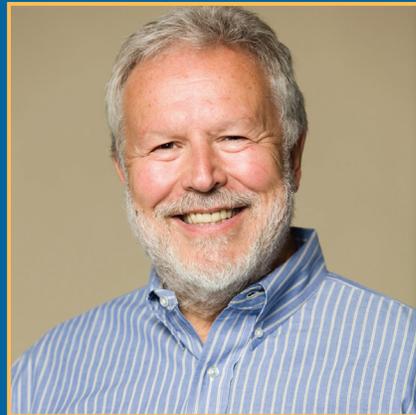


Hanford Employee Welfare Trust

HEWTF

BENEFITS OVERVIEW



2014

BENEFITS OVERVIEW



WELCOME! Your employer is a sponsor of the Hanford Employee Welfare Trust (HEWT) which offers you a comprehensive benefits package that meets your needs and the needs of your family.

Depending on the particular plan and/or level of coverage you elect, your employer may pay the full cost of the benefit, may share the cost with you or the total cost may be paid by you. It's an approach to benefits that supports Section 125 of the Internal Revenue Code, which allows you to get directly involved in designing your own benefits program.

We look forward to assisting you with your HEWT benefits.

BENEFITS OVERVIEW

Included in the package are:

- **Health Care Benefits**
Your employer pays the major share of the cost of the health plans, including medical, vision, and dental coverage for you and your family.
- **Flexible Spending Accounts (FSA)**
Two FSA's, Health Care and Dependent Day Care, allow you to set aside money on a pre-tax basis for the purpose of paying for IRS-allowable, unreimbursed health care and/or dependent care expenses.
- **Life & Disability Plans**
Your employer offers insurance plan options to help replace income for you and your survivors in the event of illness, injury, or death.
- **Additional Benefits**
The company provides an Employee Assistance Program (EAP) as well as Group Universal Life (GUL) and Long-Term Care (LTC) options.

PLAN YEAR

Each plan year begins on January 1 and ends on December 31. In the fall, you will have the opportunity to change your medical, dental, and FSA elections for the upcoming plan year.

ELIGIBILITY

Regular full- or part-time employees of one of the HEWT sponsors who are working a minimum of 20 hours per week are eligible to participate in the HEWT benefit plans.

Eligibility begins on your first day of work or when you first become eligible and ends immediately on termination or when you are no longer eligible.

DEPENDENT COVERAGE

In addition to electing coverage for yourself, you can elect to cover eligible dependents. For the medical and dental plans, your eligible dependents include your legal spouse or domestic partner (if certain criteria are met) and eligible children. For supplemental Life & Personal Accident Insurance, dependents include your legal spouse, domestic partner, and eligible children.

CHANGING YOUR BENEFITS

The Internal Revenue Service (IRS) states that employees enrolled in pre-tax benefit plans may only make benefit elections once a year. As such, your medical (including vision and prescription), and dental benefit choices are binding until the next open enrollment. The following special circumstances are the **ONLY** reasons you may change your Healthcare benefits during the plan year:

- Marriage/domestic partner certification
- Birth, adoption or placement for adoption of an eligible child
- Divorce, legal separation or annulment
- Loss of spouse's job or change in work status where coverage is maintained through the spouse's plan
- A significant change in your or your spouse's health coverage attributable to your spouse's employment
- Death of a spouse or dependent
- Loss of dependent status
- Becoming eligible for Medicare or Medicaid during the year
- Receiving a Qualified Medical Child Support Order (QMCSO)

These special circumstances often referred to as “Qualifying Life Events” or life event changes, will allow you to make changes at any time during the year in which they occur. For any allowable change, you must notify Human Resources of the event and provide the requested documents within 31 days of the event to avoid a lapse in coverage. Changes that are requested due to a “change of mind” or financial hardship without a Qualifying Life Event, are not allowed until the next annual open enrollment period.



MEDICAL BENEFITS

Coverage choice, cost and convenience are factors each of us considers important when selecting a medical plan. You may choose between two medical plans, whichever one best meets your needs and the needs of your family. The plans cover the same types of services, but differ in how they share costs with you and how they provide access to care. Each option is summarized below and within the Medical Plan Summary on the following page.

