

2026

INDIANA PACKERS
CORPORATION

ADVANTAGE BENEFITS PROGRAM

OPEN ENROLLMENT

NOV 3rd to NOV 14th



[BenefitSmarter.com/Indiana Packers](https://BenefitSmarter.com/IndianaPackers)

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QUICK GLOSSARY

before you begin... This quick glossary of terms might be helpful.

Term	Meaning
Deductible	Amount you pay before the plan starts to pay for covered services.
Copay	A cost-sharing arrangement in which a covered person pays a pre-determined charge for a specified service, such as a \$35.00 primary care physician's office visit. The covered team member or dependent must pay for these services at the time health care is provided.
Coinsurance	The percentage a covered person pays for covered services, typically after meeting their deductible.
In-Network	The selection of providers or services within a named network. These in-network providers have agreed to a discount for their services and accept reimbursement at usual and customary rates or at a pre-determined fee.
Out-of-Network	Providers or services not in-network. Generally, out-of-network providers and services will cost team members and their families more out of pocket. It is almost always best to use an in-network provider
Premium/Contribution	The amount that must be paid for health insurance or other plan.
Out-of-Pocket Maximums	The maximum amount a team member will pay in a plan year for covered medical expenses. Once the maximum amount is reached, the plan will pay 100% of in-network eligible costs.

IPC WHAT'S NEW BENEFIT CHANGES

Your welfare is important to us, prompting our continuous efforts to provide a range of benefits tailored to your diverse requirements. Be it ensuring access to necessary care, safeguarding your loved ones, or assisting you in achieving an optimal work-life equilibrium, our commitment remains steadfast in supporting you throughout your journey.

Annually, we assess and enhance our array of benefit offerings, ensuring that you have access to top-notch choices at the most competitive rates.

WHAT YOU CAN EXPECT FOR 2026

Your Prescription Benefits

During this year's Open Enrollment, please note an important change to our prescription drug plan. We are transitioning our provider from Optum to Caredon Rx. For members who are impacted by this change, more information will be sent to you directly with instructions.

Legal Insurance

MetLife Legal Plans provides you, your spouse/domestic partner and dependents with access to a network of experienced attorneys. Having an attorney on your side can help reduce worry, stress, and financial burden when legal matters arise. (pg. 25-27)

Pet Insurance

With MetLife Pet Insurance, you can cover your pets, including birds, reptiles, rabbits and other exotics. You can feel confident that their health and your wallet are protected when faced with an unexpected trip to the vet. (pg. 28-30)

New HSA Limits for 2026

For 2026, the IRS set the annual Health Savings Account (HSA) contribution limit to \$4,400 for self-only coverage and \$8,750 for family coverage. Individuals aged 55 or older can also contribute an additional \$1,000 as a catch-up contribution. These limits are subject to the overall combined contribution limit from both employee and employer contributions.

New Supplemental Life Insurance Maximum

We're pleased to announce that the maximum supplemental life insurance coverage is increasing from \$500,000 to \$750,000, effective January 1, 2026.

- You may now elect up to \$750,000 in supplemental life coverage.
- Evidence of Insurability (EOI) is required for increases above the guaranteed issue amount and for any new elections above your current coverage level.

This is a great opportunity to review your life insurance needs and ensure you have the coverage that best supports your financial protection goals.

OPEN ENROLLMENT BENEFIT CHECKLIST

Familiarize yourself with your benefit options
Review the benefit options to make the right selection.

Select your vision coverage
IPC offers this benefit at an affordable cost for you and your dependents.

Select medical coverage
You have three health plan options to choose from. Be sure to review them carefully.

Review your beneficiaries on plans to make sure they are accurate

Select your dental coverage
With orthodontia options available, review the plans to choose the most cost-effective one for you and your family.

Make other benefit choices to protect you and your eligible dependents
Review options, voluntary life insurance for you and your dependents, AD&D, hospital, indemnity, accident insurance and critical illness.



DO I NEED TO ENROLL?

