

Description of Benefits 2023

Akvelon, Inc. provides full-coverage insurance to all employees working more than 30 hours per week. A comprehensive, quality insurance program is available, which includes **medical, dental, and vision.**

What Akvelon Offers

- Two United Healthcare medical plan options:
 - Option 1 “Basic”:
Akvelon pays 100% of the “Basic Plan” insurance premium for the individual, full-time employee as well as child dependent(s).
 - Option 2 “Premium”:
For employees looking for extra coverage, employee pays for the cost difference between the Basic and Premium plans.

Dependent coverage for both plans is subsidized at various levels (details below), and it is the responsibility of the employee to pay premiums for their eligible dependents via pre-tax payroll deduction.

- Two United Healthcare dental plan options:
 - Option 1 “Basic”:
Akvelon pays 100% of the “Basic Dental Plan” insurance premium for the individual, full-time employee.
 - Option 2 “Buy up”:
For employees looking for extra coverage, employee pays the additional cost of this option.
- Vision plan provided by United Healthcare **100% paid by Akvelon** for the individual, full-time employee.
- Long-term disability insurance **100% paid by Akvelon.**
- \$10,000 Life insurance **100% paid by Akvelon.**
- Effective January 1, 2023, the Retirement Plan contribution limit is increased to \$22,500. The catch-up contribution for individuals over the age of 50 is increased to \$7,500.

Choose carefully

IRS rules place certain restrictions on when you can make changes outside of the enrollment period. Once your selection goes into effect, you may not make further changes for the rest of the calendar year unless you experience a qualifying event. An example of a qualifying event: you are single and have medical coverage for yourself, then you get married during the year, you can add your spouse to the medical plan. You will need to fill out all required enrollment forms and provide supporting documentation within an allowable time frame for the new dependent coverage to be effective.

Benefits and Premiums 2023

United Healthcare Medical plans

Benefits	Basic Plan In Network Single/Family	Premium Plan In Network Single/Family
Deductible	\$2,000/\$4,000	\$250/\$500
Coinsurance	20%	10%
Out-of-pocket	\$4,000/\$8,000	\$1,800/\$3,600
Office copay/Specialist copay	\$25/\$50	\$20/\$20
Pharmacy Generic/Preferred Brand/ Non-Preferred	\$5/\$30/\$65	\$5/\$30/\$65

Rates*

Basic plan #01X0682

Coverage	PAID for you by AKVELON	AKVELON pays for YOU	Basic Plan Employee Cost per MONTH	Basic Plan Employee Cost per PAYCHECK
Employee Only	\$317.51	100%	\$0.00	\$0.00
To Add Spouse	\$607.27	71%	\$250.00	\$125.00
To Add Children	\$582.94	100%	\$0.00	\$0.00
To Add Family	\$872.71	78%	\$250.00	\$125.00

Premium plan #01X0686

Coverage	PAID for you by AKVELON	AKVELON pays for YOU	Premium Plan Employee Cost per MONTH	Premium Plan Employee Cost per PAYCHECK
Employee Only	\$317.51	74%	\$113.23	\$56.62
To Add Spouse	\$607.27	52%	\$555.73	\$277.87
To Add Children	\$582.94	74%	\$207.88	\$103.94
To Add Family	\$872.71	57%	\$650.38	\$325.19

*Insurance payments will be deducted out of 24 paychecks.

