

Your 2017 A&B Benefits

Open Enrollment is your opportunity to:

- ▶ Evaluate whether the benefits coverage you have *this* year will meet your needs *next* year, and
- ▶ Make a decision about coverage for 2017.

▶ **Open Enrollment for the 2017 plan year is scheduled for October 31 - November 14**

Important Notes

- ▶ Your current health plan and other benefit coverage's will carry over into 2017, unless you make changes online during the Open Enrollment period.
- ▶ You **MUST** make new elections online for section 125 spending accounts (medical, dependent care) and the transportation benefit.
- ▶ You also have the ability to waive Company-provided medical coverage. If you elect to waive medical coverage, you will receive a \$150 monthly payment from the Company (\$1,800 annually). *These payments are taxable.* You must show proof of approved healthcare coverage and complete the necessary waiver form(s) to receive the payment.

▶ Looking Ahead to 2017...

The benefit plans we have today will continue to be offered in 2017, including medical, dental, flexible spending accounts (FSA), long-term disability, life insurance, accidental death and dismemberment (AD&D) insurance and dependent life insurance.

More detailed information about the 2017 benefit plans will be included in the **Open Enrollment Guide** that will be available on the A&B intranet site in late October. You may also request a hard copy of the Open Enrollment Guide from Human Resources.

In 2017:

- ▶ Employee contributions and rising medical/hospital and pharmacy plan costs – The HMSA plans experienced a significant increase in their overall premium rates for 2017. In order to alleviate some of the burden of the employee contributions, the company has elected to pay a greater percentage of the total premium. Employee contributions will decrease from 20% to 17% of the overall premium (for HMSA).
- ▶ HMSA and Kaiser make standard plan changes each year; details will follow in the HMSA and Kaiser summary of changes documents.
- ▶ Does your spouse's employer offer medical coverage? How does your spouse's coverage and premium contribution compare to A&B's benefits?
- ▶ Does your adult, dependent child (under age 26) have access to health insurance? If so, it may be less expensive for your child to cover him/herself under their employer plan than under your A&B medical plan.

BENEFIT	OPTIONS AVAILABLE
Medical (includes prescription drug and vision coverage)	HMSA PPO (HMSA is making standard plan design changes/enhancements; details to follow) HMSA HMO HPH Plus (HMSA is making standard plan design changes/enhancements; details to follow) Kaiser HMO (Kaiser is making standard plan design changes/enhancements; details to follow)
Dental	Delta Dental / HDS Plan (100% Preventive / 70% Restorative)
Long-Term Disability	60% of your monthly base salary up to the \$15,000 maximum
Life Insurance	<p>For You — The Company automatically pays for coverage at 2 x your annual base salary; however you have the option of electing a flat \$50,000 of coverage. You may purchase additional coverage, to the following amounts, up to the plan's maximum:</p> <ul style="list-style-type: none"> ▶ 3 x your annual base salary (2 x your annual base salary paid by the Company and 1 x your annual base salary paid by you) ▶ 4 x your annual base salary (2 x your annual base salary paid by the Company and 2 x your annual base salary paid by you) ▶ 5 x your annual base salary (2 x your annual base salary paid by the Company and 3 x your annual base salary paid by you) <p>Note: Any increases may require a statement of health</p>
Accidental Death and Dismemberment (AD&D) Insurance	<p>For You — The Company automatically pays for coverage at 1 x your annual base salary. You may purchase additional coverage which brings your total coverage up to the following amounts:</p> <ul style="list-style-type: none"> ▶ 2 x your annual base salary (1 x your annual base salary paid by the Company and 1 x your annual base salary paid by you) ▶ 3 x your annual base salary (1 x your annual base salary paid by the Company and 2 x your annual base salary paid by you) ▶ 4 x your annual base salary (1 x your annual base salary paid by the Company and 3 x your annual base salary paid by you) ▶ 5 x your annual base salary (1x your annual base salary paid by the Company and 4 x your annual base salary paid by you)
Dependent Life Insurance	You may choose from two levels of coverage for your spouse and one level of coverage for your dependent children
Healthcare and Dependent Care Reimbursement Accounts	Tax-advantaged ways to pay for common types of health care and dependent day care expenses
Transportation Benefit	Tax-advantaged ways to pay for your parking and commuting expenses
Business Travel Accident Insurance	Business Travel Accident Insurance is coverage while traveling on company business
Long Term Care Insurance	Long Term Care Insurance for you and your family
EAP	Employee Assistance Program



Benefits: The A&B Benefits Program

How To Enroll Online

Information will be distributed in late October with your Open Enrollment Guide.

And remember...it's not too late to earn the **WELLNESS INCENTIVE** for 2016, so get started today!

- Employees enrolled in the Company's medical plan earning **15 points by November 30, 2016**, will receive an annual reduction of **\$300 (\$25/month)** in their **employee premiums for 2017**. If an employee's spouse is also enrolled in the Company's medical plan and earns 15 points in the Wellness program, an additional \$300 annual reduction will be applied towards the employee's total medical premiums.



More details will be available in your Open Enrollment materials, which will be available in late October.