OPTION 1 – GROUP HEALTH OPTIONS PLAN

Group Health Options provides you with flexibility when seeking covered medical services by allowing you to receive care within or outside of the Group Health network. You will be required to elect a primary care physician (PCP), and you will maximize your coverage by having care provided or referred by your PCP. This plan offers members a combination of in-network managed services and out-of-network services, which can be from any qualified provider. In-network services usually require co-insurance after the deductible is met. Out-of-network services are subject to a higher annual deductible and a co-insurance payment, typically 30 percent of remaining covered expenses up to an annual out-of-pocket limit.

OPTION 2– UNITEDHEALTHCARE PPO PLAN

UnitedHealthcare PPO has access to a broad network of physicians and hospitals nationwide. The traditional plan design offers two levels of coverage—a higher level of benefits apply for in-network services, and a lower level of benefits is available for out-of-network services with somewhat higher deductibles, co-insurance and co-payments. The plan includes a full spectrum of covered services and direct access to specialists without the need to gain approval from a primary care doctor.

The company chosen to manage your prescription-drug benefit under the UnitedHealthcare PPO, Express Scripts, Inc., offers you a website tool with round-the-clock assistance, savings opportunities and important health information.

HEWT GROUP HEALTH OPTIONS MEDICAL PLAN

EFFECTIVE 1/1/2014

BENEFITS	INSIDE NETWORK	OUT-OF-NETWORK
Plan Deductible—Per Calendar Year (PCY)	Individual deductible: \$150 Family deductible: \$300	Individual deductible: \$250 Family deductible: \$500
Individual Deductible Carryover	4th quarter carryover applies.	4th quarter carryover applies.
Plan Co-insurance	Plan pays 80%, you pay 20%.	Plan pays 70%, you pay 30% of the Usual, Customary and Reasonable (UCR) charges.
Out-Of-Pocket Limit	Individual out-of-pocket limit: \$1,150 Family out-of-pocket limit: \$2,300	Individual out-of-pocket limit: \$2,875 Family out-of-pocket limit: \$5,750
Pre-existing Condition (PEC) Waiting Period	No waiting period for a PEC.	No waiting period for a PEC.
Lifetime Maximum	Unlimited.	Unlimited.
Outpatient Services (Office Visits)	No co-pay. Deductible and co-insurance apply.	No co-pay. Deductible and co-insurance apply.
Hospital Services	Inpatient Services: Deductible and co-insurance apply. Outpatient Surgery: No co-pay. Deductible and co-insurance apply.	Inpatient Services: Deductible and co-insurance apply. Outpatient Surgery: No co-pay. Deductible and co-insurance apply.
Prescription Drugs (Some Injectable Drugs may be Covered under Outpatient Services)	Retail: (for a 30-day supply) Generic: \$20 Brand name preferred: \$40 Brand name non-preferred: \$60	Retail: (for a 30-day supply) Generic: \$25 Brand name preferred: \$45 Brand name non-preferred: \$65
Prescription Mail Order	2x prescription cost share per 90 day supply.	Not covered.
Acupuncture	Self-referred up to 8 visits per medical diagnosis per calendar year; additional visits when approved by the plan. No co-pay. Deductible and co-insurance apply.	No co-pay. Deductible and co-insurance apply.
Ambulance Services	Plan pays 80%, you pay 20%.	Same as in-network.
Chemical Dependency	Inpatient: Deductible and co-insurance apply. Outpatient: No co-pay. Deductible and co-insurance apply.	Inpatient: Deductible and co-insurance apply. Outpatient: No co-pay. Deductible and co-insurance apply.
Devices, Equipment and Supplies Durable medical equipment, Orthopedic appliances, Post-mastectomy bras limited to two (2) every six (6) months, Ostomy supplies, Prosthetic devices	Covered at 80%.	Covered at 80%, deductible applies.
Diabetic Supplies	Insulin, needles, syringes and lancets—see Prescription drugs. External insulin pumps, blood glucose monitors and supplies—see Devices, Equipment and Supplies. Diabetic test strips related to glucose monitor are covered in full. Blood glucose monitoring reagents and urine testing reagents are covered in full.	Insulin, needles, syringes and lancets—see Prescription drugs. External insulin pumps, blood glucose monitors and supplies—see Devices, Equipment and Supplies. Diabetic test strips related to glucose monitor are covered in full. Blood glucose monitoring reagents and urine testing reagents are covered in full.
Diagnostic Lab and X-ray Services	Inpatient: Covered under Hospital Services. Outpatient: Deductible and co-insurance apply. High-end radiology imaging services such as CT, MR and PET must be determined Medically Necessary and require preauthorization except when associated with Emergency care or inpatient services.	Inpatient: Covered under Hospital Services. Outpatient: Deductible and co-insurance apply. High-end radiology imaging services such as CT, MR and PET must be determined Medically Necessary and require preauthorization except when associated with Emergency care or inpatient services.
Emergency Services (Co-pay Waived if Admitted)	\$125 co-pay. Deductible and co-insurance apply.	\$125 co-pay. Deductible and co-insurance apply.