UHC Dental plans

Coverage	Basic plan In/Out Network	Buy-up plan In/Out Network
Deductible Individual/Family	\$50 /\$150	\$50/\$150
Calendar year maximum	\$2,000	\$2,000
Diagnostic and preventive	100%/100% - No Deductible	100%/100% - No Deductible
Fillings/Extraction	90%/80% - After Deductible	80%/80%- After Deductible
Surgery	90%/80% - After Deductible	80%/80%- After Deductible
Endodontics	90%/80% - After Deductible	80%/80%- After Deductible
Periodontics	90%/80% - After Deductible	80%/80%- After Deductible
Crowns/Bridges	60%/50% - After Deductible	50%/50% - After Deductible
Implants	No	50% - After Deductible
Orthodontic services	No	50%/\$2000 Child only

Rates*

Basic plan

Coverage	PAID for you by AKVELON	Dental Basic Plan Employee Cost per MONTH	Dental Basic Plan Employee Cost per PAYCHECK
Employee Only	\$42.39	\$0.00	\$0.00
To Add Spouse	\$42.39	\$42.39	\$21.20
To Add Children	\$42.39	\$56.15	\$28.08
To Add Family	\$42.39	\$106.03	\$53.02

Buy Up plan

Coverage	PAID for you by AKVELON	Dental Buy-up Plan Employee Cost per MONTH	Dental Buy-up Plan Employee Cost per PAYCHECK
Employee Only	\$42.39	\$6.27	\$3.14
To Add Spouse	\$42.39	\$54.94	\$27.47
To Add Children	\$42.39	\$78.33	\$39.17
To Add Family	\$42.39	\$136.60	\$68.30

*Insurance payments will be deducted out of 24 paychecks.

UHC Vision plan

Coverage	Benefit
Exam Copay	\$10
Eye Examination	1 visit every 12 months – covered 100% after Copay
Eyeglass Lenses	\$150, per calendar year, covered 100% after Copay
Contact Lenses	\$150, per calendar year, covered 100% after Copay
Eyeglass Frames	\$150, every 24 months, covered 100%

Rates*

Coverage	PAID for you by AKVELON	Vision Plan Employee Cost per MONTH	Vision Plan Employee Cost per PAYCHECK
Employee Only	\$4.15	\$0.00	\$0.00
To Add Spouse	\$4.15	\$3.73	\$1.87
To Add Children	\$4.15	\$5.10	\$2.55
To Add Family	\$4.15	\$8.88	\$4.44

*Insurance payments will be deducted out of 24 paychecks.

**Please note, all rates are based on the In-Network usage. The percentage of the coverage will be less if the insurance is used is Out-of-Network. You will be responsible for the difference between the fee for service rendered and fees covered by the plan.

The option to waive coverage

The option to waive coverage is available to anyone who is currently insured or will be eligible to be insured in 2023. For those who choose not to participate in ALL of Akvelon's health care plan options, Akvelon offers a reimbursement payment (after taxes) of \$200 per month.

*****Please note, you MUST sign the waiver to receive your reimbursement*****

United Healthcare web-sites to visit

www.myuhc.com (Member Portal)

<http://www.uhc.com> (General)

www.welcometouhc.com/choiceplus (Choice Plus Plan)

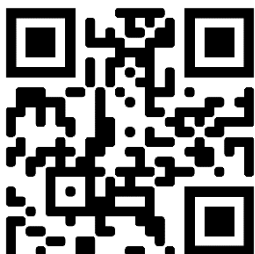
www.myuhcvision.com (Vision)

UnitedHealthcare® app

Get your health info, anytime.

When you want to easily access your health information anywhere you go, the UnitedHealthcare app is your go-to. Download it today to get instant access to your health plan details.

Download the app



Long-term disability insurance coverage

Long-term disability benefit is provided by United of Omaha Life Insurance Company and **100% paid by Akvelon** for all eligible employees.

Benefit	60% up to \$9,000/month
Benefit Period	Normal Social Security Retirement Age
Own Occupation Period	Normal Social Security Retirement Age
Definition of Disability	Unable to perform a majority of the substantial and material duties of his/her own occupation or unable to earn 80% of his/her pre-disability income while working in his/her own occupation in a modified capacity or any occupation

Life insurance

\$10,000 Group Life insurance is provided by United of Omaha Life Insurance Company and 100% paid by **Akvelon** for all eligible employees.

Additional Voluntary Life insurance is offered at a cost to the employee at the time of enrollment.

Contact Information

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Or

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