



2018 ANNUAL BENEFITS OVERVIEW

December 4th thru December 10th, 2017



Brought to you in Partnership with Brooks Financial Group, Inc.

Introduction

Maryland Portable Concrete (MPC) offers a comprehensive benefits package designed to meet the various needs of our employees. This presentation is designed to provide you with an overview and refresher of the many company benefits offered during this annual enrollment period.

After this presentation you will have the opportunity to enroll in the various benefit plans offered.



Benefits Eligibility

- Beginning on the 1st day of the month following 60 days of active full-time employment with ***Maryland Portable Concrete (MPC)***, employees are eligible to enroll in the Medical, Dental, Vision, Voluntary Life Insurance and Health Savings Account (HSA) benefits.
- Enrollment in the ***Maryland Portable Concrete (MPC)*** paid Long-Term Disability (LTD) benefit requires a 1st day of the month following 180 days of active full-time employment eligibility period. You are automatically enrolled in the LTD benefit once you satisfy your waiting period.
- This is your annual Open Enrollment period in which you are able to make elections in benefits that you previously did not enroll in (waived) and/or changes to your current enrollment status without a Qualifying Event (QE).

Summary Plan Descriptions (SPDs)

- The Summary Plan Descriptions and this Power Point slide show with all of the benefits offered by **Maryland Portable Concrete (MPC)** can be located and viewed under the '**Employee Section**' on the company website.
 - To Register/log in: Go to: <http://www.MarylandPortableConcrete.com>
Click on: Employee's '**Login Here**' at top left hand side of page
Click on: The word '**Register**'
Type: **Username** – First Initial of first name and full last name
Then: Follow the rest of the prompts to complete registration
- You may also access this information through our benefit integration platform. Simply go to www.BrooksFinancialOnline.com and complete your User Access and Login instructions. Then click on 'Documents' located in the Resource Center tab.
- For benefit questions, please contact Laurie Woodell at **MPC** at: (410) 272-1940, extension 25 or by email: LaurieW@MarylandPortable.com
- You may also contact Ryan Moxley at Brooks Financial Group at: 1-888-583-5533 or (410) 308-9800, extension 1237 or by email: RMoxley@BrooksFinancial.com

Medical Benefits Overview

- **Maryland Portable Concrete** – will offer their valued employees medical benefits through United Health Care (UHC). **New for 2018.**
- For the 2018 plan year **Maryland Portable Concrete** will offer the United Health Care Qualified High Deductible Health Plan (QHDHP) along with a Health Savings Account (HSA).
- **Maryland Portable Concrete** will once again make a contribution to your Health Savings Account (HSA) should you elect to enroll in the UHC QHDHP.
- Preventative Care benefits paid at 100% - **No Deductibles or Co-pays.**
- Coverage includes physician services, hospitalization, surgery, behavioral health services, emergency care, prescription benefits, basic vision, etc.
- Multi-tiered prescription drug programs, (Tier 1-Generic/Tier 2-Brand Formulary/Tier 3-Brand Non-Formulary drugs). Retail/Mail Order (90-day supply) option for maintenance medications.
- You can access other resources, services, participating providers, participate in wellness initiatives by visiting www.MyUHC.com.

Medical Benefits Plan

Below is a summary of the medical benefit plan offered through United Health Care. To view the detailed benefit summary plan description, log on to the '**Employee Section**' on the **Maryland Portable Concrete** web site or the **Document** section on our portal at: www.BrooksFinancialOnline.com

Services	Coverage and Details
Carrier Name	United Health Care (UHC)
Plan Name	UHC ASPA Qualified High Deductible Plan with HSA
<i>Network Benefits</i>	<i>Co-Insurance and Co-pays</i>
Preventative Benefits	100% - No Deductible or Co-pays
Deductibles (<i>Calendar Year</i>)	\$2,500 /\$5,000 - Aggregated
Co-Insurance (<i>UHC Pays</i>)	90% - After Deductible
Office Visits (<i>PCP / Specialist</i>)	10% - After Deductible
Diagnostics: Lab, X-Ray, MRI, PET	10% - After Deductible
Inpatient/Outpatient Hospitalization	10% - After Deductible
Urgent Care	10% - After Deductible
Emergency Care	10% - After Deductible
Prescription Benefits: 30 Day Supply 90 Day Supply	\$10 Generic/\$30 Preferred Brand/\$50 Non –Preferred Brand \$25 Generic/\$75 Preferred Brand/\$125 Non-Preferred Brand - After Integrated Medical Deductible
Out-of-Pocket Maximum	\$5,000/\$10,000

Health Savings Accounts (HSAs)

