Ellerbrock-Norris

2026 Benefits Overview

Centennial®
PLASTICS, INC.

Welcome!

Your benefits are an important part of your overall compensation. We are pleased to offer a comprehensive array of valuable benefits to protect your health, your family & your way of life. This guide answers some of the basic questions you may have about your benefits. Please read it carefully, along with any supplemental materials you receive.

Eligibility

You are eligible for benefits if you work 30 or more hours per week. You may also enroll your eligible family members under certain plans you choose for yourself.

Eligible family members include:

- Your legally married spouse
- Your children who are your biological children, stepchildren, adopted children or children for whom you have legal custody (age restrictions may apply). Disabled children aged 26 or older who meet certain criteria may continue on your health coverage.

Choose Carefully

Due to IRS regulations, you cannot change your elections until the next annual Open Enrollment period, unless you have a qualified life event during the year.

Following are examples of the most common qualified life events:

- Marriage or divorce
- Birth or adoption of a child
- Child reaching the maximum age limit
- Death of a spouse or child
- You lose coverage under your spouse's plan
- You gain access to state coverage under Medicaid or CHIP

Enrollment

Please contact Sarah Petr for more information.

(402) 462-2227

spetr@centennialplastics.com

When Coverage Begins

New Hires:

You must complete the enrollment process within 60 days of your date of hire. If you enroll on time, coverage is effective on the first of the month following 60 days after your date of hire.

***If you fail to enroll on time, you will NOT have benefits coverage (except for company-paid benefits).**

Open Enrollment:

December 8, 2025 – December 12, 2025

Changes made during Open Enrollment are effective January 1, 2026 - December 31, 2026.

Making Changes

To make changes to your benefits elections, you must contact Human Resources within 31 days of the qualified life event (including newborns).

Be prepared to show documentation of the event such as a marriage license, birth certificate or divorce decree. If changes are not submitted on time, you must wait until the next Open Enrollment period to make your election changes.

What's New This Year

Medical Highlights

- Third Party Administrator (TPA) –Personify
- Network –Cigna
- Telehealth Provider –98.6
- Pharmacy Benefits Manager (PBM) –WellDyne

Passive Enrollment

If you currently have coverage, your current benefits will rollover to the 2026 Benefit Year. If you wish to make changes to your current benefits, please contact Sarah Petr.

Benefits Contact Information

Coverage	Carrier	Phone #	Website/Email
Medical (Cigna - Personify)	Cigna/Personify	(844) 482-5051	Beyondhealthsupport@personifyhealth.com
Dental	Ameritas	(800) 487-5553	www.ameritas.com
Vision	Ameritas	(800) 487-5553	www.ameritas.com
Life/AD&D, Disability	Mutual of Omaha	(800) 245-1522	www.mutualofomaha.com
Employee Assistance Program (EAP)	Hastings – Lanning Center Nampa – BPA Health	(402)463-7711 (800)211-9477	www.marylanning.org www.bpahealth.com
Cancer & Critical Illness Insurance	Aflac	308-675-0823	mario_agulair@us.aflac.com

Questions

If you have additional questions, you may also contact:

Sarah Petr

(402) 462-2227

spetr@centennialplastics.com

Jill VanAntwerp

(208)321-4801

jvanantwerp@centennialplastics.com

Centennial® PLASTICS, INC.

Cost of Benefits

Your contributions toward the cost of benefits are automatically deducted from your paycheck before taxes (pre-tax) for the medical, dental and vision benefits. All Voluntary benefits costs are deducted after taxes (post-tax). The amount will depend upon the plan you select and if you choose to cover eligible family members.

Medical

Medical Contributions - HDHP	Employee Contribution Per Month
Employee Only	$135.00
Employee + Spouse	$340.00
Employee + Child(ren)	$155.00
Employee + Family	$455.00

Dental & Vision

Dental & Vision Contributions	Employee Contribution Per Month	
	Ameritas Dental	Carrier Vision
Employee Only	$13.00	$9.36
Employee + Spouse	$39.00	$20.15
Employee + Child(ren)	$41.00	$16.36
Employee + Family	$59.00	$27.17

Voluntary Life and AD&D

Age Banded Rates, please see Paylocity Benefits for specific rates – includes coverage for Employee, Spouse, and/or Children

