



April 25, 2024

Re: LTI May 1st, 2024 Health Benefits Renewal and Changes

Dear LTI Employees,

We have been working diligently with our insurance broker, Cottingham & Butler, to bring a plan to our employees that is at or better than industry standards. Please see the following changes listed under "Highlights of the plan".

Unfortunately, LTI incurred another substantial increase in premiums for the medical coverage. The past two years LTI has absorbed the increase in premiums with no change to the employee rates. This year there will be an increase in the employee weekly rates, with LTI splitting the cost of the increase with the employees. Several factors attributed to this increase:

- Health care costs, in general, have increased nationwide year after year. Particularly since COVID.
- Once again, LTI's claims history (what the insurance company pays) was significantly above the premiums paid by LTI, thus, Gravie lost money on insuring LTI employees. This continued the trend resulting in higher premiums each year to LTI.

Highlights of the plan:

- LTI's medical coverage will continue with Aetna managed by Gravie. See next page for weekly premium rate changes.
- Dental and Vision coverage will **CHANGE** from United Health Care (UHC) to Ameritas with minimal plan changes, and a reduction in premiums for Dental. No change to the Vision premiums.
- LTI will change from VOYA to Symetra for Short-Term Disability, Long-Term Disability, company paid Life Insurance, optional Life Insurance, Accident, and Critical Illness. With this change, there will be a one-time only waiver of Evidence of Insurability up to a guaranteed issue of \$190,000.
- We are adding an additional option of Hospital Indemnity. Please see Employee Benefits Guide for rates and details of the plan.
- **Employees will continue to be auto enrolled into the Long Term Disability.** If you prefer to opt-out, you must contact Human Resources. No change in rates.
- Comprehensive plans at reasonable rates, which are equal to or better than trucking industry benchmark standards.
- LTI continues to pay 60% of the cost of the medical coverage for the employee.
- LTI continues to pay over 40% of the cost to insure employees' dependents. Many companies charge this cost back on to the employee at 100%.
- If you are currently enrolled in plans with UHC and VOYA, you will automatically be moved to a similar plan(s) with Ameritas and Symetra.
- Continue to enroll in benefits through **ELECTRONIC ENROLLMENT** through Paychex Flex Benefits Administration.

**ELECTRONIC OPEN ENROLLMENT
BEGINS NOW THROUGH MAY 10th, 2024
PLEASE NOTE CHANGES to employee contributions**

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effective 5/1/24 detailed as follows:

GRAVIE/AETNA – Base Plan			
GRAVIE/AETNA Base \$5,000 Deductible Plan		GRAVIE/AETNA Base \$5,000 Deductible Plan	
	Current Weekly Rates		Weekly Rates 5/1/24
Single	\$55.00	Single	\$62.75
Employee + Spouse	\$190.00	Employee + Spouse	\$216.00
Employee + Child(ren)	\$171.00	Employee + Child(ren)	\$193.00
Family	\$237.00	Family	\$264.00

GRAVIE/AETNA - HSA Plan			
GRAVIE/AETNA HSA \$5,000 Deductible Plan		GRAVIE/AETNA HSA \$5,000 Deductible Plan	
	Current Weekly Rates		Weekly Rates 5/1/24
Single	\$50.00	Single	\$56.00
Employee + Spouse	\$171.00	Employee + Spouse	\$193.00
Employee + Child(ren)	\$147.00	Employee + Child(ren)	\$165.00
Family	\$210.00	Family	\$232.00

DENTAL – REDUCTION TO EMPLOYEE PREMIUMS

Ameritas Dental Plan - Base		
Base Dental Plan	Current UHC Plan	Effective 5/1/24 Ameritas Plan
	Weekly Rates	Weekly Rates
Single	\$5.33	\$5.07
Employee + 1	\$10.55	\$10.03
Employee + 2 or more	\$19.09	\$18.15

Ameritas Dental Plan - Enhanced		
Enhanced Dental Plan	Current UHC Plan	Effective 5/1/24 Ameritas Plan
	Weekly Rates	Weekly Rates
Single	\$6.29	\$5.97
Employee + 1	\$12.35	\$11.73
Employee + 2 or more	\$21.36	\$20.28

VISION – NO CHANGES TO EMPLOYEE PREMIUMS

Vision Plan	Current UHC Plan	Effective 5/1/23 Ameritas Plan
	Weekly Rates	Weekly Rates
Single	\$1.40	\$1.40
Employee + Spouse	\$2.66	\$2.66
Employee + Child(ren)	\$2.80	\$2.80
Family	\$4.12	\$4.12

See Summary of Benefit Coverage's (SBCs) for further details on the health plan options.