	DOES NOT ROLL FORWARD	WILL ROLL FORWARD	NOTES
Medical		✓	If you're not currently enrolled in IPC medical coverage, that status will remain the same for 2026 unless you actively choose to enroll.
HSA	✓		A new election is required every year in order to receive contributions from IPC or to have contributions withdrawn from your paycheck.
Dental		✓	If you are not currently enrolled in IPC dental coverage, that choice will automatically carry over for 2026 unless you make a change during open enrollment.
Vision		✓	If you are not currently enrolled in IPC vision coverage, that choice will automatically continue for 2026 unless you decide to make a change during open enrollment.
Supplemental Life Insurance		✓	Statement of Health (SOH) will be required if employee increases current coverage
AD&D		✓	Statement of Health (SOH) will be required if employee increases current coverage
Critical Illness		✓	
Accident Insurance		✓	
Hospital Indemnity		✓	



Receive a complimentary second opinion from Cleveland Clinic specialists. If you are someone with a complex medical condition, you may want to learn as much as possible about your diagnosis and treatment options. Through an exclusive offering for Anthem members, you can now receive a virtual Complimentary Clinical Review from top-ranked specialists at Cleveland Clinic.

Who is the ideal candidate for a Complimentary Clinical Review?

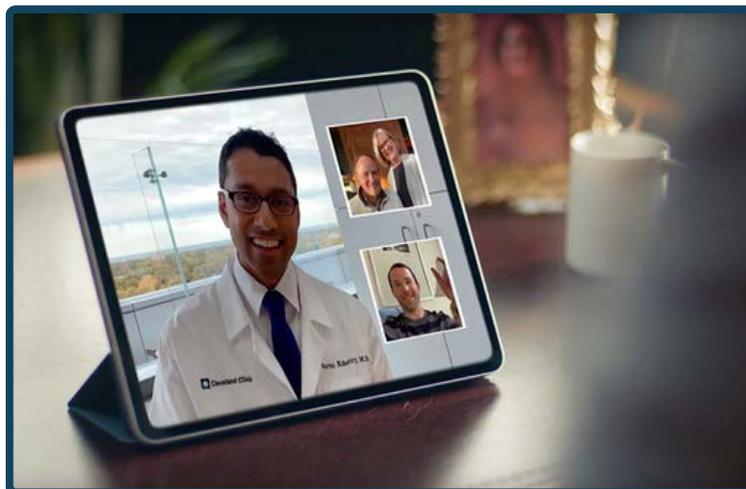
You are an ideal candidate if you have been diagnosed with a complex condition and would like a second opinion. You will learn about typical treatment plans that may be right for you and find out if Cleveland Clinic can assist with your care.

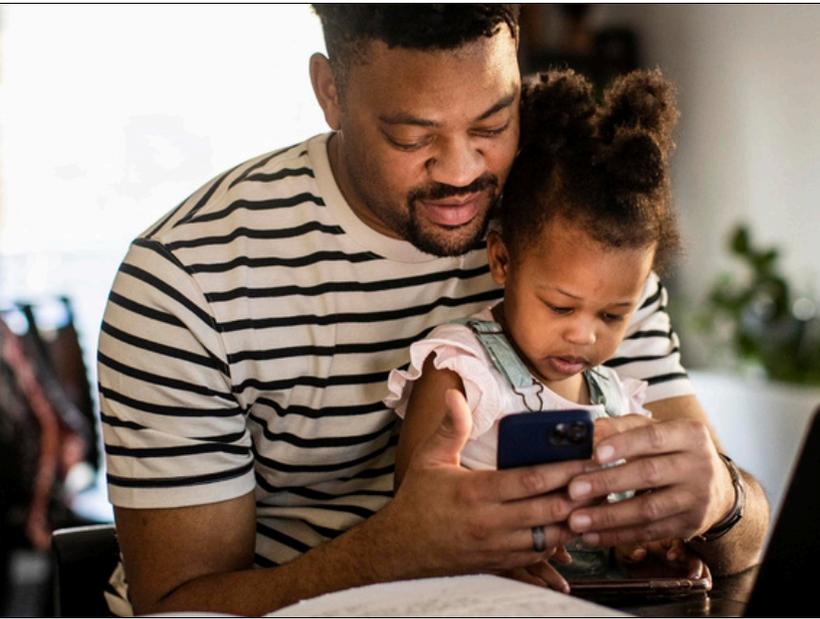
What happens when I schedule a review?

A specialty referral team will answer questions you may have and ask for basic information about your condition. Next, Cleveland Clinic will ensure that the right doctor will review your information and share a typical treatment plan based on your medical condition. The doctor may also talk to you about more advanced treatment options at Cleveland Clinic.

This second opinion is available to you at no extra cost. Charges will apply if you choose to schedule follow up visits.

