



**HEALTH INSURANCE COVERAGE & INFORMATION – LCN REGION
AUGUST 1, 2009**

Hope Enterprises’ self-insures its Employee Medical and Prescription Drug Plan via a contract with BlueCare® PPO, which is administered through a third party, First Priority Life Insurance Company. Under this self-insured plan, the agency pays the first \$50,000 in claims for each covered person. Regular fixed costs include fees for plan administration and specific insurance for each claim over \$50,000.

The Plan is a **Preferred Provider Organization (PPO)** plan known as **BlueCare® PPO**. Participants have the freedom to choose any provider. Out-of-pocket costs will be lower with Preferred providers. A majority of local physicians and all hospitals within the Blue Cross of Northeastern Pennsylvania thirteen-county¹ service area participate in this network. BlueCare PPO members can access Preferred providers nationwide via the BlueCard® network. Blue Cross is the nation’s largest insurer of healthcare.

When utilizing Preferred Providers, most services are covered with a \$250 individual/\$750 family deductible per calendar year and a 20% coinsurance up to a coinsurance maximum of \$1,000 individual/\$3,000 family per calendar year. Office visits are covered with a \$20 co-pay, not subject to the deductible. Co-pay amounts do not apply toward the deductible or coinsurance maximum. Preventive care is covered for children and adults, subject to a Preventive Package schedule available at www.bcnepa.com or by calling BlueCare Member Services at 1-888-338-2211. While many wellness services are covered in full, some services may be subject to deductible, coinsurance and/or copayment.

Covered services performed by Non-Preferred Providers (those not participating in BlueCare® PPO) have a \$500 individual/\$1,500 family deductible per calendar year, with coinsurance maximums of \$4,000 individual/\$8,000 family per calendar year. Amounts exceeding the BlueCare PPO allowable charge do not apply towards the coinsurance maximum.

For additional information regarding covered benefits and member cost-sharing, please consult your Summary Plan Description or call BlueCare Member Service at 1-888-338-2211, Monday through Friday, 8:00 AM to 5:00 PM..

Each full-time employee is eligible to become a Plan participant on the first day of the month after completing 90 days of employment, provided he/she is receiving compensation from the employer as an active employee on such date. Coverage ceases on the last day of active work.

An eligible employee who lacks other health coverage is required to elect at least “employee only” coverage as a condition of employment with Hope Enterprises.

EFFECTIVE AUGUST 1, 2009, PREMIUMS ARE AS FOLLOWS:

Type of Coverage BLUECARE PREFERRED PROVIDER NETWORK	ANNUAL PREMIUM	MONTHLY PREMIUM	Hope’s Monthly Share @ 80%	Employee’s Monthly Share @ 20%	Employee’s Biweekly Deduction ²
Employee Only	\$4679.52	\$389.96	\$ 311.97	\$ 77.99	\$36.00
Employee & Child(ren)	\$7649.04	\$637.42	\$ 509.94	\$127.48	\$58.84
Employee & Spouse	\$9131.16	\$760.92	\$ 608.74	\$152.19	\$70.24
Employee & Family	\$10,015.80	\$834.65	\$ 667.72	\$166.93	\$77.04

Hope offers a Health Waiver Credit for full-time employees eligible to receive health insurance through our group but who choose not to participate because of other available coverage (this must be through a private insurance carrier and not a public/tax-funded plan such as PA Access, etc.). This option requires a Declination Waiver and evidence of the type of coverage for which you are eligible (see attached form). Before making a decision, please carefully review the health insurance plans available to you. This Waiver Credit totals \$600 per year and is paid in biweekly installments of \$23.08 (see Health Waiver Credit Provisions).

This plan is described in an official document that is kept on file in the Human Resources Department and is available for inspection by any participant.

¹ The thirteen counties served by Blue Cross of NEPA are: Bradford, Carbon, Clinton, Lackawanna, Luzerne, Lycoming, Monroe, Pike, Sullivan, Susquehanna, Tioga, Wayne and Wyoming.

² The employee’s portion of the premium qualifies as a Section 125 Premium Conversion Plan. This arrangement through payroll deduction allows your portion of the premium to reduce your pre-tax income, thereby resulting in less federal income tax and Social Security tax, which further reduce the actual cost of your share of the premium.