
CAREAGE OF LOGANSPORT, INC

EMPLOYEE BENEFITS

As an employee of Careage of Logansport, Inc. you are eligible for certain benefits depending on your employment status. Here is an overview summary of benefits currently offered.

Health Insurance

Eligible employees (more than 30 hours per week) will be offered an insurance plan using the Encore Combined Network. Employees are eligible for health insurance after sixty (60) days of employment. Coverage is effective the following month. Upon termination, health insurance stops the last day of work.

Dental & Vision Insurance

Dental & Vision Insurance will be offered to all employees **scheduled** to work more than 20 hours per week after sixty (60) days of employment. Coverage is effective the following month.

Group dental and vision benefits are offered through BEAM DENTAL. Besides typical insurance, Beam Dental offers "Beam Perks" where members receive a smart, electric toothbrush, paste, floss and refill heads.

Eligible employees may choose Dental or Vision insurance separate from Health or Dental or Vision Insurance.

TelaDoc

ALL employees may access this convenient service saving on their cost of physician visits. Eligible dependents within your household are eligible for services whether they are covered by the health plan or not. TelaDoc gives you access to a board-certified doctor 24/7 for \$49/visit. TelaDoc operates outside the health plan and does not count towards the deductible.

GoodRx

GoodRx is a program which offers discounts off the retail pharmacy price. The Encore Health insurance has a prescription benefit through CareMark (same as current) which provides many maintenance prescriptions at low or no cost. Employees should access prescriptions through Encore, but we encourage ALL employees to check the GoodRx price and determine what fits their situation the best. GoodRx is not part of the health plan.

Wellness Benefit

The Wellness Benefit is being developed in 2021. For those on insurance, an annual wellness exam is covered 100% by insurance. The company is developing a tobacco cessation program with incentives to quit nicotine and vaping. In addition, beginning in 2021, we plan to offer a subsidy for a gym/fitness membership.

Health Savings Account

Employees with health insurance coverage through Careage will have a Health Savings Account established at Horizon Bank at no cost in order to take advantage of tax savings on expenses incurred in the High Deductible Health Plan.

In addition, Careage of Logansport will deposit \$100 into each employee's HSA account at Horizon every six months to help defray cost of prescriptions, doctor visits and other health expenses.

Life Insurance

Careage of Logansport offers a Term Life Insurance Policy of \$50,000 to employees who are Full or Part Time employees working at least 40 hours per pay period. Careage pays the full premium cost of this benefit.

Optional Insurances

Employees may purchase additional insurance coverage (such as Cancer & Critical Illness, Disability, additional Life Insurance, etc) at their cost through payroll deduction.

These plans have specific eligibility requirements. Contact HR for more information if interested.

HEALTH INSURANCE

Careage Health Insurance is a **High Deductible Health Plan (HDHP) with Health Savings Account (HSA)** administered by SIHO which utilizes the Encore Combined Network which has excellent coverage in Indiana. You may access their online directory at www.encoreconnect.com. In addition, employees will be able to save on costs if they can utilize Logansport Memorial Hospital doctors and services.

Employee Premiums

The premium cost by employees will be deducted from paychecks on a bi-monthly basis. In other words, one-half of the monthly premium will be paid twice a month. Whenever there are three paydays in a month, the premium will not be withheld on the third payday. (This will occur July 30, 2021 and December 31, 2021.)

In addition, the premium cost paid in 2020-21 is based on type of coverage and whether the **employee** is a tobacco user.

High Deductible Health Plan (HDHP) with Health Savings Account (HSA)

A Health Savings Account allow employees to make tax deductible contributions in order to pay health insurance expenses incurred. The HSA account is owned by the employee and can be carried over each year and is portable to future employers. In addition, the HSA account converts to a retirement fund at age 65.

Health Savings Accounts will be established at Horizon Bank for each employee with health insurance.

IMPORTANT: At time of enrollment, you will open your Horizon account. You will need to name at least one beneficiary (with SSN and DOB) to the account. You will need to provide your Driver's license and at least one other ID such as Social Security Card or current Medical insurance card.

Employees are encouraged to make regular bi-monthly deposits to the Horizon HSA account through payroll deduction. You will experience immediate tax savings of 7.65% because your HSA contribution is not subject to payroll taxes. You should also see a reduction in federal and state withholding taxes depending on your particular situation. A \$50 contribution will reduce your net paycheck by only an estimated \$40 due to the tax savings.

HSA's are regulated by the Internal Revenue Service. In 2021, the contributions are limited to \$3,600 for an individual and \$7,200 for a family (which includes Employee/Spouse and Employee/Child(ren) options.

Health Savings Accounts are completely portable. You own the money in your HSA account. If you have funds in the account at the end of the year, it simply rolls over to be used in the next

year. If you have a known large medical expense, increase your withholdings to contribute to your HSA to take advantage of tax savings and pay the health bill from the HSA.

Careage will deposit \$100 to each HSA account every six months to assist with health expenses. In addition, employees who complete an annual physical with their Primary Care Physician will earn an additional \$100. Other deposits by Careage may be made at the Company's discretion.

Logansport Memorial Hospital

Employees can also save money on their costs by utilizing Logansport Memorial Hospital (LMH) for healthcare services. LMH services (including physician visits, ancillary services, hospital charges, and related providers) are classified as "Tier 1" services with a lower deductible and negotiated rate. The Co-Insurance rate will be 10% in the LMH Network. Consolidated Union representatives will provide more information in the Benefit Guide during the Open Enrollment meetings.

While it may not be possible or desirable to change your primary care or specialty physician to an LMH provider, you will be able to save money by coming to Logansport if you need a CT scan, an MRI or some other outpatient procedure or service.

EMPLOYEE CONTRIBUTIONS (PREMIUMS)***OCTOBER 1, 2020 – SEPTEMBER 30, 2021***

CAREAGE OF LOGANSPORT, INC.
Bi-Monthly HEALTH INSURANCE
Premium Cost

Effective 10/1/2020

Coverage Tier	Non-Tobacco Use Premium	Tobacco Use Premium
Bi-Monthly Premium		
Employee Only	\$ 55.00	\$ 90.00
Employee/Spouse	\$ 240.00	\$ 290.00
Employee/Child(ren)	\$ 195.00	\$ 265.00
Family	\$ 325.00	\$ 395.00

DENTAL	Bi-Monthly Cost
Employee Only	\$ 10.00
Employee/Spouse	\$ 20.00
Employee/Child(ren)	\$ 25.00
Family	\$ 40.00

VISION	Bi-Monthly Cost
Employee Only	\$ 3.00
Employee/Spouse	\$ 5.00
Employee/Child(ren)	\$ 5.00
Family	\$ 8.00