Basic Life Insurance

100% Employer Paid

Medical

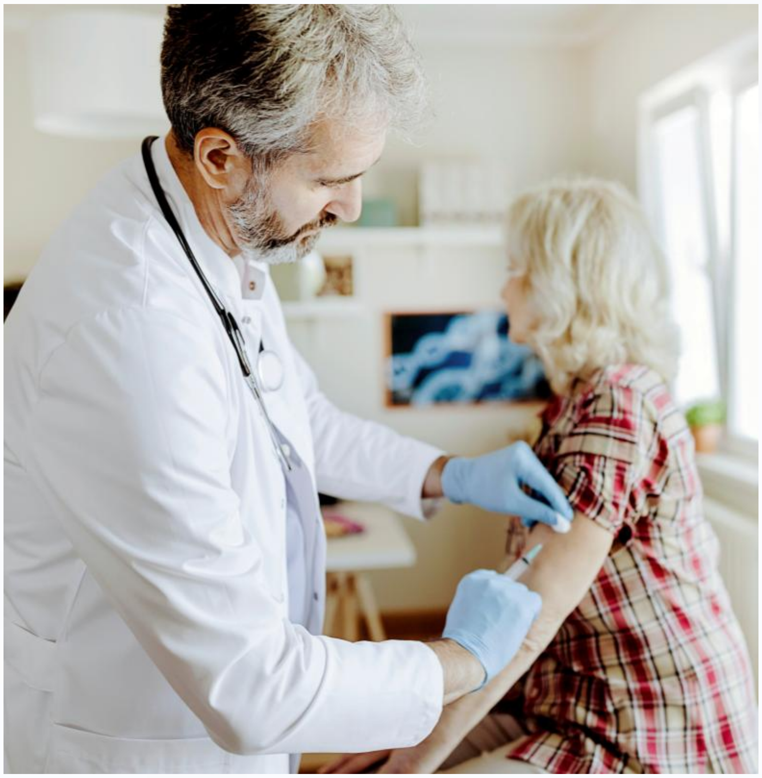
We are proud to offer you a medical plan that provides comprehensive medical and prescription drug coverage. For the 2026 plan year, we are including an HSA qualified High-Deductible Health Plan. This plan will utilize the Cigna network. Our new claims administrator is Personify. They are our partners in providing great health care benefits & increasing our ability to deliver healthcare management programs.

HDHP “HSA Plan”

The High-Deductible Health Plan (HDHP) works similarly to a traditional PPO:

- You may see any health care provider and still receive coverage but will maximize your benefits and lower your out-of-pocket costs if you see an in-network provider.
- The plan pays the full cost of qualified in-network preventive health care services.
- You pay the full cost of non-preventive health care services until you meet the annual deductible. **NOTE:** If you enroll one or more family members, an individual will not have to pay more than the individual deductible amount.
- Once you meet the deductible, the plan pays 80%.
- Once your deductible adds up to the out-of- pocket maximum, the plan pays the full cost of all qualified health care services for the rest of the year. **NOTE:** If you enroll one or more family members, an individual will not have to pay more than the individual out-of-pocket amount.
- You contribute pre-tax funds to the HSA through automatic payroll deductions. In addition, we will contribute $850 annually to your HSA if you enroll in employee-only coverage and $1,700 annually if you enroll yourself and one or more family members.

HSA Contribution Limit	2026
Employee Only	$4,400
Family (Employee + 1 or more)	$8,750
Catch-up (age 55+)	$1,000



Important Notes

- You must meet certain eligibility requirements to have an HSA: You must; a) be at least 18 years old, b) be covered under a qualified HDHP, c) must not be enrolled in Medicare or TRICARE, d) cannot be claimed as a dependent on another person’s tax return. For more information, please refer to IRS Publication 969.
- For a complete list of qualified health care expenses, refer to IRS Publication 502.
- Adult children must be claimed as dependents on your tax return for their medical expenses to qualify for payment or reimbursement from your HSA.

Provider Network: Cigna

Provider Details

To visit the online directory, simply go to www.cigna.com. Begin searching for a doctor using your ZIP, city, county or state. You can use either the general or category search to see provider details that typically include:

- Board certification
- Hospital affiliation
- Medical school/year of graduation
- Gender

You can also see additional provider information that can include participation information, other office locations, whether they're accepting new patients, maps, driving directions and more.

How to Find a Network Provider

Looking for physicians who participate in your health insurance network? Use one of these easy ways to find out who's in-network and potentially save money:

- Contact the Member Advocate at 844-482-5051, or email Beyondhealthsupport@personifyhealth.com
- Visit www.cigna.com

Medical Plan

Centennial Plastics offers a medical plan managed by Beyond Health and Administered by Personify.

SAVE WHEN YOU USE IN-NETWORK PROVIDERS.

The medical plans allow access to both In-Network and Out-of-Network providers, but you will get better discounts and pay less money by remaining In-Network. When you use providers from within the Cigna Providers network, you receive the benefits at the discounted network cost.

If you use non-PPO providers, you will pay more for services. All Out-of-Network services are subject to the amount determined to be eligible by the health plan, and you are responsible for all charges over this allowance.

Medical Plan Overview

Centennial Plastics is pleased to provide eligible employees and dependents with a medical plan through Cigna. For your reference, we have highlighted some of the most frequently used benefits.

