

# Welcome to CorTech's 2014 Voluntary Insurance Program



## Welcome to CorTech's Voluntary Insurance Program for 2014!



As a new associate, you are eligible to participate in CorTech's voluntary benefit programs. Select the plans that fit your needs then your premiums are paid by convenient payroll deductions. The CorTech Voluntary Benefits Program provides options, coverage levels and premium rates competitive with the largest organizations!

**Mini-Med  
Medical  
Plans**

**MEC  
Medical Plan**  
*Minimum  
Essential  
Coverage*

**Dental  
Plan**

**Vision  
Plan**

**Life  
Insurance**

**Disability  
Insurance**



## 2014 Plan Options - -

*Bringing you better value for your money!*



### Medical Plan Options

For 2014, you have two **Medical Plan** options plus a plan to satisfy the Affordable Care Act (ACA) individual mandate requirement. **Transamerica** is the insurance company.

### Life Insurance

**Great News!** For 2014, you have access to a highly competitive group term life insurance program offering a number of unique features including **Guarantee Issue** coverage up to \$200K for employees and coverage options for spouse and children. **Guardian** is the insurance company.

### Disability Insurance

**More News!** Protect your income with **Short Term Disability** coverage. Choose your own limits, from \$100 to \$1,500 per week. **Guardian** is the insurance company.

### Vision Plan

Your 2014 **Vision Plan** has been expanded to provide better coverage and access to preferred providers! **Guardian** is the insurance company.

### Dental Plan

For 2014, you have two **Dental Plan** options which include broader coverage than in previous years. **Guardian** is the insurance company.

## Medical Plan Options

Pick the Medical Plan that suits you best!

OR combine Mini-Med & MEC Plans for broadest coverage!



### Minimum Essential Coverage (MEC) Medical Plan

- ✓ MEC Plan provides the coverage required to satisfy the individual mandate under the Affordable Care Act (ACA).
- ✓ Covers 100% of CMS Preventative & Wellness benefits when you visit a network provider (40% out-of-network).
- ✓ An employee can prevent being taxed the "Individual Mandate" coverage penalty by purchasing Minimum Essential Coverage through his/her employer.
  - Beginning in 2014, employees will face a tax of the greater of 1% of adjusted household income or \$95 per adult plus \$47.50 per child
  - This tax increases in 2015 and again in 2016
- ✓ [Click here](#) for more details

### Mini-Med Health Plans (Base & Buy Up Plans)

- ✓ First Dollar Group Limited Benefit Medical Plan—*Base Plan and Buy Up Plan*
- ✓ Designed to provide important benefits for your most common, everyday healthcare needs including; Doctors Office Visits, Lab & X-Ray, Emergency Treatment, Accidents, Surgery, Prescription Drugs, and More!
- ✓ No Deductibles, No Co-Pays and No Pre-Existing Condition Limitations
- ✓ Includes Indemnity Benefits that pay on a first-dollar basis when a policyholder receives a covered service
- ✓ Guaranteed Issue with No Medical Questions asked during your initial eligibility
- ✓ [Click here](#) for more details



## MEC Medical Plan *(Minimum Essential Coverage)*

*Meets the ACA individual mandate requirement*

Here's a snapshot of MEC coverages

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MEC MEDICAL PLAN		
Benefits	Network	Non-Network
15 Preventive Services for Adults	100%	40%
22 Preventive Services for Woman	100%	40%
26 Covered Preventive Services for Children	100%	40%
PPO Network	Multi Plan	
Payroll Deduction	Monthly Rates	
Employee Only	\$66.59	
Employee + Spouse	\$99.19	
Employee + Child(ren)	\$166.44	
Family	\$199.03	

Check it out! AFFORDABLE rates!

