronger with the Peloton App

Get a 1-year Peloton Digital Membership—which gives you access to the Peloton® App — at no additional cost to you. That's a value of \$155 per year for you and each covered family member age 18 and over.

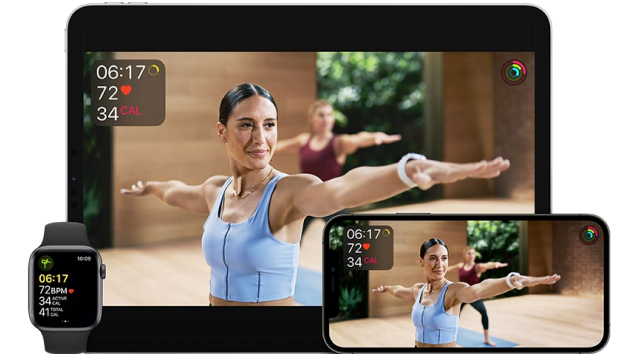
## Make your move with Apple Fitness+

Get 12 months of Apple Fitness+ at no additional cost to you as part of your health plan.\* That's a \$79.99 value.

## Get help losing weight and keeping it off

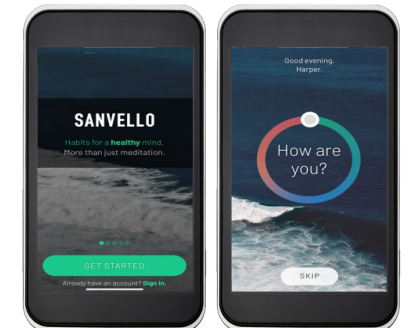
Real Appeal® is a weight loss program tailored to your lifestyle and schedule

- **Online coaching:** Encouragement from an online coach to help create healthy, lasting change
- **Success Kit:** Weight and food scales, recipes, fitness equipment and more delivered to your door
- **Motivational resources:** Set goals and track progress, stream workouts and more with your online dashboard



## Tools to help manage stress and anxiety

Sanvello™ is an app that offers clinical techniques to help dial down the symptoms of stress, anxiety and depression — anytime



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# UHC MEDICAL MEMBER WELLNESS

## Your wellness path to better health with Rally®



### Take the Rally Health Survey

Know your overall health before setting simple goals



### Get personalized recommendations

Build healthy habits for well-being, activities and more



### Earn sweet rewards

Take healthy actions and achieve goals — earn Rally coins and SimplyEngaged Gift Card Incentives

Health actions	Reward – Gift Card + Rally Coins
Health survey/video	\$25 + Rally Coins
Biometric screening	\$75 + Rally Coins
Complete a coaching program <ul style="list-style-type: none"> <li>• Wellness Coaching</li> <li>• Real Appeal</li> <li>• Quit For Life</li> </ul>	\$100 + Rally Coins
Virtual Visit	\$25 + Rally Coins
Physical Activity check-in	\$20/mo + Rally Coins
<b>Maximum annual incentive</b>	
Employee	\$200 per year
Spouse or Domestic Partner	\$200 per year



# UHC ADDITIONAL SERVICES

## Employee Assistance Program – EAP

### It's good to know you're not alone.

Reaching out to an EAP consultant is a good first step. They're trained to understand your concerns so they can connect you with the consultant or service best able to help you:

- Address depression, anxiety or substance use issues.
- Improve relationships at home or work.
- Manage stress.
- Work through emotional issues or grief.
- Assistance with legal and financial concerns.



**One call** puts you in touch with a clinician, counselor, mediator, lawyer or financial adviser who could help change your life for the better.



**Call the member phone number on your health plan ID card and ask to speak to an EAP consultant.  
Or, contact EAP directly 24/7 at 1-888-887-4114.**

**\*Please note EAP is exclusive to UHC medical enrollees only**



The material provided through this program is for informational purposes only. EAP staff cannot diagnose problems or suggest treatment. EAP is not a substitute for your doctor's care. Employees are encouraged to discuss with their doctor how the information provided may be right for them. Your health information is kept confidential in accordance with the law. EAP is not an insurance program and may be discontinued at any time. Due to the potential for a conflict of interest, legal consultation will not be provided on issues that may involve legal action against UnitedHealthcare or its affiliates, or any entity through which the caller is receiving these services directly or indirectly (e.g., employer or health plan). This program and its components may not be available in all states or for all group sizes and is subject to change. Coverage exclusions and limitations may apply.

Insurance coverage provided by or through UnitedHealthcare Insurance Company or its affiliates. Administrative services provided by United HealthCare Services, Inc. or their affiliates.



