

## Additional Questions and Answers on Benefits:

January 12, 2012

### Health Care Plan:

1. I know I can use my HRA funds for services that are not free but what if only one person in my family has a medical bill that is, for example, \$100,000. How does the deductible and out-of-pocket maximum work for this one family member?  
Since only one person in the family has a high medical bill, the maximum amount would be \$2400 for this family member. (\$1000 deductible + \$1400 = \$2400 out-of-pocket maximum per person) All other cost for this one family member would be free for the rest of the year. The employee can use \$2400 from their HRA fund to pay this cost.
2. What if I have a dependent on my medical plan that lives in another State?  
There is no difference from the current Plans for Anthem Blue Cross or Kaiser. If an employee has eligible dependents out of state, they are fully covered under Anthem Blue Cross, they just use the local state's Blue Cross network and it's still considered in-network. (Blue Cross available in all 50 states). If an employee has Kaiser, the dependent is covered for emergency services only while out of state. Regular doctor visits and prescriptions must still be done through Kaiser (North or South, depending on which one the employee is enrolled in.) (Kaiser mail-order pharmacy is available also)
3. How will the Company reimburse individuals who utilize their Primary Care Physicians for DOT medical exams? Employees who are required to maintain a CDL are required to obtain a medical certification every two years. California law requires the employer to pay for this exam. Employees should make prior arrangements with the Company if they plan to use their primary care physicians for these exams.
4. Do we know how many bargaining unit members chose the high deductible plan (HSA) for 2012? Yes, there are 125 bargaining unit members who chose the high deductible plan for 2012.
5. Are the specific results from a person's health screening automatically given to their primary care provider or are they just given to the employee with advice to pass it along to the employee's primary care provider? No, we don't know who a person's primary care provider is. We give to the employee to take to the primary care provider, hopefully with some informed questions.

## Cash Balance Pension Plan

1. Under the Cash Balance Pension Plan does it make a difference what date in the calendar year a new employee is hired? Yes, the cash balance is a % of the pay you earn in a year. So, assuming two employees are hired in 2014, one in January and the other in July. Both employees earn the same hourly wage and both work full time. The employee hired in January will have twice as much "pay" as the employee hired in July and would get twice the contribution if they are the same age.
2. The current defined benefit plan just counts years of service and rate of pay, would the new cash balance plan do the same? The new plan takes into account age, years of service and the amount of money you earn every year.
3. How would a leave of absence affect yearly cash balance earnings? When you are on an approved leave of absence you still earn credit for your cash balance plan as if you are at work.