Call or Email to request your virtual Clinical Review at no extra Cost 833-355-0454 or online at anthemreferral@ccf.org





Prescriptions made easier

Welcome to your new pharmacy benefits

Make the most of your new pharmacy benefits from Anthem

Your pharmacy coverage is important to your whole health. Use this benefits guide to help you be your healthiest and save money, too.

Get started by registering at [anthem.com](https://www.anthem.com)

Once you receive your new member ID card, register on [anthem.com](https://www.anthem.com) to see and manage your prescriptions all in one convenient place. Through the Anthem site, you'll be able to:

- Have prescription medications you take regularly delivered to your door with home delivery from CarelonRx Pharmacy.
- Find a pharmacy, price a medication, and refill or renew a prescription, plus track orders and shipping status in real time using online tools.
- Check your drug list (formulary) for a wide range of cost-effective medicines covered by your plan.
- Save more money when buying certain medications. Use the **Price a Medication** tool in the Sydney app. It helps you find the best price for medications in your plan's network.

Find more ways to save on your prescriptions

You can save more on your prescription medicines by knowing which are covered by your plan:

- Certain preventive medicines at little or no cost to you
- Hundreds of generic and brand-name prescription medicines in every therapeutic class
- Specialty medication from our specialty pharmacy, if you have a complex or chronic condition.

Choosing a medicine on your drug list can help you pay less, especially when compared to paying out of pocket for medicines that aren't covered.

Medicines are grouped in tiers. Your share of the cost depends on which tier your medicine is on. Medications on lower tiers usually cost less.

When you receive your member ID card, you can see the most up-to-date list of medications for your plan. Log in at [anthem.com](https://www.anthem.com).

5 ways to save more on your prescription medications

1. Take medications on your plan's drug list.
2. Find out if there are generic or over-the-counter options.
3. Check your cost with our Price a Medication tool at **anthem.com**.
4. Use pharmacies in your plan.
5. Order 90-day supplies of medications you take regularly.

Always check with your doctor before changing your medication.

Choose how to fill your prescriptions

Local pharmacies

Your plan includes local pharmacies at major retail chains, such as CVS, Walmart, Target, and Kroger. You'll save the most money when you use one of these pharmacies. To find a pharmacy near you:

1. Log in at **anthem.com**.
2. Choose **Find a Pharmacy**.
3. Enter your ZIP code.

CarelonRx Pharmacy

For medications you take regularly, have your prescriptions delivered to your home with CarelonRx Pharmacy. Get started at **anthem.com**. Shipping is always free.

Specialty pharmacy

If you have a complex or chronic condition treated with specialty medication — one that may need special handling or is given by injection or infusion — you'll need to get it through our specialty pharmacy. Your doctor will send the prescription to our specialty pharmacy for you, and it will be delivered to your home or your doctor's office if it needs to be administered by a doctor.

Preapproval (prior authorization)

Most prescriptions are filled right away when you take them to the pharmacy. There are some medicines that may require our review and approval — known as preapproval or prior authorization — before they're covered. Be confident knowing your prescription medication is safe, right for you, and covered by your pharmacy benefit.

Your doctor can start this process by calling the Pharmacy Member Services number on your member ID card or by downloading a preapproval form from our website. If we approve the request, the amount you pay for the medication depends on your plan's benefit.



We're here to help

Understanding your pharmacy benefits can help you get the most from your plan. If you have questions:

- Call us at the Pharmacy Member Services number on your member ID card.
- Visit **anthem.com** and send a secure message or open a live chat session.



