

Employee Health & Welfare Benefits
Plan Year: May 1st, 2025 to April 30th, 2026

Following is a general summary of the benefits offered by Republic Plastics and American Film & Printing, including contact information and where you can find additional information. Please see the 2025-2026 Benefits Guide for more details.

MEDICAL

Personify (formerly HealthComp/BAS)		\$2,500 Deductible Plan	\$5,000 Deductible Plan
Calendar Year	Individual	\$2,500	\$5,000
Deductible	Family	\$5,000	\$10,000
Coinsurance		90%	80%
Out-of-Pocket (OOP) Maximum	Individual	\$5,000	\$5,600
	Family	\$10,000	\$11,200
Office Visits	Primary Care	\$25	\$35
	Specialist	\$40	\$45
	Urgent Care	\$50	\$55
	Emergency Room	\$150 copay; then 90%	\$150 copay; then 80%
Pharmacy Copays		\$15 / \$35 / \$55	\$20 / \$40 / \$60
Mail Order Pharmacy Copays		\$45 / \$105 / \$165	\$60 / \$120 / \$180

FIRST STOP HEALTH VIRTUAL CARE

First Stop Health	\$2,500 Deductible Plan	\$5,000 Deductible Plan
24/7 Telemedicine & Urgent Care, Virtual Primary Care, Whole Mental Health	\$0	\$0

DENTAL

Sun Life		MAC Plan Benefit	U&C Plan Benefit
Dental Network:		Sun Life Dental Network	Sun Life Dental Network
Network Deductible	Individual	\$50	\$50
	Family	\$150	\$150
Coinsurance Levels by Service Type	Preventive Care	100% (Deductible Waived)	100% (Deductible Waived)
	Basic Care	100%	80%
	Major Care	60%	50%
	Endo/Perio	60%	50%
	Child Orthodontia	50%	50%
Maximum Benefit	Annual	\$1,500	\$1,500
	Child Orthodontia Lifetime	\$1,500	\$1,500
Out-Of-Network Reimbursement		% of Sun Life Fee Schedule	% of Usual & Customary fee in area

VISION

Sun Life Vision Plan		In Network Plan Benefit
Vision Network:		VSP
Benefits	Routine Exam	You pay \$10
	Retinal Imaging	You pay \$39
	Single/Bifocal/Trifocal lenses	You pay \$10
	Frame allowance	Plan pays \$130 towards frames + additional 20% discount
	Contacts (medically necessary)	You pay \$10
	Contacts (elective) Contact Lens Fitting & Evaluation	Plan pays \$130 toward elective contacts You pay \$60
Frequency	Exam / Lenses / Materials	12 / 12 / 24 Months

Please note that this summary highlights some of the main features of your benefit programs, but does not include all plan rules, features, limitations, or exclusions. The terms of your benefit plans are governed by legal documents including insurance contracts. Should there be any inconsistencies between this summary and the legal plan documents, the plan documents are the final authority.

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LIFE AND AD&D

Company Paid		Employee Paid Voluntary Life and AD&D Insurance		
MetLife – Life Insurance	Life/AD&D	Employee	Spouse	Child
Benefit	\$50,000	\$10,000 Increments	\$5,000 Increments	6 Months to 26 Years - \$1,000, \$2,000, \$4,000, \$5,000 or \$10,000 15 Days to 6 Months - \$500 Live Birth to 14 days - \$100
Maximum Benefit	\$50,000	Lesser of 5x salary or \$500,000	Lesser of 100% of EE benefit or \$500,000	\$10,000
Guarantee Issue	\$50,000	\$150,000	\$30,000	\$10,000

SHORT AND LONG-TERM DISABILITY

MetLife	Voluntary Short-Term Disability	Voluntary Long-Term Disability
Coverage Amount	60% of Salary	60% of Salary
Maximum Benefit	\$600 Per Week	\$6,000 Per Month
Maximum Duration	25 Weeks	To SSNRA
Benefits Begin	Day 7 (Accident) / Day 7 (Illness)	180 Days
Guarantee Issue	Health statements are required for late entrants	\$10,000

OTHER BENEFITS

Other Programs Offered by Republic Plastics	
<ul style="list-style-type: none"> • Legal Shield and Identity Theft • Ansel (formerly Brella) Supplemental Health • Alliant Medicare Solutions 	See your Benefit Guide for more information.

CARRIER CONTACT INFO

Carrier/Vendor	Benefit Covered	Website	Customer Service
Personify (formerly HealthComp/BAS)	Medical	hconline.healthcomp.com	(800) 843-3831
First Stop Health	24/7 Telemedicine & Urgent Care, Mental Health, Virtual Primary Care	www.fshealth.com	(888) 691-7867
Sun Life	Dental	www.sunlife.com/us	(800) 442-7742
Sun Life	Vision	www.vsp.com	(800) 877-7195
MetLife	Life/AD&D, Short Term Disability, Long Term Disability	www.metlife.com/mybenefits	(800) 638-6420 (Life/AD&D) (800) 300-4296 (Disability)
Ansel	Supplemental Health	www.joinbrella.com	(888) 300-5382
Legal Shield	Legal Services, Identity Services	www.legalshield.com	(800) 654-7757 (Legal Shield) (888) 494-8519 (Identity Shield)
Alliant Medicare Solutions	Medicare Decision Support	www.alliantmedicareolutions.com	(877) 888-0165

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PAYROLL DEDUCTIONS

Monthly Payroll Deductions		
	Medical	
	\$2,500 Deductible Plan	\$5,000 Deductible Plan
0-3 Years of Employment		
Employee Only	\$198.00	\$110.00
Employee + Spouse	\$412.50	\$236.50
Employee + Child(ren)	\$374.00	\$214.50
Employee + Family	\$599.50	\$341.00
3-7 Years of Employment		
Employee Only	\$181.50	\$99.00
Employee + Spouse	\$379.50	\$209.00
Employee + Child(ren)	\$341.00	\$187.00
Employee + Family	\$550.00	\$297.00
7+ Years of Employment		
Employee Only	\$165.00	\$82.50
Employee + Spouse	\$346.50	\$176.00
Employee + Child(ren)	\$313.50	\$159.50
Employee + Family	\$500.50	\$258.50
	Dental	Vision
Employee Only	\$16.98	\$6.25
Employee + Spouse	\$37.87	\$11.98
Employee + Child(ren)	\$53.13	\$12.50
Employee + Family	\$74.03	\$18.05

Life/AD&D Insurance

- Republic Plastics provides \$50,000 of Basic Life/AD&D at no cost to you.
- You may purchase additional Life/AD&D insurance for you and your family at an additional cost based on your age as well as the amount of coverage you elect.
- Employee and Spouse Life/AD&D rates:

Employee's Age	Rate per \$1000 of coverage
25-29	\$0.073
30-34	\$0.073
35-39	\$0.098
40-44	\$0.170
45-49	\$0.260
50-54	\$0.396
55-59	\$0.606
60-64	\$0.962
65-69	\$1.535
70-74	\$2.415
75-79	\$2.415

- Child Life/AD&D combined rate is \$0.19 per \$1000 of coverage

Short-Term & Long-Term Disability

Short -Term Disability and Long-Term Disability rates are based on your current pay.

STD = \$0.72/\$10 of weekly benefit.

LTD = \$0.54/\$100 of monthly salary.

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