High-Deductible Health Plan (HDHP)		
Annual Company HSA Contribution		
Individual	$850	
Family*	$1,700	
Annual Deductible	In-Network	Out-of-Network
Individual Family*	$1,700 $3,400	$3,400 $6,800
Coinsurance (Plan/Member)		
	80%/20%	60%/40%
Out-of-Pocket Maximum		
Individual Family*	$3,400 $6,800	$6,800 $13,600
Physicians Visit		
Preventive Care	No Charge, Deductible Waived	Deductible, then 40%
Office Visit	Deductible, then 20%	Deductible, then 40%
98.6 Telemedicine	$0 Copay	$0 Copay
Urgent Care	Deductible, then 20%	Deductible, then 40%
Hospital Services		
Emergency Room	Deductible, then 20%	Deductible, then 40%
In-Patient Hospital	Deductible, then 20%	Deductible, then 40%
Out-Patient Hospital	Deductible, then 20%	Deductible, then 40%
Prescription Drugs		
30-day Supply *Generic, formulary brand, non-formulary brand*	Deductible, then 20%	Deductible, then 40%
Mail Order *Generic, formulary brand, non-formulary brand*	Deductible, then 20%	Not Covered

*Note: 'Family' coverage includes employee/spouse and employee/child

Dental

We are proud to offer you a comprehensive dental plan through Principal.

This plan offers you the freedom and flexibility to use the dentist of your choice. You will maximize your benefits and reduce your out-of-pocket costs if you choose a dentist who participates in the Ameritas network. Following is a high-level overview of the coverage available.

	Dental Plan
Annual Deductible	
Type 1, Type 2, Type 3 *(1) Preventative, (2) Basic, (3) Major*	$25/calendar year up to 3 family maximum ($75/calendar year)
Benefit Maximum	
Per Individual	$1,250
Covered Services	
Preventive Care ***Routine Exams*** *(1 in 6 months),* ***bitewing X-rays*** *(1 in 12 months),* ***cleaning*** *(1 in 6 months),* ***Fluoride for children 18 and under*** *(1 in 12 months),* ***Sealants*** *(age 13 and under),* ***Space Maintainers***	No Charge
Basic Services *Periapical X-Rays, endodontics (surgical & nonsurgical), periodontics (surgical & nonsurgical), Denture repair, simple extractions, complex extractions, anesthesia*	80%
Major Services *Onlays, Crowns (1 in 10 years per tooth), Crown repair, Implants, Prosthodontics (fixed bridge, partial dentures – 1 in 10 years)*	50%
Orthodontia	**Child Coverage Only**

DENTAL NETWORK INFORMATION

To find a provider, visit ameritas.com and select FIND A PROVIDER, then DENTAL. Enter your criteria to search by location or for a specific dentist or practice.

Vision

We are proud to offer you a vision plan.

The Ameritas vision plan gives you the freedom to seek care from the provider of your choice. However, you will maximize your benefits and reduce your out-of-pocket costs if you choose a provider who participates in the network. Following is a high-level overview of the coverage available.

Plan 1		
Covered Services	In Network	Out-of-Network
Exam (Once Every 12 Months)	$10 Copay	Up to $52
Lenses (Once Every 12 Months) *Single Vision* *Lined Bifocals* *Lined Trifocals* *Progressive*	$25 Copay	*Single* - up to $30 *Lined Bifocal* - up to $50 *Lined Trifocal* - up to $65 *Progressive* - up to $100
Frames (Once Every 24 Months)	$130 Allowance	Up to $70
Contact Lenses (Once Every 12 Months)	$130 Allowance plus 15% off the balance	Up to $105

Health Savings Accounts

Health savings accounts (HSAs) are a great way to save money and budget for qualified medical expenses. HSAs are tax advantaged savings accounts that accompany high-deductible health plans (HDHPs). HDHPs offer lower monthly premiums in exchange for a higher deductible (the amount you pay before insurance kicks in).

What are the benefits of an HSA?

There are many benefits of using an HSA, including the following:
It saves you money. HDHPs have lower monthly premiums, meaning less money is being taken out of your paycheck.

It is portable. The money in your HSA is carried over from year to year and is yours to keep, even if you leave the company.

It is a tax-saver—HSA contributions are made with pre-tax dollars. Since your taxable income is decreased by your contributions, you'll pay less in taxes.

The maximum amount that you can contribute to an HSA in 2026, is $4,400 for individual coverage and $8,750 for family coverage.

Additionally, if you are age 55 or older, you may make an additional "catch-up" contribution of $1,000. You may change your contribution amount at any time throughout the year if you don't exceed the annual maximum.

How an HSA Works

An HSA is a personal savings account that allows you to set aside pre-tax dollars for current and future healthcare expenses for you and your dependents.

You are eligible to open an HSA if you are enrolled in an HSA eligible high-deductible health plan.

Your HSA is funded by payroll deduction, online banking transfer or a direct contribution.

Use your funds to pay for current healthcare expenses, preserve your funds for tax-free growth, or invest your funds for long-term savings.

HSA Case Study

Justin is a healthy 28-year-old single man who contributes $1,000 each year to his HSA. His plan's annual deductible is $1,500 for individual coverage. Here is a look at the first two years of Justin's HSA plan, assuming the use of in-network providers. (This example only includes HSA contribution amounts and does not reflect any investment earnings.)

Year 1	
HSA Balance	$1,000
Total Expenses: *Prescription drugs: $150*	(-$150)
HSA Rollover to Year 2	$850

Since Justin did not spend all of his HSA dollars, he did not need to pay any additional amounts out-of-pocket this year.

