

# BENEFIT PLAN SUMMARY



Alpine Lumber Company is committed to providing a competitive benefits package that is comprehensive and meets the needs of our employees. The following is an overview of our 2011 benefits package.

## **Medical Benefits**

We offer two comprehensive medical insurance plans through UMR - United Health Care:

**Preferred Provider Organization (PPO) Plan** - The PPO plan has an in-network calendar-year deductible of \$250 per covered person and no more than \$500 for the family. Services such as office visits, preventive care and prescriptions are not subject to the deductible and are covered at 100% after you pay the applicable co-pay. If in any one calendar year a member's covered expenses reach the out of pocket maximum, any remaining eligible expenses during the rest of that calendar year will be payable at 100% other than co-pays.

**Embedded High Deductible Health Plan (EHDHP) Plan** - Embedded simply means that once an individual meets their deductible, the plan will pay at the co-insurance level for that individual (100% in-network, 60% out-of-network). Any other family members will continue to pay for their services until the family deductible is met. The EHDHP plan has an in-network calendar-year deductible of \$2,500 for single coverage or \$5,000 for dependent coverage. Under the EHDHP all services and prescriptions, with the exception of preventive care, are subject to the deductible. After the deductible is met the plan pays 100% of all in-network services including prescriptions. Enrolling in the EHDHP makes you eligible to set aside pre-tax dollars in a Health Savings Account (HSA) to pay for qualified medical expenses, and Alpine Lumber Company will make a monthly contribution to your HSA.

## **Dental & Vision Benefits**

When you are enrolled in our medical plan, you will also be enrolled in our dental plan. Our dental and vision plans with United do not have a network. This means you are free to go to any provider of your choice.

**Dental** - Preventive services are covered at 100%. All other services are subject to a deductible before benefits are payable. Basic services such as fillings and oral surgery are covered at 80% and major services such as crowns and bridgework are covered at 50%. All reimbursements are based on usual and customary rates for your zip code.

**Vision** - Once every 12 months the Plan will cover an eye exam up to \$60 and eyeglasses lenses, frames, and contacts up to \$60. Most vision services are available through the VSP network.

**If you choose to waive participation in the medical, dental & vision plans**, you are eligible to receive \$150 per month to use toward a Dependent Care FSA, Colonial Life benefits, or receive as taxable income. Please see below for our ancillary benefits.

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## **Life Insurance**

We provide eligible employees with group life and accidental death and dismemberment (AD&D) insurance equal to 2X your annual salary to a maximum of \$500,000. In addition, we provide life insurance for your spouse in the amount of \$5,000 and each of your eligible dependent children for \$1,000.

## **Disability Income Benefits**

We provide eligible employees with Long-term Disability coverage. Long-term disability benefits begin on the 91<sup>st</sup> day of disability and cover 60% of your earnings up to a maximum of \$10,000 per month.

## **Dependent Care Flexible Spending Account (FSA)**

A Dependent Care FSA allows you to pay for qualified dependent care expenses with pre-tax dollars. Alpine Lumber Company allows you to set aside up to \$5,000 for qualified dependent care expenses.

## **Employee Assistance Program**

Our Employee Assistance Program is offered to our employees through Horizon Health. It is a completely confidential counseling program that covers personal stress issues such as marriage and family, depression, substance abuse, grief and loss, finance and budgeting, and work/life issues such as child care, elder care, and legal.

## **Travel Assistance Program**

We provide our employees with MEDEX Travel Assist program, a comprehensive program of information, referral, assistance, transportation and evacuation services designed to help you respond to medical care situations and many other emergencies that may arise during travel. MEDEX Travel Assist also offers pre-travel assistance, which gives you access to information on things like passport and visa requirements, foreign currency and worldwide weather.

## **Colonial Life**

Colonial Life is available to our employees on a voluntary basis to meet individual needs. Options include Short-term Disability, Accident coverage, and Cancer coverage.

## **AutoSearch USA**

AutoSearch USA is a licensed, insured & bonded Colorado car dealership that will assist you in locating and purchasing the exact new or used vehicle of your choice at factory-direct pricing.

## **Sooper Credit Union**

As an employee of Alpine Lumber Company, you can join Sooper Credit Union and take advantage of free checking, direct deposit, money market accounts, time deposits/CDs, home loans, auto loans, and Visa credit cards.

Alpine Lumber Company's Human Resources representatives are available to assist you with your benefit questions at 303-451-8001.