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Medical Insurance	Gravie Base Plan		Gravie HDHP/H.S.A Plan	
	In-Network	Out-of-Network	In-Network	Out-of-Network
Deductible Individual Amount Family Amount	\$5,000	\$10,000	\$5,000	\$10,000
	\$10,000	\$20,000	\$10,000	\$20,000
Coinsurance Plan Pays After Deductible You Pay After Deductible	80% 20%	50% 50%	80% 20%	50% 50%
	\$7,950	No Limit	\$6,500	No Limit
Out-of-Pocket Max Individual Amount Family Amount	\$15,800	No Limit	\$13,000	No Limit
	Plan pays 100%	50% After deductible	Plan pays 100%	50% After deductible
Preventative Care (Wellness)				
Primary Care Office Visit	\$30 Copay	50% After deductible	20% after deductible	50% After deductible
Specialty Office Visit	\$50 Copay	50% After deductible	20% after deductible	50% After deductible
Urgent Care	\$75 Copay	50% After deductible	20% after deductible	50% After deductible
Hospitalization	20% After deductible	50% After deductible	20% after deductible	50% After deductible
Emergency Room	\$500 Copay		20% after Deductible	

In-Network Prescription Drugs	Gravie Base Plan	NEW Gravie/Aetna Base Plan Effective 5/1/2023
Generic	\$10 Copay	20% after deductible
Preferred Brand	\$50 Copay	20% after deductible
Non-Preferred Brand	50% after Deductible	50% after Deductible
Specialty	20% after Deductible	20% after Deductible
Out-of-Network Not Covered		

Please review the full plan documents for details. If the benefits described herein conflict in any way with the Summary Plan Description, the Summary Plan Description will prevail.

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Preferred Provider Organization (PPO) Plans:

PPO Health Care Providers enter into an agreement with the insurance companies to offer substantially discounted fees for covered health care services. Your copay and Deductibles will also be lower if you choose a provider that is in the PPO Network.

With a PPO, you can choose doctors, hospitals, and other care providers from the PPO network or from outside of the network. If you want to stick with a particular doctor or health care provider that is out of network, you are able to do so, but the costs will be higher.

Consider this plan if:

- ✓ You prefer certainty in knowing medical costs, such as copays and coinsurance.
- ✓ You use a lot of prescriptions and/or visit the doctor often and prefer to pay a copay instead of the full cost before you reach the deductible.
- ✓ You are okay spending more of your paycheck to have more coverage.

High Deductible Health Plan (HDHP) Plans:

An HDHP changes how you typically pay for the health insurance, as compared to a traditional health insurance plan like a Preferred Provider Organization (PPO) plan. But the term “high-deductible health plan” may be a bit misleading. A better name for this type of health insurance plan would be a “low-premium health plan.” It is important to note that you are 100% responsible for all charges (other than preventative) until you meet your deductible.

Consider this plan if:

- ✓ You and/or your covered family members are generally healthy and/or have a chronic condition where you can budget enough money to cover your care.
- ✓ You are okay to spend more out-of-pocket if you incur a medical or prescription drug expense.
- ✓ You want to pay less out of your paycheck.
- ✓ You are eligible for and wish to contribute to an HSA.



ELECTRONIC ENROLLMENT

Benefits Enrollment – Paychex Flex

LTI will continue with **ELECTRONIC ENROLLMENT** of benefits. No paper enrollment! Paychex Flex Benefits Administration allows you to ENROLL in or DECLINE LTI'S benefits during Open Enrollment, as a New Hire, or when a qualified life change even occurs. Please see the attached guide to walk you through this process. If you are currently already logging into Paychex Flex to access your information, pay stubs, etc. this will be an easy process. Just follow the guide and click on the Benefits Administration tab.

In the Paychex Flex Benefits Administration site, you will be able to view and access the following:

- See the current elections you have.
- Add dependents/family members.
- Select coverage, change coverage or decline coverage.
- The rates for all coverages will populate automatically depending on which options you choose (Employee Only, Employee+Spouse, Employee+Child(ren) or Family), along with rates for Voluntary Life Insurance, Short-Term Disability, Long Term Disability, Critical Illness, Accident Coverage, and Hospital Indemnity.
- Resources – Click the Resource Tab at the top Right – then Resource Library. All detailed information regarding the plans will be stored here including but not limited to:
 - ✓ 2024-2025 Employee Benefits Guide.
 - ✓ Benefits Presentation – link to video describing all of the coverages available and eligibility requirements for LTI employees.
 - ✓ Plan Summary documents for all lines of coverage

**Please see Employee Benefits Guide and Plan Summary documents
for more details on all the plans.**

OPEN ENROLL BEGINS NOW THROUGH MAY 10th, 2024

If you have any additional questions or need assistance enrolling, please contact:

Anne Robbins, 314-932-4596 - arobbins@ltitrucking.com

Jackie Southerland – 314-932-6992 – jsoutherland@ltitrucking.com

**ALL EMPLOYEES WILL NEED TO CONFIRM, ELECT OR WAIVE THEIR CURRENT LEVELS OF COVERAGE
THROUGH THE PAYCHEX FLEX BENEFITS ADMINISTRATION WEBSITE**

**NOTE – if you are a NEW HIRE, still in your 90 day waiting period, please go ahead and enroll. Your
benefits will start upon your 90th day.**

Take care and be safe and healthy.

Sincerely,

A handwritten signature in black ink that reads 'Paula F. Naugle'.

Paula Naugle -Director of Human Resources

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