

# Benefits at a Glance

## POLYDECK SCREEN CORPORATION

July 1, 2015 through June 30, 2016

### **Group Term Life Insurance and AD&D**

Each eligible employee **will** be enrolled for Basic Life Insurance with AIG. The benefit is one times your Annual Basic Earnings up to a Maximum of \$50,000 and that amount doubles in the event of an accident. A separate *Life Insurance Benefits at a Glance* is attached. See life plan booklet for details of coverage, limitations and exclusions.

### **Dependent Life Insurance**

If you elect dependent medical insurance, you **will** also be enrolled for Dependent Life Insurance with AIG. You **may** also enroll your eligible dependents if you do not elect medical coverage. The benefit is \$5,000 for a legal spouse and **up to** \$2,000 for each eligible child. A separate *Life Insurance Benefits at a Glance* is attached. See life plan booklet for details of coverage, limitations and exclusions.

### **Voluntary Term Life Insurance**

Each eligible employee **may** enroll for additional Voluntary Life Insurance with AIG. The benefit is based on age and the amount of coverage selected by the employee. A separate *Voluntary Life Insurance Summary Sheet* is attached. You will receive a voluntary life insurance policy, if you decide to participate in the program.

### **Short Term Disability Insurance (STD)**

Each eligible employee **will** be enrolled for STD Insurance with AIG. Should you become disabled due to illness or accidental injury and following a seven (7) day period of disability (on the 8<sup>th</sup> day) referred to as the elimination period, you will be eligible to begin receiving a weekly benefit equal to 50% of your base pay {40 hours} up to a maximum of \$500 per week. Benefits may be continued for up to 26 weeks, if you stay disabled under a physician's care. A separate *STD Benefits at a Glance* is attached. See disability plan booklet for details of coverage, limitations and exclusions.

### **Long Term Disability Insurance (LTD)**

Each eligible employee **will** enroll for LTD Insurance with AIG. Should you become disabled due to illness or accidental injury and following a 180 days period of disability, referred to as the elimination period; you will be eligible to begin receiving a monthly benefit equal to 50% of your basic annual earnings up to a maximum of \$5,000 per month. Benefits may be continued either for the own occupation period or later of age 65/SSNRA. A separate *LTD Benefits at a Glance* is attached. See disability plan booklet for details of coverage, limitations and exclusions.

### **Vision Insurance**

Each eligible employee **may** be enrolled for Vision Insurance with EyeMed. You **may** also enroll your eligible dependents. A separate *Vision Benefits at a Glance* is attached. See plan booklet for details of coverage, limitations and exclusions.

### **Medical Insurance**

Each eligible employee **may** be enrolled for Medical Insurance which is administered by Blue Cross & Blue Shield of SC. You **may** also enroll your eligible dependents. A separate *Medical Benefits at a Glance* is attached. See medical plan booklet for details of coverage, limitations and exclusions.

### **Dental Insurance**

Each eligible employee **may** enroll for Dental Insurance which is administered by Blue Cross & Blue Shield of SC. You **may** also enroll your eligible dependents. A separate *Dental Benefits at a Glance* is attached. See dental plan booklet for details of coverage, limitations and exclusions.

### **Retirement Benefit Plan - 401(k)**

Each eligible employee **may** elect to participate in the company 401(k) program with Wells Fargo. A separate *Retirement Benefits Information Sheet* is attached. See plan booklet for details for participation requirements, vesting schedule, investments and company match.

### **Waiting Period for New Employees**

Life, Short Term Disability, Long Term Disability, Vision, Dental & Medical Insurance – 1<sup>st</sup> of the month following 2 months of continuous, full-time employment. For example, if you are hired on June 5<sup>th</sup>, you will be eligible to participate in the Employee Benefits Program on September 1<sup>st</sup>.

If you waive coverage when you first become eligible and later wish to enroll, you will be considered a late entrant and may be unable to enroll for coverage until the following plan anniversary. Late entrants may also be subject to pre-existing condition exclusions and/or benefit limitations. **A provision of the Health Insurance Portability and Accountability Act (HIPAA) does apply which may affect your pre-existing condition waiting period by shorten the time he/she has to wait before receiving benefits covering pre-existing conditions.**

### **Dependent Eligibility**

An eligible dependent includes your legal spouse and eligible children less than 26 years of age (through age 25). However, if your eligible dependent children over age 18 and not in school are eligible under another group insurance plan, they are not eligible for coverage under the Polydeck group health plan.

### **Loss of Eligibility**

If you or a covered dependent lose eligibility to participate in the Health and Dental Plan, **insurance will end on the last day of the month** in which eligibility is lost. Loss of eligibility may include reduction of work hours, termination of employment or a dependent child exceeding the maximum age. Certain coverage may be continued (through COBRA) at your expense when benefits are terminated. See each Summary Plan Description (plan booklet) for details.

**This Summary of Benefits is a brief non-legal description of your employee benefits program. Each plan includes additional benefits, limitations and exclusions as described in the each Summary Plan Description (plan booklet). If any information in this summary conflicts with the terms of the PLAN DOCUMENT or the SUMMARY PLAN DESCRIPTION, the terms of the PLAN DOCUMENT controls.**