Year 2	
HSA Balance	$1,850
Total Expenses: - *Office visits: $100* - *Prescription drugs: $200* - *Preventative Care: $0 (covered by insurance)*	(-$300)
HSA Rollover to Year 3	$1,550

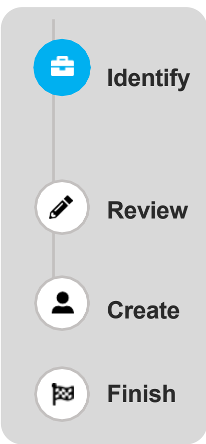
Once again, since Justin did not spend all of his HSA dollars, he did not need to pay any additional amounts out-of-pocket this year.

Signing up is easy

ACTIVATE YOUR PERSONIFY HEALTH ACCOUNT

Personify Health simplifies healthcare management. You have access to tools and resources that can help you easily navigate your health plan. Visit **login.personifyhealth.com** or open the app and select **Create an account**.

Follow the progress bar as you complete these easy steps:



Tell us who you are. We'll ask for a few details about you and your sponsor organization to check your eligibility. Have your ID card handy—you'll need your Group ID and Member ID.

Legal and privacy. Review and agree to the rules, data collection and privacy policy.

Create your account. Add your email, make a password and give us some additional details to customize your experience.

You're all set. Your account is ready. Click **Take Me There** to sign in.

Key Features & Benefits -

- Access and download your digital health plan ID card
- View your medical plan status (deductible and out-of-pocket)
- Request new physical ID cards
- Submit and review medical claims
- View Explanations of Benefits (EOBs)
- Find in-network providers and doctors
- Schedule appointments
- Access a licensed clinical team at no cost

Download the app.

personify HEALTH

Sample ID Card

FRONT

Coverage Provided By

abc company

Member: JOHN SAMPLE
Member ID: SMPL0001
Group: SAMPLE
Group Name: Sample BevCap Beyond Health Client

Member Benefits:
PCP: $ Specialist: $ Urgent Care: $
In-Network Deductible: $ / $
Out-of-Pocket: $ / $

MEDICAL NETWORK:

cigna healthcare
Shared Administration PPO

Administered By

personify HEALTH

Provider Information:

Eligibility & Benefits:
myCareHC.com/provider
www.availity.com
Phone: 844-482-5051

Pre-certification: 844-482-5051

Claims Submission:
EDI: Payor ID 62308
Mail: Cigna Healthcare
PO Box 188061
Chattanooga, TN 37422-8061

Do Not Contact Cigna Healthcare to Confirm Eligibility

BACK

Members:

Call 844-482-5051 or log on to login.personifyhealth.com

For detailed benefit information, including Deductible and Out-of-Pocket maximums, please visit login.personifyhealth.com

NOTICE THAT THE BENEFITS ARE NOT INSURED BY CIGNA HEALTHCARE OR AFFILIATES. ALL INQUIRIES SHOULD BE DIRECTED TO PERSONIFY HEALTH.

98point6 by transcarent
Download Mobile App

Pharmacy Information:
RxBIN: 008878
RxPCN: WDRX
RxGRP: RWTBEVCAP
Member Services: 855-876-5483

welldyne

AWAY FROM HOME CARE

To find a Cigna Healthcare provider, please visit www.Cigna.com
Possession of this card or obtaining pre-certification does not guarantee coverage or payment for the service or procedure reviewed. Benefits are not insured by Cigna Healthcare or affiliates. See plan description for details. Penalty may apply for failure to precertify according to requirements.

Where to Seek Care

Telemedicine

Use 98point6 to seek treatment for minor and easily diagnosable medical conditions. Text/message with a board-certified physician / pediatrician over the phone.

Download the 98point6 app to get started: 98point6.com/bevcap

- Colds & flu
- Sore throats
- Headaches
- Stomach aches
- Fever
- Allergies & rashes
- Pink eye

- $0 copay for the HDHP.
- Your insurance covers the cost of the consultation.
- Registration takes 10-15 minutes. Consultation calls can take 10-15 minutes. No need to leave home or work.

Primary Care

See a general practitioner or your primary care physician for routine or preventive care, to keep track of medications and health maintenance.

- General health, immunizations, screenings
- Preventive care
- Routine check-ups

- Physician office visit copay is deductible, then 20%.
- You usually need an appointment.
- Wait times vary based on their appointment schedule.

Urgent Care Clinic

Visit an urgent or convenience care clinic to seek treatment for minor medical conditions that may be more urgent or that should be diagnosed in-person.

Note: Free-standing ERs are growing in popularity. They look like urgent care clinics, but bill as ERs.

- Colds & flu
- Rashes or skin conditions
- Sore throats, earaches, sinus pain
- Minor cuts or burns
- Pregnancy testing
- Vaccinations
- X-ray

- Urgent care copay is deductible, then 20%.
- It ultimately depends on what codes the facility uses when submitting claims.
- Some clinics take appointments, but walk-ins are most common.