<b>MINI-MED HEALTH PLANS</b>		
Benefits	Base Plan	Buy-Up Plan
Doctor's Office Visit ( <i>routine, other than wellness</i> )	\$50 per visit / 6 days per calendar year	\$100 per visit / 10 days per calendar year
Outpatient Diagnostic Lab Testing	\$40 per visit / 5 days per calendar year	\$50 per visit / 5 days per calendar year
Outpatient Select Diagnostic	\$200 per visit / 2 days per calendar year	\$250 per visit / 2 days per calendar year
Outpatient Advanced Studies	\$800 per visit / 2 days per calendar year	\$1,000 per visit / 2 days per calendar year
Emergency Room Sickness Indemnity Benefit	\$100 per visit / 4 days per calendar year	\$250 per visit / 4 days per calendar year
Off-the-Job Accident Indemnity Benefit	\$500 per occurrence	\$700 per occurrence
Inpatient Surgical Indemnity Benefit * Outpatient Benefit / Outpatient Minor	\$500 \$250 / \$50	\$2,500 \$1,250 / \$250
Anesthesiology	20% of Surgical Indemnity Benefit	20% of Surgical Indemnity Benefit
Ambulance Transportation	Not included	\$500 for Ground / \$1,500 for Air
Hospital Admission Benefit	Not included	\$2,000 per admission / 2 per year
In-Patient Hospital Benefit (31 days max per confinement)	\$300 per day	\$1,500 per day
Intensive Care Benefit (31 days max per confinement)	\$600 per day	\$2,000 per day
Inpatient Mental / Nervous / Substance Abuse	\$150 per day	\$1,000 per day
Inpatient Skilled Nursing Facility	\$150 per day	\$1,000 per day
Group Term Life Insurance & AD&D • Spouse Coverage • Child Coverage	\$10,000 \$5,000 \$2,500	\$10,000 \$5,000 \$2,500
TeleMedicine	TelaDoc	TelaDoc
PPO Network	Multi Plan	Multi Plan
Prescription Drug Benefit	\$10/\$20/\$40 tier	\$10/\$20/\$40 tier
Non Insured Benefits ( <i>Discount Plans</i> )	Included	Included

*Here's a great idea!*  
**Combine Mini-Med & MEC Plans for broadest coverage!**

**These rates provide REAL VALUE for your money!**

Monthly Rates	Base Plan	Buy Up Plan
Employee Only	\$99.44	\$297.49
Employee + Spouse	\$197.52	\$636.53
Employee + Child(ren)	\$143.62	\$455.03
Family	\$225.15	\$734.86

**Click for Detailed Benefit Summary**



## Voluntary Dental Insurance



### Start Smiling!

With *Guardian*, you can select either the Network Access Plan (NAP) or the Value Plan. Premium rates are the same for both plans. The Value Plan offers greater coverage for members who choose to see a Guardian participating dentist. The NAP plan is the better choice if you want to use a non-network dentist.

**Here's great news** — *no benefit waiting periods!*  
*You can access all dental coverage from day one!*

#### Note:

New employees must enroll within 30 days after hire or after a “qualifying event.”

### PLAN FEATURES

	Value Plan In/Out of Network	NAP Plan In/Out of Network
Network	DentalGuard Preferred	
Calendar Year Deductible:		
Individual	\$50	\$50
Family Limit	3 per family	3 per family
Waived for:	Preventive	Preventive
Charges Covered for You ( <i>co-insurance</i> ):		
Preventive Care ( <i>e.g. cleanings</i> )	100%	100%
Basic Care ( <i>e.g. fillings</i> )	100%	80%
Major Care ( <i>e.g. crowns, dentures</i> )	60%	50%
Orthodontia	Not Covered	Not Covered
Annual Maximum Benefit	\$1,500	\$1,500
Dependent Age Limits	26	26
<b>Monthly Rates</b>		
Employee	\$34.03	\$34.03
Employee & Spouse	\$68.24	\$68.24
Employee & Child(ren)	\$83.81	\$83.81
Employee, Spouse & Child(ren)	\$118.03	\$118.03





## Voluntary Vision Care



### See the Value!

These days, more and more people are making sure they have access to quality vision care. Regular eye exams not only diagnose vision problems, they provide early detection of serious health problems such as diabetes, hypertension, neurological disorders and brain tumors.

Guardian provides rich, flexible vision plans covering exams and materials – making it more affordable to keep your eyes healthy.

**Option 1—FULL FEATURE:** Visit any vision care provider, but save by visiting any of the 50,000+ network locations.

**Option 2—FULL FEATURE - - DESIGNER:** Significant out-of-pocket savings available by visiting one of Davis Vision's network locations including Wal-Mart, JCPenney, Sears, Target, Sam's Club, and Pearle.

