

### **Summary of Employee Benefits Changes effective July 1, 2008**

1. Open Enrollment was held from May 19 through June 6, 2008. This is the time period in which an Eligible Employee may elect, drop or change coverage. Unless a Special Event occurs, changes in participation status can only be made at Annual Open Enrollment.
2. Medical claims administrator, for dates of service on or after July 1, 2008, is Web-TPA (change from Mutual of Omaha).
3. No change to existing medical provider network (Texas True Choice, plus direct contracting with Trinity Mother Frances Health System (Clinics and Hospitals) and Christus Spohn)
4. No change in Pharmacy Benefits Manager (Express Scripts, Inc.)
5. No change in dental claims network and administration (DentaBenefits through United Concordia Companies, Inc.)
6. No change in Medical co-pays, deductibles, and coinsurance.
7. No change in Dental co-pays, deductibles, and coinsurance.
8. Prescription Drug co-pays will have a \$6 reduction in co-pays for generic drugs, and a \$4 increase in co-pays for brand name formulary and non-formulary drugs.
9. \$20,000 life insurance and \$20,000 accidental death and dismemberment insurance are included in the Catholic Employee Benefit Group benefits package. The life insurance will be provided through ReliaStar Life Insurance Company (Change in insurer, but no benefit change).
10. For newly hired and enrolled religious order and lay employees, coverage begins on the first day of the month following **60** days of employment.
11. New enrollees must provide proof of enrollment as a full-time student for covered dependents from age 19 through age 24, if applicable. Currently covered dependents in this age group may continue without this stipulation.
12. A terminated employee must have been covered by the Plan for a minimum of six (6) months prior to termination in order to be eligible for continuation of benefits coverage.