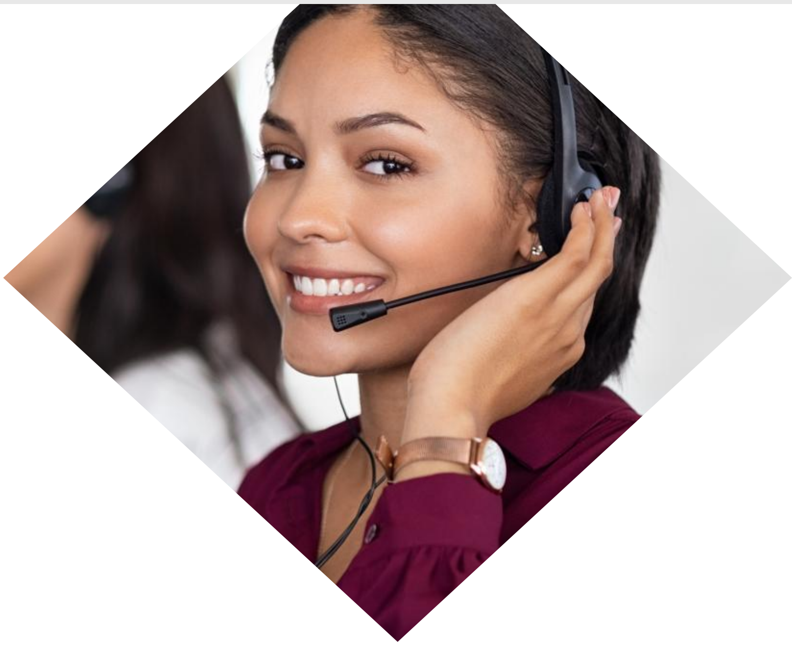
Emergency Room

Only visit the ER for immediate treatment of critical or life- threatening injuries or illnesses.

If truly life-threatening, call 911.

- Uncontrolled bleeding
- Compound fractures
- Sudden numbness or weakness
- Seizure or loss of consciousness
- Shortness of breath
- Chest pain
- Head injury or other major trauma
- Blurry vision or loss of vision
- Severe cuts or burns

- ER copay is $500
- Depending on the extent of services provided, you may be balanced billed.
- Wait times vary but can often be extensive for ERs.



FREE BENEFITS PROGRAM

Personal Health Advocate

The Personal Health Advocate delivers a higher level of customer service than you've ever experienced and is provided for your insurance needs. The Personal Health Advocate is available to answer your health care questions and guide you through the complexities of your medical plan — at no cost to you. They can also warm transfer for questions related to prior authorization, case management and/or maternity management programs.

FREE MEDICAL CARE

If you require surgery or imaging, contact the Personal Health Advocate to see if the services are eligible for one of the contracted surgery centers for a zero out-of-pocket cost to you.

HOW PERSONAL HEALTH ADVOCATE TAKES CARE OF YOU

BENEFITS

- Encourage appropriate use of recommended prevention care.
- Assist with finding cost effective, high-quality clinical care.
- Connect personal and family needs to available benefits
- Find a Network Provider

CLAIMS

- Ensures deductible and/or co-payments are correct
- Help with claims and billing errors
- Foster communication between member, physicians, and insurance companies

CLINICAL

- Guide members to appropriate level of care for their needs
- Locate lower-cost and hard-to-find drugs
- Identify top medical institutions, specialized medical programs and providers.

FOR QUESTIONS OR ADDITIONAL INFORMATION

Contact the Personal Health Advocate

844-482-5051 or Beyondhealthsupport@personifyhealth.com

Free Benefits Programs

How to Access These Resources

Member Advocate: 844-482-5051, or email Beyondhealthsupport@personifyhealth.com

Telehealth	Digital Physical Therapy
Mark Cuban Cost Plus Drugs	Preferred Imaging Centers
Care & Disease Management	Preferred Surgery Centers
Maternity Advocate	High-Cost Specialty Drugs

Prescription Drug Benefits

- Contact WellDyne Customer Care team at **855-876-5483**
- 24/7 Access to Manage prescriptions, setup mail order, drug formulary and pricing, pharmacy locator and more by logging into WellDyne WellView Member Portal at **WellView.WellDyne.com**
- Health and Prescription updates, sign-up for WellConnect text messages through the WellView Member Portal
- **Important Note: Pharmacy Network Does NOT include Walgreens**

Download the WellView mobile app!

Find the WellView icon in Apple or Google Play

WellDyne Drug Savings Programs

Drug Importation Program

International sourcing is a safe, reliable way to get your medication at a lower cost. On behalf of your benefit plan, WellDyne offers drug importation for certain specialty and high-cost maintenance medications.

1. WellDyne will identify members taking an eligible medication.
2. The International sourcing team will contact member via phone call and text to inform them about program and help with enrollment.
3. Receive a 90-day supply of your medication at your doorstep.

Cost Plus Drugs

- Fill a 90-day supply – shipped to your home
- What you pay accumulates towards your deductible and out of pocket
- If you're signed up for WellDyne WellConnect; WellDyne will send you a text message if your medication is available through Cost Plus.