### PLAN FEATURES

	Option 1: Full Feature		Option 2: Full Feature -Designer	
	In-Network	Out-of-Network	In-Network	Out-of-Network
Network	VSP Choice Network		Davis Vision	
<b>Copays:</b>				
Exams Copay		\$10		\$10
Materials Copay (waived for non-formulary elective contact lenses)		\$25		\$25
<b>Sample of Covered Services You pay (after copay if applicable):</b>				
Eye Exams	\$0	Amt over \$39	\$0	Amt over \$50
Single Vision Lenses	\$0	Amt over \$23	\$0	Amt over \$48
Lined Bifocal Lenses	\$0	Amt over \$37	\$0	Amt over \$67
Lined Trifocal Lenses	\$0	Amt over \$49	\$0	Amt over \$86
Lenticular Lenses	\$0	Amt over \$64	\$0	Amt over \$126
Frames	80% of amt over \$130	Amt over \$46	80% of amt over \$130*	Amt over \$48
Contact Lenses (Elective)	Amt over \$130	Amt over \$100	N/A	N/A
Laser Correction Surgery	Up to 15% off retail or 5% off promo price	No discounts	Up to 25% off retail or 5% off promo price	No discounts
<b>Service Frequencies:</b>				
Exams	Every calendar year		Every calendar year	
Lenses (for glasses or contact lenses)	Every calendar year		Every calendar year	
Frames	Every two calendar years		Every two calendar years	
Network Discounts (cosmetic extras, glasses, contact lenses)	Limitless within 12 months of exam		Applies to 1 <sup>st</sup> purchase & courtesy discounts on subsequent purchases	
Dependent Age Limits	26		26	
<b>Monthly Rates</b>				
Employee	\$8.50		\$6.65	
Employee & Spouse	\$14.31		\$11.21	
Employee & Child(ren)	\$14.60		\$11.43	
Employee, Spouse & Child(ren)	\$23.10		\$18.10	

Click for Detailed Benefit Summary



## GUARDIAN<sup>®</sup> Voluntary Life Insurance



### Protect Your Loved Ones!

Life insurance provides crucial financial protection for your family if something were to ever happen to you. Benefits can be used towards income replacement, a mortgage, tuition, outstanding debt, and more – allowing you to take care of your loved ones even if you are not there.

Better yet, this important coverage is being made available to you at economical group rates through an A++ insurer.

**NOTE:**

The Voluntary Life Insurance coverage is only available when you are first eligible for coverage.....

**so enroll today!**

### PLAN FEATURES

Employee	\$10,000 increments to a maximum of \$500,000
Spouse	\$5,000 increments to a maximum of \$250,000
Child(ren): <i>age 14 days to 20 years or 26 if full time student</i>	\$1,000 increments to a maximum of \$10,000
Guarantee Issue <i>(no health statement required; for enrollees less than age 65)</i>	\$200,000 max per employee \$50,000 max for a spouse \$10,000 max for dependent children
Portable	Take your coverage with you if you change employers. <i>(Age and other restrictions apply.)</i>
Rates	<a href="#">CLICK HERE</a>

Click for  
Detailed  
Benefit  
Summary



## Voluntary Short Term Disability Insurance



### Protect Your Income!

Your paycheck is your greatest asset. How else would you pay for expenses like your rent or mortgage, food and transportation?

Disability insurance helps replace lost income if you have an accident or illness that prevents you from working.

Unfortunately, disabilities occur more often than you may think. Be prepared and take advantage of an opportunity to help protect your financial well being.

#### NOTE:

The Short-Term Disability coverage is only available when you are first eligible for coverage....

**so enroll today!**

### PLAN FEATURES

Coverage Amount	Choose a weekly benefit amount from \$100 to \$1,500 <i>(limited to 60% of your weekly earnings)</i>
Maximum Payment Period	13 weeks
Accident / Illness Benefits Begin	Day 8
Evidence of Insurability	Not required
Minimum Work Hours per Week	20 hours per week
Pre-existing Conditions	3 months look back; 12 months after 2 week limitation
Premium Waived if Disabled	Yes
Rates	<a href="#">CLICK HERE</a>

Click for Detailed Benefit Summary



## Enrolling is quick & easy!

*Two options— enroll online or call our Benefits Help Line!*

### Enroll Online!



#### Log on

[www.benefitsconnect.net/cortech](http://www.benefitsconnect.net/cortech)