HEWT GROUP HEALTH OPTIONS MEDICAL PLAN (CONT'D)

EFFECTIVE 1/1/2014

BENEFITS	INSIDE NETWORK	OUT-OF-NETWORK
Hearing Exams (Routine)	No co-pay. Deductible and co-insurance apply.	No co-pay. Deductible and co-insurance apply.
Hearing Hardware	\$400 per ear every 36 months.	Benefit shared with in-network.
Home Health Services	Covered in full. No visit limit.	No visit limit. Deductible and co-insurance apply.
Hospice Services	Covered in full.	Deductible and co-insurance apply.
Infertility Services	50% diagnostic services & drugs, deductible and co-insurance apply.	Shared with in-network.
Manipulative Therapy	Self-referred up to 20 visits per calendar year. No co-pay. Deductible and co-insurance apply.	Visit limits shared with in-network. No co-pay. Deductible and co-insurance apply.
Massage Services	See Rehabilitation services.	See Rehabilitation services.
Maternity Services	Inpatient: Deductible and co-insurance apply. Outpatient: No co-pay. Deductible and co-insurance apply.	Inpatient: Deductible and co-insurance apply. Outpatient: No co-pay. Deductible and co-insurance apply.
Mental Health	Inpatient: Deductible and co-insurance apply. Outpatient: No co-pay. Deductible and co-insurance apply.	Inpatient: Deductible and co-insurance apply. Outpatient: No co-pay. Deductible and co-insurance apply.
Naturopathy Services	Self-referred up to 3 visits per medical diagnosis per calendar year; additional visits when approved by plan. No co-pay. Deductible and co-insurance apply.	No co-pay. Deductible and co-insurance apply.
Obesity-Related Surgery (Bariatric)	Covered at cost shares when medical criteria is met.	Not covered.
Organ Transplants Donor Search & Harvest	Inpatient: Deductible and co-insurance apply. Outpatient: No co-pay. Deductible and co-insurance apply.	Inpatient: Deductible and co-insurance apply. Outpatient: No co-pay. Deductible and co-insurance apply.
Preventive Care Well-care physicals, immunizations, Pap smear exams, mammograms	Covered in full.	No co-pay, deductible and co-insurance apply.
Rehabilitation Services (Occupational, Speech and Physical Including Services for Neurodevelopmentally Disabled Children Age Six and Under). Rehabilitation Visits are a Total of Combined Therapy Visits Per Calendar Year.	Inpatient: 60 days per condition PCY, deductible and co-insurance apply. Outpatient: 60 visits per condition PCY. No co-pay. Deductible and co-insurance apply.	Inpatient: Day limits shared with in-network. Deductible and co-insurance apply. Outpatient: Visit limits shared with in-network. No co-pay. Deductible and co-insurance apply.
Skilled Nursing Facility	Up to 60 days per calendar year, deductible and co-insurance apply.	Day limits shared with in-network benefit, deductible and co-insurance apply.
Sterilization (Vasectomy, Tubal Ligation)	Inpatient: Deductible and co-insurance apply. Outpatient: No co-pay. Deductible and co-insurance apply.	Inpatient: Deductible and co-insurance apply. Outpatient: No co-pay. Deductible and co-insurance apply.
Temporomandibular Joint (TMJ) Services	\$1,000 per calendar year; \$5,000 lifetime max. Inpatient: Deductible and co-insurance apply. Outpatient: No co-pay. Deductible and co-insurance apply.	Shared with in-network. Inpatient: Deductible and co-insurance apply. Outpatient: No co-pay. Deductible and co-insurance apply.
Tobacco Cessation See Pharmacy Benefit for Associated Drug Coverage	Free & Clear Program—covered in full.	Not covered.
Routine Vision Care (1 Visit Every 12 Months)	No co-pay. Deductible and co-insurance waived.	Covered up to \$50 UCR once every 12 consecutive months.
Optical Hardware Lenses, including contact lenses and frames	\$165 per 24 months. Not subject to deductible and co-insurance.	Benefit limits shared with in-network.

