

2018 DENTAL, VISION & LIFE RENEWAL

To: All Employees
From: Shelly St. Germaine

June 1, 2018, marks the anniversary of our dental, vision and life coverage with Principal. Omaha Industries strives to offer the most complete insurance package possible to our employees. This year we are pleased to announce that there have been no rate increases or plan changes. Everything will remain the same. Omaha Industries will continue to pay for the basic life and AD&D policy for all employees who elect medical coverage – 150% of your annual salary to a maximum of \$50,000.

Below are the current plan designs and weekly payroll deductions for the dental and vision plans. Please keep in mind that with the pre-tax plan we have established, your payroll deductions are withheld from your paycheck before taxes are figured. This decreases the amount of taxes you pay, therefore, decreasing the net effect of premiums on your take-home pay.

DENTAL	Network	Non-Network
Individual Annual Deductible	\$50	\$50
Family Annual Deductible	\$150	\$150
Type A: Preventive / Diagnostic Services		
Exams, Cleanings, Fluoride	100% (Deductible Waived)	100% (Deductible Waived)
Type B: Basic Restorative Services		
Fillings, Crowns, Sealants	90%	90%
Type C: Major Services		
Endodontics, Periodontics, Oral Surgery, Dentures	60%	60%
Calendar Year Maximum		\$2,000
	Current and Renewal	
Employee Only		\$7.53
Employee + Spouse		\$16.02
Employee + Child(ren)		\$17.39
Employee + Family		\$29.17

VISION	Network	Non-Network
Exam (Once per 12 months)	\$10 Copay	Up to \$45
Spectacle Lenses (Once per 12 months)	\$25 Copay	Up to \$30 - \$100 (based on lens type)
Frames (Once per 25 months)	\$25 Copay up to \$150 Allowance	Up to \$70
Contact Lenses (Once per 12 months)	Up to \$60 Copay then up to \$150 Allowance	Up to \$105
	Current and Renewal	
Employee Only		\$1.43
Employee + Spouse		\$3.18
Employee + Child(ren)		\$3.55
Employee + Family		\$5.71

In order to make the most of the benefits offered by this plan, it is very important that you continue to utilize Principal providers whenever possible. To locate an in-network provider in your area, please register and log in at www.principal.com.

The month of May is Open Enrollment for dental and vision as well as an opportunity for those already enrolled in the Voluntary Life plan to increase their coverage. Employees who have already enrolled in the voluntary life coverage may increase their coverage by \$10,000 up to the plan's guaranteed issue amount of \$130,000 without medical underwriting. You may also increase your current benefit by more than \$10,000 up to \$500,000, but you will be required to complete the health statement. Attached is a rate grid to help you calculate your new premium.

If you or any of your dependents are eligible for these coverages and would like to enroll, please fill out the attached form and return it to Shelly St. Germaine by May 30th.