# UNITEDHEALTHCARE (UHC) DENTAL



# DENTAL BENEFITS WITH UHC

## Dental PPO Plan

		In-network	Out-of-network
<b>Deductible*</b> — before the plan pays, you'll pay all costs up to	Employee/Family	\$50/\$150	\$50/\$150
<b>Coinsurance*</b> — once the deductible is met, the plan pays	Diagnostic and preventive services	100%	100%
<b>Basic dental services</b>	Restorations (amalgams or composite)	90%	90%
	Emergency treatment/general services	90%	90%
	Simple extractions	90%	90%
	Oral surgery (incl. surgical extractions)	90%	90%
	Periodontics	90%	90%
<b>Major dental services</b>	Endodontics	90%	90%
	Inlays/Onlays/Crowns	60%	60%
	Dentures and Removable Prosthetics	60%	60%
	Fixed Partial Dentures (Bridges)	60%	60%
<b>Annual maximum</b> — this is the most the plan will pay in the plan year		<b>\$1500</b>	<b>\$1500</b>
<b>Orthodontic services</b>	Child(ren) to age 19 and adults	50%	50%
	Lifetime ortho maximum	\$1,500	\$1,500

\* Network preventive care is covered 100%.



Please read your plan documents. Additional information such as benefit details, plan limitations and exclusions, and the costs of coverage can be found in the Summary of Benefits.

UHC pays out-of-network dentists based on the allowable amount applicable for the same service that would have been rendered by a network provider. The patient is responsible for any charges over the maximum allowed amounts. For a complete list of amounts, please refer to your Certificate of Coverage.



# UHC VISION

## Network vision benefits

Service/Product:	Benefit frequency	Network copay/allowance
Comprehensive eye exam	Every <b>12</b> months	<b>\$25</b> copay
Frames	Every <b>12</b> months	<b>\$130</b> allowance
<b>Eyeglass lenses</b> <ul style="list-style-type: none"> <li>• Choice of single-vision or lined bi-focal, tri-focal or lenticular lenses</li> <li>• Standard scratch-resistant coating</li> </ul>	Every <b>12</b> months	<b>\$25</b> copay
<b>Contact lenses</b> <ul style="list-style-type: none"> <li>• Lens fitting and evaluation</li> </ul>	Every <b>12</b> months	<b>\$40</b> allowance
<b>Elected contact lenses</b> <ul style="list-style-type: none"> <li>• Contact lenses outside the covered selection</li> </ul>	Every <b>12</b> months	<b>\$130</b> allowance

### Get big savings with style

- ✓ 1800 Contacts
- ✓ America's Best
- ✓ Costco Optical
- ✓ For Eyes
- ✓ [GlassesUSA](#)
- ✓ [LensCrafters](#)
- ✓ Sam's Club Optical
- ✓ Target Optical
- ✓ [uhccontacts.com](#)
- ✓ [Visionworks](#)
- ✓ Walmart Vision Center
- ✓ [Warby Parker](#)



# 2022 MEDICAL, DENTAL AND VISION COSTS

	MEDICAL PLANS		DENTAL PLAN	VISION PLAN
	KAISER STANDARD PLAN HMO (CA ONLY)	KAISER BUY-UP PLAN HMO (CA ONLY)	UHC DENTAL	UHC VISION
EMPLOYEE	\$0.00	\$39.25 Per payroll	\$0.00	\$0.00
SPOUSE	\$269.07 Per payroll	\$351.50 Per payroll	\$308.18 Per payroll	\$14.68 Per payroll
CHILD/CHILDREN	\$198.13 Per payroll	\$269.18 Per payroll	\$205.46 Per payroll	\$18.50 Per payroll
FAMILY	\$525.91 Per payroll	\$649.56 Per payroll	\$539.32 Per payroll	\$35.82 Per payroll

\*Deductions are taken pre-tax under Section 125 unless otherwise indicated.

# INCOME PROTECTION BENEFITS

## UHC Life Insurance

- Paid for by E&E Co.
- Basic Life **\$50,000**
- Accidental Death & Dismemberment **\$50,000**
- Benefit reduce to 65% (\$32,500) at age 65 and to 50% (\$25,000) at age 70.

## 24/7 support services at no additional cost



### Member services

- Will and trust preparation
- Travel assistance
- Secure website with resources available



### Beneficiary services

- Grief support\*
- Financial and legal support\*\*
- Wealth management account



### Beneficiary Companion

- Guidance services
- Social media shut-down
- Fraud resolution

\* There is no charge for referrals or for seeing a clinician within our network for up to 2 visits per issue.