UNITEDHEALTHCARE PPO MEDICAL PLAN

EFFECTIVE 1/1/2014

BENEFITS	INSIDE NETWORK	OUT-OF-NETWORK
Plan Deductible—Per Calendar Year (PCY)	Individual deductible: \$325 Family deductible: \$650	Individual deductible: \$425 Family deductible: \$850
Plan Co-insurance	Plan pays 80%, you pay 20%	Plan pays 60%, you pay 40%
Out-Of-Pocket Limit	Individual out-of-pocket limit: \$1,350 Family out-of-pocket limit: \$2,700	Individual out-of-pocket limit: \$3,500 Family out-of-pocket limit: \$7,000
Lifetime Maximum	No lifetime maximum effective 1/1/2011	No lifetime maximum effective 1/1/2011
Office Visit/Urgent Care	Plan pays 80%, you pay 20%, deductible applies.	Plan pays 60%, you pay 40%, deductible applies.
Outpatient Services	Plan pays 80%, you pay 20%, deductible applies.	Plan pays 60%, you pay 40%, deductible applies.
Hospital Services Inpatient And Outpatient	Plan pays 80%, you pay 20%, deductible applies.	Plan pays 60%, you pay 40%, deductible applies.
Prescription Drugs Covered through Express Scripts, Inc.	Retail: (for a 30-day supply) Generic: \$10 Brand name preferred: \$35 Brand name non-preferred: \$50 Mail Order: (for a 90-day supply) Generic: \$20 Brand name preferred: \$70 Brand name non-preferred: \$100 Out-of-Pocket Max: \$1,500	Contact Express Scripts, Inc. for reimbursement details
Acupuncture	Plan pays 80%, you pay 20%, deductible applies. Limited to 20 visits per calendar year.	Plan pays 60%, you pay 40%, deductible applies. Limited to 20 visits per calendar year.
Ambulance (True Emergency)	Plan pays 80%, you pay 20%, deductible applies.	Plan pays 80%, you pay 20%, deductible applies.
Chemical Dependency	See summary plan description.	See summary plan description.
Chiropractic Services	Plan pays 80%, you pay 20%, deductible applies. Limited to 20 visits every calendar year.	Plan pays 60%, you pay 40%, deductible applies. Limited to 20 visits every calendar year.
Devices, Medical Equipment DME), and Supplies (Prosthetics)	Plan pays 80%, you pay 20%, deductible applies.	Plan pays 60%, you pay 40%, deductible applies.
Diagnostic Laboratory and X-Ray Services (Outpatient)	Plan pays 80%, you pay 20%, deductible applies.	Plan pays 60%, you pay 40%, deductible applies.
Emergency Services	\$125 co-pay per visit, then Plan pays 80%, you pay 20%, and deductible applies.	\$125 co-pay per visit, then Plan pays 80%, you pay 20%, and deductible applies.