- Health Savings Accounts (HSAs) are only offered to those full-time employees enrolled in the United Healthcare Qualified High Deductible Health Plan (QHDHP) medical benefit option offered by **MPC**.
- HSAs use tax free dollars to cover expenses such as:
 - *Deductibles; Co-pays; Dental expenses; Vision expenses; Over-the-Counter medications – All of the IRC Section 213(d) eligible expenses*
- Maximum annual contributions for HSAs for 2018 are \$3,450 for Individual coverage and \$6,900 for non-Individual coverage(s). *Plus \$1,000 catch-up for 55+.*
- UHC utilizes Optum Bank for their HSA Banking and Administration for No Charge. If you desire to leave your HSA funds with HS.A Bank they will charge/deduct a monthly admin fee of \$1.85 from your accounts
- Access funds through either the debit card and/or e-checking account.
- ***Maryland Portable Concrete will make a \$1000 lump sum deposit into your Health Savings Account (HSA) if you enroll in the QHDHP/HSA plan.***
- Your HSAs will be lump sum funded no later than 1/3/2018.
- Should you also desire to fund your HSAs through pre-tax payroll deductions, that can now be accommodated through the **Brooks FinancialOnline** portal as well.
(www.BrooksFinancialOnline.com)

Note: Medicare (65+) enrolled members are restricted from receiving employer HSA funds or deferring their own HSA funds into their HSA accounts.

Dental Benefit Overview

- ***Maryland Portable Concrete*** will also offer their valued employees dental benefits through United Health Care (UHC). ***New for 2018.***
- UHC Dental provides a national PPO dental provider network.
- The UHC Dental plan is the CS28 Options PPO plan.
- Coverage is available to all full-time active employees and their dependents.
- Deductible: \$25 Individual/\$75 Family maximum per calendar year.
- ***Deductible is waived*** for Diagnostic & Preventative Services.
- Annual Benefit Maximum per insured is \$1,250 per calendar year.
- Choose to waive dental coverage or choose dental coverage only.
- UHC Dental provides a large national network of dental providers. To find a provider, please visit www.MyUHC.com and follow the 'find a provider' prompts.
- UHC provides their ***Maximum Multiplier*** feature for subsequent years.
- Benefits for non network providers are available, however members may be subject to balance billing.

Dental Benefits Plan

Below is a summary of the dental benefit plan offered through United Health Care. To view the detailed benefit summary plan description, log on to the '***Employee Section***' on the ***Maryland Portable Concrete*** web site or the *Document* section on our portal at: www.BrooksFinancialOnline.com.

<i>UHC DENTAL BENEFITS</i>			
Deductible	\$25 Per Insured	In-Network Co-Insurance	Out-of-Network Co-Insurance
	\$75 Per Family Maximum		
Class I: Preventative	No Deductible	100% No Deductible	100% No Deductible
Class II: Basic	Deductible Applies	80%	80%
Class III: Major	Deductible Applies	50%	50%
Annual Benefit Maximum	Combined	\$1250 per insured	\$1250 per insured
Plan Type	CS28 Options PPO Plan	PPO Network	Allowed Benefit

Class I: Diagnostic and Preventive services, such as routine exams, x-rays, cleanings, etc.

Class II: Basic procedures, such as fillings, root canals, periodontal, simple extractions ,oral surgery, etc..

Class III: Major procedures, such as restorative crowns, bridges, dentures, inlays, etc.

Vision Benefits Plan

- **Maryland Portable Concrete** will also offer voluntary vision benefits through United Health Care (UHC). 100% Employee paid.
- The United Health Care (UHC) national Vision plan.
- Deductible: *None* - \$0 Individual /\$0 Family (Plan Year)
- Provides benefits for an annual eye exams, frames, lenses, contact lenses and more.
- Choose to waive vision coverage or choose vision coverage only.
- UHC provides a large national network of providers. To find a vision provider, please visit www.MyUHC.com and follow the 'find a provider' prompts.

Vision Benefit Option

Below is a summary of the vision benefit plan offered through United Health Care. To view the detailed benefit summary plan description, log on to the '***Employee Section***' on the ***Maryland Portable Concrete*** web site or the *Document* section on our portal at: www.BrooksFinancialOnline.com.

United Health Care (UHC) Vision Plan

<i>Benefits and Services</i>	<i>Benefit</i>	<i>Frequency</i>
Annual Eye Exams	\$20 Co-pay	Every 12 months
Materials	\$50 Co-pay	Every 24 months
Basic Bi-focal/Tri-focal Lenses	\$50 Co-pay	Every 24 months
Specialty Lenses: Transition, Sun	Up to \$130	Every 24 months
Contact Lenses:	Up to \$105	Every 24 months
Frames:	Up to \$130	Every 24 months
Laser Vision Correction	35% Discount	Every 12 months
Out of Network Benefits Provided	Allowances	See Description

2018 Payroll Deductions

2018 Weekly (48) Payroll Deductions

UHC ASPA QHDHP Plan with HSA

<i>Individual:</i>	\$56.00
<i>Parent/Children:</i>	\$106.00
<i>Husband/Wife:</i>	\$118.00
<i>Family:</i>	\$168.00

UHC CS28 Dental Plan

<i>Individual:</i>	\$3.00
<i>Parent/Children:</i>	\$6.00
<i>Husband/Wife:</i>	\$7.00
<i>Family:</i>	\$9.00

UHC Vision Plan

\$.75
\$1.67
\$1.42
\$2.34

Note: Payroll Deductions represent 48 deductions per year.