\*\* There is no cost for the initial consultation. Subsequent assistance is available for a 25 percent discount. Due to the potential for a conflict of interest, legal consultation will not be provided on issues that may involve legal action against UnitedHealthcare, its affiliates or any entity through which the caller is receiving services directly or indirectly.

Terms and availability of value-added services are subject to change. There may be an additional charge for certain financial services and will and trust preparation. Value-added services may not be available in all states. Please see plan documents for details on the services available with your plan.



# INCOME PROTECTION BENEFITS

## 24/7 support services at no additional cost



### Member services

- Will and trust preparation
- Travel assistance
- Secure website with resources available



### Beneficiary services

- Grief support\*
- Financial and legal support\*\*
- Wealth management account



### Beneficiary Companion

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Life and Accidental Death & Dismemberment (AD&D) Plans Disclaimer

UnitedHealthcare Life products are provided by UnitedHealthcare Insurance Company and certain products in California by Unimerica Life Insurance Company. Life products are provided on policy forms LASD-POL (05/03) et al. and UHCLD-POL 2/2008 et al., in Texas on forms LASD-POL-TX(05/03) and UHCLD-POL 2/2008-TX and in Virginia on LASD-POL(05/03) and UHCLD-POL 2/2008. The policies have exclusions, limitations, reductions of benefits, and terms under which the policy may be continued in force or discontinued. For costs and complete details of the coverage, call or write your insurance agent or the company. Some products are not available in all states. UnitedHealthcare Insurance Company is located in Hartford, CT and Unimerica Life Insurance Company is located in Milwaukee, WI.



# CALL FOR ACTION!



# CALL FOR ACTION!

## Employee Payroll Deduction and Waiver Form

- **YOU MUST COMPLETE THE PAYROLL DEDUCTION FORM IF YOU** say yes to any of the following questions:
  1. Do you have dependents enrolled in any of the benefit plans?
  2. Are you enrolling your dependents this year?
  3. Are you enrolled or changing to the Kaiser buy-up plan?
    - a. Kaiser buy-up plan – ALL enrolled employees must complete a new payroll deduction form every year
- You **DO NOT** need to complete the Payroll Deduction Form if you are only enrolling yourself into the UHC medical, Kaiser standard plan, UHC dental and UHC vision

### WAIVING COVERAGE

- If you are waiving the coverage, please complete the UHC Enrollment / Change Form to decline or waive your coverage



# CALL FOR ACTION!

## Unitedhealthcare (UHC) And Kaiser Enrollment Forms

- **YOU MUST COMPLETE THE UHC OR KAISER ENROLLMENT FORM IF YOU** say yes to any of the following questions:
  - Are you making enrollment changes?
  - Are you adding or deleting dependents from your plans?
  - Are you changing medical plans? From Kaiser to UHC or UHC to Kaiser?
  - Are you electing coverage that is a new plan for you?
  - Do you want to switch from one Kaiser plan to the other Kaiser plan?
    - Please complete the Kaiser Enrollment/Change Form
- You **DO NOT** need to complete an enrollment form if you are not changing any of your benefits



# CALL FOR ACTION!

## Open Enrollment: February 14th – February 23rd

- **Waiving Medical, Dental and Vision Plan?** Complete the UHC Enrollment / Change Form to decline or waive your coverage and submit to HR.
- **Medical, Dental and Vision Plans:** If you want to enroll or add/delete dependents, now is the time to do so. Please complete the Kaiser or UHC Enrollment/Change Form and submit them to Human Resources. Also, you must submit the Payroll Deduction Form to HR if you have family coverage or enrolled in the Kaiser buy-up plan.
- **Life and AD&D:** Please make sure your beneficiary information is up-to-date. We are requiring all employees complete the UHC Life Beneficiary Form to update our new carrier and company.

**New Payroll Deductions will be effective after April 1, 2022**

**All of our medical plans are ACA compliant**

**Benefits effective April 1, 2022**

**Deadline to submit enrollment forms: Wednesday February 23rd**



# QUESTIONS?

## Contact HR:

Email: [Erin.Giang@jlahome.com](mailto:Erin.Giang@jlahome.com)

## For OA Logistics/OA Express

Email: [Sonia.Tolentino@Oalogistics.com](mailto:Sonia.Tolentino@Oalogistics.com)

## Contact:

EPIC Help Desk: (800) 925-4802

# THANK YOU FOR YOUR ATTENTION!

