

ATTENTION NEWLY HIRED EMPLOYEES

Below is a brief summary of Voluntary Benefits available to you:

Section 125 Flexible Benefits Plan (Plan Year 11/01/06 – 09/30/07) - This is an IRS plan which allows you to PRE-TAX your Employer-sponsored medical and dental insurance premiums. You may also PRE-TAX work-related dependent day care expenses by enrolling in the Dependent Day Care Spending Account portion of the Section 125 Plan. You may elect up to \$416.66 a month (from your date of eligibility) times the number of months left in the Plan Year through September, 2007. This Spending Account is the alternative to the Federal childcare tax credit. You can also be reimbursed for out-of-pocket medical expenses (co-pays for Doctor Visits; dental deductibles, prescription co-pays, eyeglasses / contact lenses, and even eligible over-the-counter drugs) by choosing to participate in the Medical Expense Reimbursement Spending Account. (You may elect up to \$100.00 a month (from your date of eligibility) times the number of months left in the Plan Year through September, 2007. The *minimum* you may elect for this Plan year is \$300 for each Spending Account.

Save \$\$ on your taxes by using this Plan!

Accident Solution Policy - helps offset expenses related to a covered accident which occurs on or off-the-job **regardless of the other coverage**. Benefits are paid directly to YOU, the insured. Dependent coverage is available. There are three plans from which to choose. *This is an individual policy and can be taken with you should you terminate employment.*

Short Term Disability (STD)* - paycheck protection! STD pays in addition to State Disability to cover up to 80% of your eligible gross monthly salary the 1st day out for an accident - 8th day out for an illness, for a benefit period of up to 90 days for each covered accident or illness you suffer off-the-job. Choose a benefit based on your income. The cost is based on your age when you first enter the Plan.

First Occurrence Cancer Policy - pays a one-time benefit of between \$10,000 and \$50,000 upon confirmation of initial diagnosis of internal cancer or malignant melanoma. It features a \$75 preventive care benefit for each person having an eligible screening exam for cancer once per calendar year. The cost is based on your age at application or latest change. *This is an individual policy and can be taken with you should you terminate employment.*

Cancer Solution Policy (Series 12- Expense) - pays the insured directly for treatment of cancer. Benefits may be used to pay for medical or non-medical costs. Dependent coverage is available. This plan also features a preventive care benefit of up to \$150 (depending on the type of plan selected) for each person having an eligible cancer screening exam once per calendar year. *This is an individual policy and can be taken with you should you terminate employment.*

Voluntary Group Term Life Insurance* - Life insurance is available for an employee up to 5 times annual salary or \$500,000, whichever is less, and for a legal spouse up to ½ of the employee amount limited to \$125,000. Anyone not applying for this coverage last year at Open Enrollment or during his/her initial enrollment period must submit satisfactory Evidence of Insurability (EOI). An employee requesting more than \$250,000 of coverage must undergo a paramedical exam at the employee's expense. An employee in his/her initial enrollment period may apply for up to **\$100,000** for himself/herself, **\$25,000** for a legal spouse, and \$5,000 or \$10,000 on a child(ren) on a guaranteed issue basis (no medical questions). EOI also required for child coverage if not applied for at last year's open enrollment or during the employee's initial enrollment period). The cost will increase according to the five-year age bands at the policy anniversary (each November 1st). *This plan is portable after 12 months of continuous coverage, should you terminate employment.* *Be sure to take advantage of this plan NOW, while you are initially eligible for coverage, as you will be guaranteed policy issue (see GI limits above) regardless of your health condition. If you do not enroll now, when initially eligible, in the future you will be subject to insurability and will need to complete a health questionnaire on a new application. You may then be declined coverage depending on your health.

****All premiums for the above plans along with your other company-sponsored health benefits are conveniently payroll deducted.***

*For PAYROLL purposes, you **MUST** complete the Election Form (Salary Reduction Agreement) and apply for or decline all company offered benefits including those listed below!*

Please contact:

Norma Todd and Windy Evers, our Voluntary Benefits representatives from Acordia of California at: 800/257-4860 x-791 or x-824. They will be happy to answer your questions and help you complete the enrollment applications over the phone. Please enroll in these products, if interested, in a timely manner prior to your date of eligibility.