UNITED HEALTHCARE PPO MEDICAL PLAN (CONT'D)

EFFECTIVE 1/1/2014

BENEFITS	INSIDE NETWORK	OUT-OF-NETWORK
Hearing Exam	Plan pays 80%, you pay 20%, deductible applies. Limited to one exam every 12 months.	Plan pays 60%, you pay 40%, deductible applies. Limited to one exam every 12 months.
Hearing Aids	Plan pays 80%, you pay 20%, deductible applies. Limited to \$300 every 36 months.	Plan pays 60%, you pay 40%, deductible applies. Limited to \$300 every 36 months.
Home Health	Plan pays 80%, you pay 20%, deductible applies. Limited to 40 visits per calendar year.	Plan pays 60%, you pay 40%, deductible applies. Limited to 40 visits per calendar year.
Infertility Services	Plan pays 80%, you pay 20%, deductible applies.	Plan pays 60%, you pay 40%, deductible applies.
Maternity Services	Plan pays 80%, you pay 20%, deductible applies.	Plan pays 60%, you pay 40%, deductible applies.
Mental Health	See summary plan description.	See summary plan description.
Naturopathy Services	Plan pays 80%, you pay 20%, deductible applies.	Plan pays 60%, you pay 40%, deductible applies.
Obesity Surgery	Plan pays 80%, you pay 20%, deductible applies.	Plan pays 60%, you pay 40%, deductible applies.
Organ Transplants	Plan pays 80%, you pay 20%, deductible applies.	Plan pays 60%, you pay 40%, deductible applies.
Preventive Care	Covered at 100%.	Plan pays 60%, you pay 40%, deductible applies.
Rehabilitation Services (Occupational, Speech and Physical Therapies)	Plan pays 80%, you pay 20%, deductible applies. Limited to 30 visits per calendar year, 20 visits for Cardiac and Pulmonary.	Plan pays 60%, you pay 40%, deductible applies. Limited to 30 visits per calendar year, 20 visits for Cardiac and Pulmonary.
Skilled Nursing	Plan pays 80%, you pay 20%, deductible applies. Limited to 60 days per calendar year.	Plan pays 60%, you pay 40%, deductible applies. Limited to 60 days per calendar year.
Sterilization (Vasectomy, Tubal Ligation)	Plan pays 80%, you pay 20%, deductible applies.	Plan pays 60%, you pay 40%, deductible applies.
Vision Care	Annual Exam: \$10 co-pay Optical Hardware: Lenses covered every 12 months: \$10 co-pay. Frames every 24 months.	Annual Exam: 85% of contracted charges. Maximum reimbursement in a calendar year is \$165 for exam and hardware combined. Optical Hardware: Frames and lenses every other year up to \$165 total, including exam.



DENTAL BENEFITS

The HEWT offers two dental providers for dental coverage, Delta Dental of Washington and Willamette Dental. Your dental coverage costs are shared with the company. The level of coverage you select will depend on the level of treatment you and your family require.

Delta Dental of Washington provides the freedom to receive care from a participating Delta PPO Network dentist or from a dentist of your choosing. Services provided by Delta Dental are based upon a negotiated fee schedule and not the dentist's actual fee.

Delta Dental PPO
Program: #00522

HEWT-BUY-UP PLAN

DELTA DENTAL OF WASHINGTON PLAN SUMMARY	PAYMENT LEVELS		
	DELTA DENTAL PPO DENTIST	NON-PPO DENTIST	OUT-OF-STATE DENTIST
Class I - Diagnostic & Preventive Exams, prophylaxis, fluoride, x-rays, sealants	80%	60%	60%
Class II - Restorative Restorations, endodontics, periodontics, oral surgery	70%	60%	60%
Class III - Major Crowns, dentures, partials, bridges, and implants	50%	40%	40%
Annual Maximum Per Person Benefit period: (Jan 1 - Dec 31)	\$1,500	\$1,500	\$1,500
Deductible (Waived on Class I) Per person/per benefit period Annual family maximum	\$50 \$100	\$50 \$100	\$50 \$100
Orthodontia Adults & dependent children Lifetime maximum per enrollee	50% \$1,200	50% \$1,200	50% \$1,200

MySmile® personal benefits center is a unique online tool that provides personalized strategies for employees to use to improve their oral health. It is accessed through the Delta Dental of Washington web site www.DeltaDentalWA.com

Please Note: This is a brief summary of benefits only and does not constitute a contract. Please feel free to call Delta Dental's Customer Service Department if you have any questions.