Get started today in 3 easy steps!

Find your medication
Go to **costplusdrugs.com/medications/** to find your generic drugs on our Medication List.

Create your account
Go to **costplusdrugs.com/create-account/** and enter your basic health information. Make sure to complete all steps.

Ask your doctor to send a new prescription to "Mark Cuban Cost Plus Drug Co."
Put the email address you used to create your account on the Rx.

Scan the QR code or visit costplusdrugs.com to get started

FREE BENEFITS PROGRAM

Drug Importation Program

Want to save money on your prescriptions?

International sourcing is a safe, reliable way to get your medication at a lower cost. On behalf of your benefit plan, WellDyne offers drug importation for certain specialty and high-cost maintenance medication through International Rx.

Get started today – it's easy!

1. *Contact International Rx at 877-546-6378 to enroll in the program.*
2. *International Rx will work with your doctor to transfer your prescription.*
3. *Their Customer Concierge Team will guide you every step of the way.*
4. *Receive a 90-day supply of your medication at your doorstep.*

Benefits of Drug Importation

Zero Cost

Your medication copay and deductible are eliminated.

Incentives

You receive a bonus payment each time you fill your prescription.

Convenience

Save time with home delivery of your medication.

For questions about your pharmacy benefits, visit our member portal at WellView.WellDyne.com. Or call Member Services at the number listed on your ID card.

FREE BENEFITS PROGRAM

Virtual Visits: 98point6

98point6 is a great alternative to urgent care and emergency room visits because it provides you 24/7/365 access to U.S. board-certified doctors – receive the treatment you need in an easy and timely manner. In addition, you have the ability to send your visit results to your primary care physician.

Download the 98point6 app to get started: http://www.98point6.com/bevcap.

24/7/365	Quality Doctors	No ER Wait	100% Covered

Remote Health Care Can Treat Many Common Health Issues

98point6 doctors can diagnose many health issues like cold and flu symptoms, allergies, rash, skin problems and so much more! If medically necessary, a prescription will be sent to the pharmacy of your choice.

- Abdominal pain/cramps
- Cold and flu symptoms
- Respiratory infection
- Allergies
- Sinusitis
- Animal/insect bite
- Eye infection/irritation
- Sore throat
- Headaches/migraines
- Sprains and strains
- Dizziness
- Asthma

FREE BENEFITS PROGRAM

Preferred Surgery Centers

$500 HSA Contribution Incentive!

Need surgery? No out-of-pocket costs?

Contact your Member Advocate at 844-482-5051 or Beyondhealthsupport@personifyhealth.com

We are constantly evaluating and improving the benefits plans to provide you and your family with access to the highest quality care and the best patient experience available.

What are the Benefits to Using a Preferred Surgery Center

- Receive high quality care
- A superior patient experience and outstanding customer service
- Pay nothing out-of-pocket! Your health costs (deductible and coinsurance) are waived*
- Travel expenses for you and an adult caregiver are reimbursable

The following expenses for member and an adult caregiver who travel to the surgery center are covered: mileage, hotel, per diem food allowance during stay and first post-surgery prescription paid. Member must elect to have surgical procedure performed at one of the plan's Preferred Surgical Centers. A wide range of procedures can be performed at our Preferred Surgical Centers.

Benefits

- Access top surgeons & anesthesiologists
- Beautiful, state-of-the-art facilities
- No copay/deductible
- Dedicated Nurse Advocate
- Care Coordination
- Travel Arrangements

Process

- Outreach to members
- Obtain medical records
- Assist with diagnostic testing
- Coordinate surgery schedule
- Arrange travel (Flight, Hotel, Car Service)
- Facilitate post-op care (PT/Wound Care)

FREE BENEFITS PROGRAM

Preferred Advanced Imaging Providers

You have access to a concierge scheduling program for advanced radiology including MRI, CT and PET scans.

Why Use a Preferred Imaging Provider?

Imaging costs are 100% covered when you utilize an advanced imaging provider by scheduling with a Nurse Advocate, at a time and place convenient to you. By utilizing an advanced imaging network, you have access to a national network with over thousands of facilities.

How It Works

The High-Deductible Health Plan (HDHP) works similarly to a traditional PPO:

- Pre-certification is required so either you or your provider will contact the Member Advocate.
- When the procedure has been pre-certified, Personify will contact you to make sure you want to use Advanced Imaging.
- An advanced imaging representative will call you to inform you of your authorized imaging and arrange for an appointment at a time and date convenient for you.
- An advanced imaging representative can provide education about your test including quality and safety information.
- An advanced imaging representative provides a written appointment confirmation and directions.
- After your imaging has been completed, an advanced imaging representative sends a satisfaction survey to ensure an excellent level of service.

For More Information About Advanced Imaging, Please Contact:

Employees: Contact your Member Advocate at 844-482-5051 or Beyondhealthsupport@personifyhealth.com

$250 HSA Contribution Incentive!

