

BENEFITS OVERVIEW

October 1, 2021 – September 30, 2022



WELCOME

Benefits are an important part of overall compensation. Positioning Universal is pleased to offer a comprehensive array of quality benefits to protect our employees' health, their family and their way of life.

- Medical Plans
- Dental Plans
- Vision
- Life and AD&D
- Disability Insurance
- Employee Assistance Program (EAP)
- Travel Assistance
- Flexible Spending

MEDICAL PLANS

Cigna LocalPlus EPO / Kaiser HMO (CA Only) — With both the EPO and HMO plan options, members select doctors from the participating network of providers who will coordinate all health care needs including referrals to specialists and approving further medical treatment. Services received outside of the EPO/HMO network are not covered, except in the case of emergency medical care.

Cigna OAP PPO — The PPO plan give members the freedom to seek care from the provider of their choice. However, benefits are maximized and out-of-pocket costs are reduced if an in-network provider is used. The calendar year deductible must be met before certain services are covered.

Cigna OAP-HSA — The OAP-HSA plan gives members the freedom to seek care from the provider of their choice. However, benefits are maximized and out-of-pocket costs are reduced if an in-network provider is used. The highlight of this plan is that it allows employees to open a Health Savings Account (HSA) which is a special savings account that allows employees to save pre-tax dollars to pay for any “qualified health-related expenses” permitted under federal tax law.* This includes most medical care and services, prescription drugs, dental services, vision care, and expenses related to meeting the plan’s deductible.

To help offset the annual deductible, PUI contributes \$1,000 for employee only, \$2,000 for employee + family (½ in April and ½ in October) to an employee’s HSA if they enroll in coverage. Employees may also deposit their own dollars into their HSA through pre-tax payroll deductions.

DENTAL PLANS

EPO Plan (CA only) — With the EPO plan you must utilize First Dental Health network dentists to receive benefits. The plan includes a \$50 deductible and a \$1,000 calendar year benefit maximum.

POS Plan (CA only) and PPO Plan (Outside CA) — The POS & PPO dental plans offer members the freedom and flexibility to use the dentist of their choice. The Principal POS plan includes both the EPO network with the option to use an extended PPO network that includes both in and out of network benefits to give you the freedom to choose any dentist. The plans include a \$25 deductible for all services except preventive. The calendar year benefit maximum is \$2,000 per person.

VISION PLAN

Employees have an opportunity to enroll in the Principal/VSP vision plan. This plan covers eye exams at \$10, lenses every 12 months, frames every 12 months, and contacts every 12 months with a \$150 maximum for frames and contacts.

Members have the freedom and flexibility to use the provider of their choice. Benefits are maximized at in-network providers.

LIFE AND AD&D

\$50,000 of Basic Life and Accidental Death and Dismemberment (AD&D) coverage is provided to employees at **NO COST** through Principal.

VOLUNTARY LIFE AND AD&D

Employees have an opportunity to purchase Voluntary Life and Accidental Death and Dismemberment (AD&D) coverage at affordable group rates through Principal.

Voluntary Life/AD&D – benefit amounts vary from \$10,000 up to \$300,000 for employees, from \$5,000 up to \$100,000 for spouse, and from \$5,000 to \$10,000 for child(ren).

DISABILITY

Employees are provided with Long-Term Disability Insurance at **NO COST** through Principal. Disability Insurance provides benefits that replace part of your lost income when you become unable to work due to a covered injury or illness.

Short-Term Disability (Outside CA) — Benefit amount is equal to 60% of your monthly earnings up to \$1,300.

Long-Term Disability — Benefit amount is equal to 60% of your monthly earnings up to \$12,000. Benefits begin After 90th day of disability until Social Security Normal Retirement Age.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

Employees are provided with the Employee Assistance Program (EAP) at **NO COST**. The EAP, administered by Magellan Healthcare through Principal provides confidential, around-the-clock assistance to help employees balance the demands of work, life and personal issues.

Employees and their eligible family members have access to unlimited telephone access and resources and tools online.

FLEXIBLE SPENDING

Employees have an opportunity to enroll in flexible spending accounts to save on taxes while paying for health and dependent care expenses:

Health Care FSA — Contribute up to \$2,750 per calendar year to pay for expenses not covered by medical, dental or vision insurance.

Dependent Care — Contribute up to \$5,000 per calendar year to pay for eligible child and disabled adult care expenses.

TRAVEL ASSISTANCE

Employees are provided with Travel Assistance at **NO COST** by AXA Assistance and offered through Principal. Employees, and dependents (whether traveling together or separate) have access to travel, medical, legal and financial assistance plus emergency medical evacuation benefits when traveling domestically or internationally 100 or more miles away from home for up to 120 consecutive days.

COST OF BENEFITS

Employee contributions toward the cost of benefits are automatically payroll deducted. Your cost for medical coverage will be based on your age and the age of your dependents you decide to cover. Positioning Universal contributes the following towards your benefits:

- Medical: 95% for employee only, 75% for dependents. (Full Time Employees)
- Dental: 95% for employee only, 75% for dependents.
- Vision: 95% for employee only, 75% for dependents.
- Basic Life/AD&D: *no cost to you*
- Employee Assistance Program: *no cost to you*
- Travel Assistance: *no cost to you*
- Short/Long Term Disability: *no cost to you*



Important Note: The material in this benefits overview is for informational purposes only and is neither an offer of coverage or medical or legal advice. It contains only a partial description of plan or program benefits and does not constitute a contract. Please refer to the Summary Plan Description (SPD) for complete plan details. In case of a conflict between your plan documents and this information, the plan documents will always govern. **Annual Notices:** ERISA and various other state and federal laws require that employers provide disclosure and annual notices to their plan participants. The Company will distribute all required notices annually.