Delta Dental of Washington
PO Box 75983
Seattle, WA 98175-0983

Customer Service Toll-free (800) 554-1907
Monday – Friday 8 a.m. to 5 p.m., Pacific Standard Time



Willamette Dental is a multi-specialty group practice that practices evidence based dentistry. Members receive their care at a Willamette Dental office with highly credentialed dentists, hygienists and dental assistants. Local offices are located in Richland, Kennewick and Yakima.

This plan offers no annual maximums, no deductibles, no waiting periods and extensive coverage on preventative services. For more information on your plan, please contact Willamette Dental's Customer Service department at 1-855-4DENTAL (1-855-433-6825).
Group Number: Z148; Plan ID: HEWT

WILLAMETTE DENTAL			
BENEFIT	CO-PAYMENT	BENEFIT	CO-PAYMENT
Annual Maximum	No annual maximum*	Endodontics and Periodontics	
Deductible	No deductible	Root Canal Therapy – Anterior	\$50
General Office Visit	\$15 per visit	Root Canal Therapy – Bicuspid	\$75
Diagnostic and Preventative Services		Root Canal Therapy – Molar	\$100
Routine and Emergency Exams	Covered at 100%	Ossious Surgery (per Quadrant)	\$140
All X-rays	Covered at 100%	Root Planing (per Quadrant)	Covered at 100%
Teeth Cleaning	Covered at 100%	Oral Surgery	
Fluoride Treatment	Covered at 100%	Routine Extraction (Single Tooth)	Covered at 100%
Sealants	Covered at 100%	Surgical Extraction	\$50
Head and Neck Cancer Screening	Covered at 100%	Orthodontia	
Oral Hygiene Instruction	Covered at 100%	Pre-Orthodontic Service	\$150**
Periodontal Charting	Covered at 100%	Comprehensive Orthodontia	\$1,500
Periodontal Evaluation	Covered at 100%	Miscellaneous	
Restorative Dentistry		Local Anesthesia (Novocain)	Covered at 100%
Fillings (Amalgam)	Covered at 100%	Dental Lab Fees	Covered at 100%
Stainless Steel Crown	Covered at 100%	Nitrous Oxide	\$10 per Visit
Porcelain-Metal Crown	\$120	After Hours Emergency Care	\$20 per Visit
Prosthetics		Out of Area Emergency Care Reimbursement up to \$100	
Complete Upper or Lower Denture	\$170	*TMJ has a \$1000 annual maximum/\$5000 lifetime maximum	
Bridge (per Tooth)	\$120		

** Fee credited towards comprehensive orthodontic co-payment if patient accepts treatment plan.

Willamette Dental of Washington, Inc.

This plan provides extensive coverage of services and supplies to prevent, diagnose and treat diseases or conditions of the teeth and supporting tissues. Presented are just some of the most common procedures in your plan. Please see the Certificate of Coverage for a complete plan description, limitations, and exclusions.

FLEXIBLE SPENDING ACCOUNTS—FSAs



Your employer allows you to direct a portion of your pay through payroll deduction to a Health Care and/or Dependent Care FSA. The FSAs are managed by United-Healthcare. The money is deducted from your pay on a pre-tax basis, which means it is deducted from your pay before Federal and Social Security taxes are calculated. Because you do not pay taxes on the money that goes into your FSA(s), you decrease your taxable income and potentially increase your spendable income.

Each pay period money accumulates in an FSA based on the elections you have made. If you have not used all of the money in your FSA by the end of the plan year, federal law requires that you forfeit the balance. With a Health Care FSA, you can begin to use all or some of the total amount elected as soon as the plan year begins. With a Dependent Care FSA, you will be reimbursed only for dependent care services that you have already funded in your account. If you submit a claim for an amount that

exceeds your account balance, you will be reimbursed on a pay period basis until you have made enough additional contributions to cover the expenses.

- **Health Care FSA**

You may deposit up to \$2,500 per plan year into a Health Care FSA. These pre-tax funds may be used to pay for IRS-allowed health care expenses not covered by your medical and/or dental plans. These expenses include deductibles, co-payments, co-insurance, and vision and hearing care expenses.