#### User ID

First 6 letters of your Last Name  
+ Your First Initial  
+ Last 4 of SSN

#### Password

Your SSN (no dashes)

### Enroll by Telephone!



#### Dial

866-301-9375, Option 1

#### HOURS

Monday—Friday  
9am to 5pm EST

Benefits Specialists are available to help you enroll via telephone or if you have questions regarding products and coverages. *We're here to help!*

**Enrollment is easy & quick!**



Needed for enrollment: ● Social Security numbers for each enrollee ● Date of Birth for each enrollee

**Let's get started!**



**REVIEW PLANS & OPTIONS.**



**ENROLL ONLINE!**

Log on [www.benefitsconnect.net/cortech](http://www.benefitsconnect.net/cortech)



**GET PERSONAL ASSISTANCE!**

Call 866-301-9375, Option 1

## 2014 Voluntary Benefits Q&A



Who is eligible to enroll?



All CorTech employees working a **minimum of 20 hours per week** and their qualified dependents are eligible to enroll in these voluntary insurance products.



Are Domestic Partners eligible for coverage?



Yes, they are eligible for coverage.





## 2014 Voluntary Benefits Q&A

### When can I enroll/cancel coverage?

New employees must enroll within the **first 30 days after hire** or wait until the 2015 open enrollment period which takes place in November 2014.

You can change or cancel coverage within 30 days of an eligible change in family status (“*Qualifying Event*”). A “qualifying event” includes:

- ✓ Change in marital status (*marriage, death of a spouse, divorce, or separation*).
- ✓ Change in dependents, including birth, death, adoption, and placement for adoption.
- ✓ Change in employment status of the employee, spouse or dependent, including termination or commencement of employment.

**NOTE:** Life Insurance and Disability coverages are only available when you are initially eligible.



## 2014 Voluntary Benefits Q&A



### Whom can I contact if I have questions about my Voluntary Benefit Plans?

Contact Member Services at **1-866-301-9375, Option 1** and a customer service representative will be happy to assist you.

#### Online Access—Medical Plan

For Medical Plan and provider information, you can also log onto [www.myvba.biz](http://www.myvba.biz) and click the Member Services link, then click on Transamerica.

#### Online Access—Dental, Vision, Life & Disability Plans

Helpful, secure information regarding the Guardian Insurance Company products can be accessed at [www.guardiananytime.com](http://www.guardiananytime.com). (CorTech Plan #494524)





## Mini-Med Plan Q&A

**What type of coverage will I and my eligible dependents have?**

This is a limited benefit hospital indemnity designed to provide benefits for you and your dependents everyday healthcare needs. While these benefits are not catastrophic or unlimited in nature, they will provide useful benefits at competitively priced rates.

**What is an indemnity benefit?**

It means that the insurance company will pay a set amount each time the insured receives a covered service. The same amount is paid regardless of the fees charged by the provider.





## Mini-Med Plan Q&A

### Will I receive an ID card?

Yes, you will receive a fulfillment package including information for your medical and prescription plan from Transamerica Life. The package includes your ID cards, a Summary of Benefits, Certificate Booklet and booklet describing your pharmacy benefits. These will be mailed to your home address after enrolling.

### Are there any Pre-Existing Condition Limitations?

There are no Pre-Existing Condition Limitations.

### Who is the insurance company paying claims on this plan?

Transamerica Life pays claims on the medical.





## Mini-Med Plan Q&A

**Is the Mini-Med Health plan ACA compliant without including MEC?**

This product is:

- (a) not a substitute for minimum essential health coverage under the Affordable Care Act (ACA); and
- (b) does not qualify as minimum essential coverage under the ACA.

To learn more about the ACA and how it may affect you in 2014, please visit [www.healthcare.gov](http://www.healthcare.gov) or call 800-318-2596.

**Can I use any doctor or hospital?**

Yes, you can go to any doctor. There are no network restrictions. Benefits are payable to any hospital that is accredited by JCAHO (*Joint Commission on Accreditation of Healthcare Organizations*) and meets the definition of a hospital. Most hospitals have received accreditation; however, if you choose to **use a network provider you WILL SAVE MONEY!** You can locate a network provider by going to [www.myvba.biz](http://www.myvba.biz) and clicking on the Member Services link, then click on Transamerica.