Long-Term Disability (LTD) Benefits Overview

- Coverage is provided by **Maryland Portable Concrete** at no cost to the employee.
- LTD benefits provide income benefit payments to help replace lost income should you be unable to perform the regular duties of your job/occupation due an accident or illness.
- Benefits are payable on the 90th day and extend until the disability status ends or until your normal retirement age, whichever comes first.
- Benefits are equivalent to 60% of your pre-disability monthly earnings not to exceed \$3,000 per month.
- Your eligibility for these benefits is the first day of the month following 180 days of full-time active employment with **Maryland Portable Concrete**.
- Lincoln Financial Group (LFG) is the insurance carrier for these benefits.
- To view the specific LTD benefit summary plan description, log on to the '**Employee Section**' on the **Maryland Portable Concrete** web site or the *Document* section on our portal at: www.BrooksFinancialOnline.com

Voluntary Term Life Insurance

Maryland Portable Concrete is pleased to offer a Voluntary Life Insurance benefit through Hartford Life Insurance Company. Premiums are collected through payroll deductions and are based on the age of the employee and the amount of coverage selected. Coverage is available to employee, spouse, and eligible dependents and 100% paid by the employee.

- **Employee Voluntary Term Life Insurance:**
 - Minimum Coverage: \$10,000
 - Maximum Coverage: 5x annual salary, up to \$500,000
 - Guaranteed Issue Amount: \$100,000 (*May be subject to Evidence of Insurability - EOI*)
- **Spouse Voluntary Term Life Insurance:**
 - Minimum Coverage: \$5,000
 - Maximum Coverage: 50% of employee's benefit
 - Guaranteed Issue Amount: \$30,000 (*May be subject to Evidence of Insurability - EOI*)
- **Child(ren) Voluntary Term Life Insurance:**
 - Minimum Coverage: \$1,000
 - Maximum Coverage: \$10,000
 - Guaranteed Issue Amount: \$10,000 (*May be subject to Evidence of Insurability - EOI*)
- **Employee (s) must elect coverage in order to select spouse and/or child(ren) coverage.**

401K Retirement Plan

- Employees may invest from 1% to 100% of pre-tax earnings up to \$18,000 for 2017 (up to \$18,500 in 2018) in their 401(k) retirement plan or 1% to 100% of post-tax earnings up to \$18,000 (up to \$18,500 in 2018) in the Roth 401(k).
- Employees who will turn 50 years old in 2017 or 2018 are eligible for the 401(k) Catch-up provision and can contribute an additional \$6,000.
- Employee contributions are fully vested upon participation.
- Employer contributions follow a five year vesting schedule. (20/40/60/80/100)
- Employee contributions will be matched 50% up to 4% of their contributions (if an employee contributes 4% MPC will make matching contributions of 2%).
- Employees are eligible to contribute after completing 12 months of service, are age 21 or older, and have completed 1,000 hours of service
- Various funds and lifestyle asset allocation options available. Participants will receive a quarterly statement on fund balances and performance.
- Transamerica is the 401(k) plan provider.
- Alec Knight, CFP, **Brooks Financial Group** is the plan financial advisor, and can be contacted at 1-888-583-5533 or 410-308-9800, extension 1228 or by email: AKnight@BrooksFinancial.com

Next Steps

Maryland Portable Concrete will utilize the **Brooks FinancialOnline** enrollment platform again for your 2018 Annual Enrollment period elections.

After this presentation, you will receive your **Brooks FinancialOnline** (www.BrooksFinancialOnline.com) instruction details to access your personal portal and make your elections.

While there are carrier and benefit modifications for the 2018 plan year benefits, we will conduct a **Passive Enrollment**. Simply put, if you are not changing your plan elections, coverage levels or your general demographic information, you will not need to do anything and your current elections will default into the new 2018 UHC plan(s).

If you want to continue vision, it will require an election for that benefit for 2018.

It is still your responsibility to review the information presented.

If you intend to fund your 2018 plan year HSA account through pre-tax payroll deductions, you will be required to do that online. **Your current HSA deferrals will not carry over into the new plan year.** This should be done through the **Brooks FinancialOnline** election platform.

The **Brooks FinancialOnline** portal will be open from **December 4th thru December 10th, 2017.**

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