- **Dependent Care FSA**

You may deposit up to \$5,000 per plan year (\$2,500 if you are married and both you and your spouse elect the benefit) into a Dependent Care FSA. Eligible expenses include, but are not limited to, payments to daycare centers, preschool costs (up to, but not including, kindergarten), after school care and elderly care.

LIFE AND DISABILITY PLANS (PROVIDED BY CIGNA)

Life and Disability plans are an important part of your financial security and that of your family's.

- **Basic Life and Accidental Death and Dismemberment Insurance (for you)**

As an employee under age 65, you are eligible for basic life insurance equal to *two* times annual base salary plus an additional AD&D coverage of one times base annual salary. Upon reaching age 65, the benefit reduces annually by 8% until it reaches one-half of your age 65 annual salary. (Note: non-bargaining employees may elect basic life insurance equal to *one* times annual base salary plus an additional AD&D coverage of *one* times base annual salary at no cost to the employee.)

- **Dependent Life Insurance (for your family)**

This optional plan offers life insurance for eligible dependents. Employee premium rates are based on the coverage elected and can change periodically based on plan experience.

- **Personal Accident Insurance (for you and your family)**

Your employer offers accidental death coverage for employee or family, up to \$750,000 (up to a maximum

of 10x base annual salary). The cost of this coverage is fully paid by you.

- **Business Travel Insurance (for you)**

Your employer provides benefits for death or certain injuries which occur while traveling on Company approved business. There is currently no employee cost for this coverage.

- **Short-Term Disability (for you)**

Short-Term Disability benefits replace a portion of your income when you are unable to work due to a non-work related injury or illness. Your employer will pay for a weekly benefit of 60% of basic earnings up to a maximum of \$4,000 per week for a maximum of 180 days. You pay for 50% of the monthly short-term disability premiums with after tax dollars. The cost of the program is based on your individual salary.

- **Long-Term Disability (for you)**

If you remain disabled for 180 consecutive calendar days due to any one disability, injury, or illness, you will be eligible to apply for Long-Term Disability benefits. Your employer will pay for a monthly benefit of 50% of basic earnings. The maximum monthly benefit is \$4,000 reduced by all applicable reductions. There is currently no employee cost for this coverage.



ABOUT THIS BENEFITS OVERVIEW DOCUMENT

ADDITIONAL BENEFITS

EMPLOYEE ASSISTANCE PROGRAM (EAP)

The EAP is available to all employees and their dependents. The program is provided at no cost to you, is available 24 hours a day, and offers confidential counseling and other tools and resources to help manage the stress and strain of balancing personal needs with work responsibilities. The EAP can provide assistance with relationship problems, substance abuse, stress, grief, emotional difficulties and much more. To access services call United Behavioral Health at 1-800-788-5614, and identify yourself as a participant under the HEWT (Hanford Employee Welfare Trust). Additionally, information and resources can also be found by visiting LifeHelp's website at www.liveandworkwell.com. You will need to use the access code 702633.

GROUP UNIVERSAL LIFE

Group Universal Life is an optional, employee paid insurance. It provides portable coverage for employees and families at group rates. Additionally, this program offers a Cash Accumulation Fund. This program is currently underwritten by CIGNA and administered by Marsh. The cost for Group Universal Life is based on the amount of coverage and the covered individual's age. Your employer provides the option of an automatic payroll deduction.

LONG-TERM CARE

Long-Term Care is an optional, employee paid insurance. Long-Term Care services may include assistance with home health care, community-based care, and nursing home care. Coverage can be purchased for the employee, spouse, parents or grandparents. Premiums are based upon entry age. Your employer provides the option of an automatic payroll deduction.

Benefits Overview describes the highlights of the HEWT benefits in non-technical language. Your specific rights to benefits under the plan are governed solely and in every respect by the official plan documents and not the information contained in the Benefits Overview.

If there is any discrepancy between the description of the program as contained within Benefits Overview and the official plan documents, the language of the official plan documents shall prevail as accurate. Please refer to the plan-specific documents published by each of the respective carriers for more detailed plan information. Any of these benefits may be modified in the future to meet Internal Revenue Service rules or otherwise as decided by the HEWT.

Hanford Employee Welfare Trust

HEWT

