



## BENEFIT PLAN OVERVIEW

The B27 Resources Benefit Plan is a flexible plan that allows you to set up a program suited to your needs. The plan is made possible through Section 125 of the Internal Revenue Code, which allows you to pay for your benefits with pre-tax dollars. When you pay for health care and dependent care on a pre-tax basis, it saves you the taxes that you would otherwise incur. Most benefits offered by B27 Resource, Inc. are on a pre-tax basis.

### Flexible Spending Accounts

#### Eligibility: 90 Days after Hire

There are two flexible spending accounts available to you. Flexible spending accounts allow you to pay for unreimbursed health care expenses and/or dependent care expenses on a pre-tax basis\*.

*\*If you deposit pre-tax dollars into a flexible spending account and do not use all the dollars you deposit during the calendar year, you will lose any remaining balance in your account at year end.*

**Medical Spending Account:** This account allows you to designate up to \$3,000 of your annual earnings to pay for any health care expenses not covered by your medical or dental plan (for example, network co-payments, deductibles, out-of-pocket expenses, eyeglasses, contact lenses and orthodontia).

**Dependant Care Spending Account:** This account allows you to designate up to \$5,000 of your income per year (\$2,500 if married, filing separately) to pay for the care of your children under age 13 (and/or other dependents as defined under the Internal Revenue Code) in order for you and your spouse to work.

### Health Insurance

#### Eligibility: 90 Days after Hire

B27 Resources offers health insurance through Blue Cross/Blue Shield (BC/BS) of Texas with nationwide coverage on the BlueCard network. If you reside or work in your Employer's selected Plan service Area, you are eligible for In-Network and Out-of-Network Benefits under the Indemnity Out-of-Area Coverage.

#### Health Premium Deducted Bi-Weekly\*\*

Employee Only	\$ 55.00
Employee & Spouse	\$222.50
Employee & Children	\$142.50
Employee & Family	\$222.50

\*\*Bi-Weekly Deductions . 24 Pay Periods

#### In-Network Benefits

- \$500** - Individual Deductible Each Calendar Year
- \$1,500** - Family Deductible Each Calendar Year
- \$30** - Co-Pay Per Physician Office Visit
- \$50** - Co-Pay Per Outpatient Hospital Emergency Room Visit

The plan will pay 80% of the covered charges.

#### Out-of-Network Benefits

If you choose to go out-of-network for coverage:

- \$700** - Individual Deductible Each Calendar Year
- \$2,100** - Family Deductible Each Calendar Year

The plan will pay 60% of the covered charges.

#### Out-of-Area Benefits

If you choose to go out-of-network for coverage:

- \$500** - Individual Deductible Each Calendar Year
- \$1,500** - Family Deductible Each Calendar Year

The plan will pay 80% of the covered charges.

## Prescription Card

### Eligibility: 90 Days after Hire

Another highlight of the BC/BS Plan is the managed pharmacy program available at network pharmacies and through mail-order.

#### Filled at Pharmacy or By Mail-Order:

- \$12 - Generic Prescription
- \$25 - Brand Name Prescription Prescribed by Physician
- \$40 - Non-Preferred Brand Name Prescribed by Physician

#### By Mail-Order

**When Prescriptions are order through the mail order program, you receive a 90 day supply for the cost of One month at the local pharmacy.**

## Dental Insurance – Mutual of Omaha

### Eligibility: First of the month following 90 Days after Hire

Your dental coverage insurance includes:

- 100% - Preventative Care with No Deductible:
- \$1,500 - Yearly Maximum Benefit Per Person Covered
- \$50 - Individual Deductible Each Calendar Year
- \$150 - Family Deductible Each Calendar Year

This plan allows 2 preventative visits a year that must be 180 days apart.

#### Dental Premium Deducted Bi-Weekly\*\*

	<u>With Medical</u>	<u>Without</u>
Employee Only	\$ 9.38	\$23.46
Employee & Children	\$19.05	\$47.63
Employee & Spouse	\$21.06	\$52.66
Employee & Family	\$33.08	\$82.70

## Life Insurance – Mutual of Omaha

### Eligibility: First of the month following 90 Days after Hire

B27 Resources automatically offers basic life insurance coverage based on income while an employee at *no cost to you*. Coverage applies to an active employee who works 30 hours or more per week.

<u>Income</u>	<u>Benefit</u>
Less than \$50,000	\$20,000
\$50,000 and above	\$50,000

#### Supplemental Life

Once an eligible employee, you may apply for insurance coverage for yourself in increments of \$10,000, form a minimum of \$10,000 to a maximum of \$300,000, but not to exceed 6 times annual earnings.

#### Spouse & Dependent Life Insurance

You may apply to purchase insurance for your spouse in increments of \$10,000 to \$300,000. You cannot, however, purchase more insurance for your spouse than yourself. You may also apply to purchase insurance for your dependent children in amounts of \$5,000, or \$10,000. All your children will be insured for the same amount.

## Long-Term Disability – Mutual of Omaha

### Eligibility: First of the month following 90 Days after Hire

B27 Resources, Inc. provides you disability insurance based on your base salary. The coverage provides 66 2/3% of base earnings after 90 days of continuous service up to a maximum of \$7,000 a month.

#### Disability Premium Deducted Monthly (second check of the month)\*\*

Employee Only Monthly Salary multiplied by .0035

## **Our 401K Plan**

### ***Eligibility: One (1) Year Anniversary Date***

The 401(k) plan allows you to save extra dollars for your retirement on a pre-tax basis. You can enroll after you complete one year of eligible service, have worked at least 1,000 hours and reach age 21. Saving with pre-tax dollars lowers your taxable income for the year. Your total contributions may not exceed 15% of your base compensation or an amount specified by the Internal Revenue Service each year.

Your contribution and the interest it earns are fully vested from the day of enrollment. Your company match and the interest it earns are vested on the following schedule:

<b>Years</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
<b>Vested%</b>	<b>0</b>	<b>0</b>	<b>20</b>	<b>40</b>	<b>60</b>	<b>100</b>

These funds allow you to decide how much risk to take and how much return to seek on your investments. You decide how to invest your savings by choosing any combination of the following funds:

AIM Small Cap Equity Fund  
Capital Income Builder  
Davis New York Venture Fund  
New Perspective Fund

American Balanced Fund  
Capital World Growth & Income Fund  
Franklin Income Fund  
PIMCO PEA Renaissance Fund

The Bond Fund of America  
The Cash Management Trust of America  
The Growth Fund of America  
Washington Mutual Investors Fund