# July 1, 2020 – June 30, 2021 Benefits Summary (Regular Full-time)

<table>
<thead>
<tr>
<th>Eligibility Requirements</th>
<th>This is an outline of benefits for <strong>Regular Full-time</strong> employees working 30 hours or more per week on a regularly scheduled basis.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Medical Plan</strong></td>
<td><strong>IN-NETWORK BENEFITS:</strong> Preferred Provider Organization (PPO): Cigna Preventative care: 100% <strong>Office Visit Co-pay:</strong> Primary Care: $25 / Specialist: $50 <strong>Radiology/Surgery/Hospitalization:</strong> 80% after deductible <strong>Annual Deductible:</strong> $750 individual/ $2,250 family <strong>OUT-OF-NETWORK BENEFITS:</strong> <strong>Office Visit:</strong> 60% after deductible <strong>Diagnostic/Surgery/Hospitalization:</strong> 60% after deductible <strong>Deductible:</strong> $1,000 individual/ $3,000 family <strong>Bi-Weekly Pre-tax Cost to Employee</strong> (includes Rx and vision plans) <strong>26 pay periods</strong> $280.00 <strong>20 pay periods (hourly/schools)</strong> $26.00</td>
</tr>
<tr>
<td><strong>Christian Brothers Employee Benefit Trust</strong></td>
<td>Medical benefits (including the Prescription Drug and Vision Plans) are in effect the first of the month following date of hire unless date of hire is the first day of the month; then benefits will be in effect on that date. <strong>Customer Service/Claims:</strong> 1-800-807-0400 <strong>Or visit:</strong> <a href="http://www.cbservices.org">www.cbservices.org</a></td>
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<td><strong>Prescription Drug Plan</strong></td>
<td><strong>Retail</strong> (covers up to 30-day supply retail Rx) <strong>Co-pay:</strong> $10 Generic $35 Preferred $60 Non-Preferred <strong>Mail-order</strong> (covers 90-day supply maintenance Rx) <strong>Co-pay:</strong> $25 Generic $90 Preferred $150 Non-Preferred <strong>Note:</strong> 90-day supply may be purchased directly at any Walgreens pharmacy instead of mail order through Express Scripts. <strong>IN-NETWORK BENEFITS:</strong> <strong>Vision Care:</strong> $10 co-pay for one routine eye exam per 12 months <strong>Hardware:</strong> $20 co-pay per benefit period for lenses; $170 frame or contacts allowance every 12 months <strong>OUT-OF-NETWORK BENEFITS</strong> Allowance given for reimbursement <strong>Bi-Weekly Pre-tax Cost to Employee</strong> <strong>26 pay periods</strong> $210.50 <strong>20 pay periods (hourly/schools)</strong> $ 25.00</td>
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<td><strong>Express Scripts</strong></td>
<td><strong>Group # CBEBT01</strong> <strong>Customer Service/Claims:</strong> 1-800-718-6601 <strong>Or visit:</strong> <a href="http://www.express-scripts.com">www.express-scripts.com</a></td>
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<td><strong>Vision Plan</strong></td>
<td><strong>IN-NETWORK BENEFITS:</strong> <strong>Christian Brothers Employee Benefit Trust</strong> Dental benefits are in effect the first of the month following date of hire unless date of hire is the first day of the month; then benefits will be in effect on that date. <strong>Customer Service/Claims:</strong> 1-800-807-0400 <strong>Or visit:</strong> <a href="http://www.cbservices.org">www.cbservices.org</a></td>
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<td><strong>Vision Service Plan (VSP)</strong></td>
<td><strong>Dental Benefit:</strong> <strong>Preventative and Basic Dental:</strong> 80% of usual &amp; customary <strong>Major Dental:</strong> 50% of usual and customary <strong>Deductible:</strong> None; $1,000 annual maximum benefit <strong>NOTE:</strong> Aetna Dental Network can be utilized for discount pricing <a href="http://www.aetnadental.com">www.aetnadental.com</a> or 1-800-852-4877 to find a provider <strong>Bi-Weekly Pre-tax Cost to Employee</strong> <strong>26 pay periods</strong> $192.60 <strong>20 pay periods (hourly/schools)</strong> $180.50</td>
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### Life Insurance
**Reliance Standard Life Insurance Company**

Life Insurance benefits are in effect the first of the month following date of hire unless date of hire is the first day of the month; then benefits will be in effect on that date.

**Claims must go through Human Resources: 919-821-9775**

**Life Insurance Benefit:**
2 times annual salary rounded up to the next thousand, maximum benefit $500K.

NOTE: Benefit is reduced to 65% of calculated benefit at age 70 -74 and to 50% of calculated benefit at age 75 and older.

### Long-Term Disability Insurance
**Reliance Standard Life Insurance Company**

Long Term Disability benefits are in effect the first of the month following date of hire unless date of hire is the first day of the month; then benefits will be in effect on that date.

**Claims must go through Human Resources: 919-821-9775**

**Long-Term Disability Benefit:**
Benefit pays approximately 60% of salary. Approved benefits begin after a 90-day waiting period.

### 403(b) Retirement Plan
**Lincoln Financial Group**

**Customer Service:** 1-800-234-3500

**Or visit:** [www.lfg.com](http://www.lfg.com)

**Employer Core Contribution:**
- 4% of annual salary
- 5-year vesting schedule, 20% per year

**Optional Employee Contribution: up to IRS annual limits**
- Auto-deferral of 5% of salary
- Match: 50% of the first 5% you contribute
- 100% vesting on employee contribution
- 100% vesting on match

### Flexible Spending Accounts
**Connect Your Care**

**Customer Help Desk:** 1-877-292-4040

**Or visit:** [www.connectyourcare.com](http://www.connectyourcare.com)

**Health Care Spending Account:** (optional benefit)
- Pay out of pocket health care costs for self or immediate family members with pre-tax income
- Pre-tax amount allowed up to annual IRS limit

**Dependent Care Spending Account:** (optional benefit)
- Pay childcare costs with pre-tax income
- Pre-tax amount allowed up to annual IRS limit

### Workers’ Compensation
**Zurich Insurance**

**Claims:** 1-800-987-3373

**Workers’ Compensation Benefit:**
Covers disability incurred through accident or occupational disease—arising out of, and in the course of, employment—that requires medical, surgical, or hospital treatment.

All work-related injuries should be reported immediately to the employee’s location administrator for a claim to be filed online with Zurich Insurance.

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This is only a highlight of your benefits through the Diocese of Raleigh. For a complete explanation of your benefits, please refer to the diocesan website [www.dioceseofraleigh.org/benefits](http://www.dioceseofraleigh.org/benefits) for further explanation of specific benefit plans. Your direct call to the provider company numbers shown beside each benefit is usually the quickest and most efficient way to handle any questions or problems that you may encounter. However, if you do not receive satisfaction from your call, please contact the diocesan Benefits Administrator in the Human Resources Office.