Anthem Blue Cross and Blue Shield is the trade name of: In Colorado: Rocky Mountain Hospital and Medical Service, Inc. HMO products underwritten by HMO Colorado, Inc. In Connecticut: Anthem Health Plans, Inc. In Indiana: Anthem Insurance Companies, Inc. In Georgia: Blue Cross Blue Shield Healthcare Plan of Georgia, Inc. and Community Care Health Plan of Georgia, Inc. In Kentucky: Anthem Health Plans of Kentucky, Inc. In Maine: Anthem Health Plans of Maine, Inc. In Missouri (excluding 30 counties in the Kansas City area): RightCHOICE® Managed Care, Inc. (RIT), Healthy Alliance® Life Insurance Company (HALIC), and HMO Missouri, Inc. RIT and certain affiliates administer non-HMO benefits underwritten by HALIC and HMO benefits underwritten by HMO Missouri, Inc. RIT and certain affiliates only provide administrative services for self-funded plans and do not underwrite benefits. In Nevada: Rocky Mountain Hospital and Medical Service, Inc. HMO products underwritten by HMO Colorado, Inc., dba HMO Nevada. In New Hampshire: Anthem Health Plans of New Hampshire, Inc. HMO plans are administered by Anthem Health Plans of New Hampshire, Inc. and underwritten by Matthew Thornton Health Plan, Inc. In 17 southeastern counties of New York: Anthem HealthChoice Assurance, Inc., and Anthem HealthChoice HMO, Inc. In these same counties Anthem Blue Cross and Blue Shield HP is the trade name of Anthem HP, LLC. In Ohio: Community Insurance Company. In Virginia: Anthem Health Plans of Virginia, Inc. trades as Anthem Blue Cross and Blue Shield, and its affiliate HealthKeepers, Inc. trades as Anthem HealthKeepers providing HMO coverage, and their service area is all of Virginia except for the City of Fairfax, the Town of Vienna, and the area east of State Route 123. In Wisconsin: Blue Cross Blue Shield of Wisconsin (BCBSWI) underwrites or administers PPO and indemnity policies and underwrites the out-of-network benefits in POS policies offered by CompCare Health Services Insurance Corporation (CompCare) or Wisconsin Collaborative Insurance Corporation (WCIC). CompCare underwrites or administers HMO or POS policies; WCIC underwrites or administers Well Priority HMO or POS policies. Independent licensees of the Blue Cross and Blue Shield Association. Anthem is a registered trademark of Anthem Insurance Companies, Inc.

Advantage Benefits Program

The Advantage Benefits program emphasizes your physical, behavioral, mental, and work-life health, while also making sure coverage is financially accessible.

"Your Health and well-being is our top Priority"

FINANCIAL WELLNESS



Providing education and support to ensure your financial stability in the long run, including assistance with retirement planning, life insurance, and other essential services.

BEHAVIORAL HEALTH



Life can be full of challenges. Your Anthem EAP is here to support you and your household at no cost, including up to four visits to enhance your emotional well-being. You can go to anthemEAP.com or contact customer support at 1-800-865-1044 company code: Indiana Packers Corporation.

PHYSICAL HEALTH



Extensive and budget-friendly medical, dental, and vision coverage, accompanied by accessible resources to empower proactive health management.

HEALTHCARE ADVOCACY (SYDNEY APP – ANTHEM)



Unlock a smarter, easier healthcare experience with the Sydney app. Sydney puts your benefits, care options, costs, and support all in one place—personalized just for you. From finding top in-network providers to checking claims on the go, Sydney gives you fast, intuitive guidance every step of the way. Your health decisions just got simpler, clearer, and more convenient.

PHYSICAL HEALTH 2026 MEDICAL PLANS



You have three options to address your wellbeing needs. Including:

- **Nationwide network of providers**
- **Free preventive care**
- **Company HSA contributions**
 - (\$250 individual/\$500 family) Traditional Smartsaver
 - (\$500 Individual/\$1000 family) Premium Consumer Choice

TRADITIONAL SMARTSAVER

- Lowest premiums
- Highest deductible
- Highest out-of-pocket maximum

PREMIUM CONSUMER CHOICE

- Middle-of-the-road premiums, deductible and out-of-pocket maximum

STANDARD PPO

- Highest premiums
- Lowest deductible
- Lowest out-of-pocket maximum

PREMIUMS

Employees Contribution Weekly	Traditional Smartsaver	Premium Consumer Choice	Standard PPO
Employee Only	\$11.34	\$23.44	\$40.69
Employee & Spouse	\$29.46	\$60.92	\$97.81
Employee & Child(ren)	\$23.86	\$49.35	\$82.39
Employee & Family	\$42.09	\$87.03	\$139.73

Employee Contribution Monthly	Traditional Smartsaver	Premium Consumer Choice	Standard PPO
Employee Only	\$49.12	\$101.58	\$176.32
Employee & Spouse	\$127.67	\$264.00	\$423.84
Employee & Child(ren)	\$103.41	\$213.84	\$357.03
Employee & Family	\$182.38	\$377.14	\$605.48