Testimonials

I was highly satisfied in all aspects of my first experience with U.S. Imaging Network and their referred MRI center.

– Lauren

The experience went very smoothly, from the conference call set-up throughout. Staff was professional and courteous.

– Juan

Everything went smoothly, no hassle or problem. I was in and out in twenty minutes and I had a disk to take to my surgeon.

– Ben

I didn't wait long. They were fantastic from the minute I walked in! Super, super! Rick was great (the tech). I felt well taken care of. I felt refreshed when I left.

– Lindsay

FREE BENEFITS PROGRAM

Maternity Advocates

Even with health insurance and a good doctor, pregnancy is stressful, complicated and a a unique experience every time. To make the pregnancy in your life easier, your group offers a benefit called the Nurturing Together Program.

This unique benefit allows you to have on-demand access to Maternal Fetal Medicine specialists – physicians trained to deal with pregnancies of all kinds – and other pregnancy support services such as lactation consultants, behavioral health specialists, and nurse navigators.

The Maternity Advocates employee benefit is available to you free of charge. Book an appointment today by calling 844-482-5051 or emailing Beyondhealthsupport@personifyhealth.com.

What is Included

- **Unlimited On-Demand Visits** – Meet with board-certified, U.S.-trained Maternal Fetal Medicine physicians on-demand, however much you want.
- **Care Team Built for Pregnancies** – Looking to meet with a lactation consultant, behavioral health specialist or nurse navigator? They're available too.
- **Teleperinatal Mobile App** – Track and learn about your pregnancy with our tracker and content library provided by Mayo Clinic.
- **Personalized Pregnancy Roadmap** – Following every visit, you'll receive a roadmap with everything to expect in your pregnancy, personalized to you.

Upon completion of the program, you will receive a 1-year subscription to free diapers.

(Must register before the first day of the 3rd trimester — 28 weeks)

Example of a Roadmap to a Successful Pregnancy

Here's a look at what a successful pregnancy utilizing the specialists in the Maternity Advocates program looks like:

4 WEEKS
Patient notifies provider she's pregnant
10 WEEKS
Patient visits with provider
14 WEEKS
Patient consults with MFM physician
20 WEEKS
Anatomy scan
28 WEEKS
Diabetic screen
36 WEEKS
Delivery planning meeting with MFM
40 WEEKS
Baby is born! Mother and baby go home

Chronic Care Management

With chronic care management from Personify Health, a licensed registered nurse will assist and support you as you navigate treatment of your diagnosed condition.

Services:

You'll receive personalized assistance from an assigned clinician who will:

- Provide condition-specific education and support materials.
- Help decrease the frequency or intensity of symptoms and hospitalizations.
- Assist in locating discounted medications.
- Develop a diet management plan tailored to you.

CHRONIC CONDITIONS INCLUDED:

- Congestive heart failure
- Metabolic syndrome
- Diabetes mellitus
- Mental Health
- Asthma
- Chronic obstructive pulmonary disease
- Hypertension
- Substance Abuse

Case Management

Specialized clinicians will work one-on-one with you, your caregiver, healthcare team and health plan to provide personalized assistance when a prolonged, progressive, catastrophic or high-cost illness/condition occurs.

Services:

- Learn about your illness
- Understand your treatment and medications
- Understand what your doctor wants you to do
- Make a self-care plan
- Identify network providers and centers of excellence
- Coordinate specialist referrals
- Explore available medication assistance programs
- Explore community resources
- Understand your health plan benefits
- Navigate the healthcare system

FOR MORE INFORMATION CONTACT THE PERSONAL HEALTH ADVOCATE

844-482-5051 or Beyondhealthsupport@personifyhealth.com

FREE BENEFITS PROGRAM

Digital Physical Therapy

Digital Physical Therapy Network uses technology to provide quality, convenient and connected care to patients in the comfort of their own homes. No need to worry about transportation, traffic or the weather. You can safely recover from home, on your schedule, with your licensed physical therapist always available.

How It Works

- When you receive an order for physical therapy, you or your provider may contact the Personal Health Advocate 844-482-5051 to authorize therapy.
- The Personal Health Advocate will submit authorization and referral on your behalf.
- The team will contact you to schedule your initial evaluation.

Life Insurance

Life insurance can help provide for your loved ones if something where to happen to you.

Centennial Plastics pays for the full cost of Basic Life & AD&D benefits—meaning you are not responsible for paying any monthly premiums. Contact HR if you would like to update your beneficiary information.

Basic Life and AD&D Insurance

Group Life AD&D	
Employee	$50,000
Spouse	$20,000
Child	$10,000 per child

Voluntary Life and AD&D Insurance

While Centennial Plastics offers basic life insurance, some employees may want to purchase additional coverage. Think about your personal circumstances. Are you the sole provider for your household? What other expenses do you expect in the future (for example, college tuition for your child)? Depending on your needs, you may want to consider buying supplemental coverage.

With voluntary life insurance, you are responsible for paying the full cost of coverage through bi-weekly payroll deductions.

Employee Benefit		Spouse Benefit	Child Benefit
Increments of $10,000 *(Cannot exceed 5x the Annual Salary)*		**Increments of $5,000** *(Cannot exceed 50% of employee benefit amount)*	➢ **6 months old -** $100 benefit ➢ **6 months to 18 years old – can elect from following options:** $2,000, $5,000, $10,000
Maximum	$500,000	$100,000	
Guaranteed Issue			
	Employee		$100,000
	Spouse		$25,000
	Child		$10,000

If you select a benefit for more than an amount listed below, Mutual of Omaha would like you to answer a few questions about your health before approval.

Disability

Disability insurance provides eligible employees (working at least 24 hours per week) benefits that replace part of your lost income when you become unable to work due to a covered injury or illness.

Short-Term Disability	
Benefit Percentage	60% of your current wage
Weekly Benefit Maximum	$1,500
When Benefits Begin	After the 7th day of disability
Maximum Benefit Duration	Up to 90 Days
Long-Term Disability	
Benefit Percentage	60% of your current wage
Monthly Benefit Maximum	Up to $6,000
When Benefits Begin	After the 90th day of disability
Maximum Benefit Duration	Monthly until Social Security Retirement Age

Critical Illness & Cancer

Aflac

CANCER PROTECTION

Four out of five families are affected by cancer. Most of us know the out-of-pocket expenses associated with cancer are devastating. The good news is that with today's medicine and treatment, more people are recovering from cancer – however, the cost for these treatments continues to climb year after year. Aflac can help with this, some benefits which include an initial diagnosis cash benefit on the policy, daily hospital benefits, surgery, radiation, and chemotherapy along with wellness checks, follow ups and more. Children up to age 26 are included at no additional cost.

CRITICAL CARE

If there is a history of heart problems in your family, you will want to take a further look into this policy. This rate is locked in at the age you take it out and the benefit increases for each year that it is not used. From Heart attack treatment to strokes, heart catheters and more, the initial payout for these treatments is $25,000.

ACCIDENT ADVANTAGE

Covers you 24 hours a day for any accident. An accident is considered a specific event outside your body. Example: sprained ankle, broken bones, cuts, burns, car wrecks, and more. There are payouts for office visits, hospital benefits, physical therapy, wellness checks, follow-ups, and much more.

You can choose to include your family members on any of the above policy options. Remember – these plans are designed to pay the benefit for you, regardless of any other insurance/compensation as well as whether you have health insurance. All the policies are portable, and rates do not increase with age once the policy is in force.

Voluntary Benefits

AFLAC

Accident Policy with Disability Rider

Benefits are payable for a covered person's death, dismemberment, or injury caused by a covered accident that occurs on or off the job. No matter where you get hurt, 24/7 you are covered. This also includes a $700 a month off-the-job disability, which can be increased if desired. You can also add disability for your spouse.

Please note: The disability rider applies only when the disability is due to an accident.

Personal Cancer Protection

This plan provides benefits when covered members incur any of the following treatments for a cancer condition subject to the terms of the policy: first occurrence, hospital confinement, medical imaging, radiation and chemotherapy, immunotherapy, cancer screening wellness and more.

Personal Recovery

This benefit pays if anyone covered has one of the events occur:

- Heart Attack
- Stroke
- Kidney Failure
- Coma
- Paralysis
- Organ Transplant
- Bypass Surgery
- Major Third Degree Burns

This benefit has a first occurrence benefit as well as a reoccurring benefit. Hospital confinement and continuing care visits are also included.

Intensive Care

This benefit pays if anyone covered is admitted to an Intensive Care Unit for any reason. This benefit also covers newborn babies from moment of birth.

These policies are available through payroll deduction.

This highlights some features of the policy and riders but is not the insurance contract. Only the actual policy and rider provisions control. The policy and riders set forth in detail, the rights and obligations of both the insured and the insurance

***These benefits cannot be enrolled in through the Paycor System. Please contact HR (see contact page) for enrollment.**

Employee Assistance Program

Life is full of challenges and sometimes balancing it is difficult. We are proud to provide a confidential program dedicated to supporting the emotional health and well-being of our employees and their families. The employee assistance program (EAP) is provided at **NO COST** to you through Best Care.

The EAP can help with the following issues, among others:

- Mental health
- Relationships or marital conflicts
- Child and eldercare
- Substance abuse
- Grief and loss
- Legal or financial issues

EAP Benefits

- The EAP plan is available to the employee, spouse and dependents at no cost. Centennial Plastics pays 100% of the premium
- Employees are eligible on date of hire
- The plan provides 5 sessions per person per unique issue per year
- Unlimited toll-free phone access & online resources 24/7
- Online assistance with elder care, childcare & other family issues
- Help with teen and adolescent issues, including eating disorders and relationships
- Self-care mobile apps to help with insomnia, anxiety, depression, substance abuse, obsessive compulsive disorder & chronic pain

Contacts

Hastings – Lanning Center	**(402)463-7711**	**www.marylanning.org**
Nampa – BPA Health	**(800)211-9477**	**www.bpahealth.com**