HEALTHCARE PLAN OPTIONS

INDIANA PACKERS CORPORATION

Benefit	Traditional SmartSaver with HSA		Premium ConsumerChoice with HSA		Standard PPO	
	In-Network	Out-Of-Network	In-Network	Out-Of-Network	In-Network	Out-Of-Network
Deductible (per calendar year)						
Individual	\$3,000	\$6,000	\$1,700	\$3,300	\$1,000	\$2,000
Family	\$6,000	\$12,000	\$3,400	\$6,600	\$2,000	\$4,000
Covered Expenses	70%, after deductible	50%, after deductible	80%, after deductible	50%, after deductible	85%, after deductible	50%. After deductible
HSA Annual Contribution						
	\$250 Employee and or \$500 Family		\$500 Employee and or \$1,000 Family		~	
Coinsurance						
Individual or Family	30%	50%	20%	50%	15%	50%
Total Out-of-Pocket Maximums (OPM)						
Individual	\$6,000	\$12,000	\$5,200	\$10,400	\$3,500	\$7,000
Family	\$12,000	\$24,000	\$10,400	\$20,800	\$7,000	\$14,000
Physician Office Visit						
Primary Care Physician	25%, after deductible	50%, after deductible	15%, after deductible	50%, after deductible	\$35 copay	50%, after deductible
Specialist	25%, after deductible	50%, after deductible	15%, after deductible	50%, after deductible	\$55 copay	50%, after deductible
Urgent Care Facility	70%, after deductible	50%, after deductible	80%, after deductible	50%, after deductible	\$80 copay	50%, after deductible
LiveHealth	70%, after deductible		80%, after deductible		\$10 copay	
Emergency Room Services						
Emergency Services	70%, after deductible	70%, after deductible	80%, after deductible	80%, after deductible	85%, after deductible	85%, after deductible
In-patient Hospital Services						
In-patient Services	70%, after deductible	50%, after deductible	80%, after deductible	50%, after deductible	85%, after deductible	50%, after deductible
Rx Coverages (In-Network)						
Generic	Ded/Coins (max \$10)	~	Ded/Coins (max \$10)	~	\$10 copay	~
Brand Formulary	Ded/Coins (max \$40)	~	Ded/Coins (max \$40)	~	\$40 copay	~
Brand Non-Formulary	Ded/Coins (max \$80)	~	Ded/Coins (max \$80)	~	\$80 copay	~
Rx Mail Order (90 Day Fill)						
Generic	Ded/Coins (max \$20)	~	Ded/Coins (max \$20)	~	\$20 copay	~
Brand Formulary	Ded/Coins (max \$80)	~	Ded/Coins (max \$80)	~	\$80 copay	~
Brand Non-Formulary	Ded/Coins (max \$160)	~	Ded/Coins (max \$160)	~	\$160 copay	~
Rx Out-of-Pocket Maximum						
(Rx Out-of-Pocket Maximums are included in Medical!)						

A white piggy bank is shown in the background. A white rectangular sign with the letters 'H.S.A.' written in black is placed in front of it. The piggy bank has a smiling face with two dots for eyes and a small mouth.

HEALTH SAVINGS ACCOUNT



What is an HSA?

A Health Savings Account (HSA) is a tax-exempt financial account that you can use to save for and cover the cost of eligible medical expenses.

With an HSA, you can set aside money earmarked specifically for health care costs, then deduct those contributions from your income on your tax return. The funds in your HSA also grow tax-free, and you can use them on a tax-free basis to pay for eligible medical expenses.

HSAs are portable accounts, which means that you don't have to worry about losing your money when you switch jobs. It stays with you wherever you go.

Benefits of an HSA

- **Triple tax advantages**
 - Pre-tax or tax-deductible contributions.
 - Tax-free interest and investment earnings.
 - Tax-free distributions, when used for qualified medical expenses.
- **Ability to invest funds**

You can invest your HSA savings for the long-term. Stocks, bonds, ETFs, mutual funds are all available through Lively.
- **Stays with you for life**

Unspent HSA funds roll over each year, building a nest egg for your future retirement just like a 401(k) or IRA. This is true even if you leave your employer or change your health plan.
- **Additional healthcare safety net for your family**

Anyone that is a part of HDHP can contribute funds and funds can be spent on select others, such as tax dependents, a spouse, or domestic partner.

A photograph showing a white piggy bank on the right and a glass jar on the left. A white label with the handwritten text "H.S.A." is attached to the jar. The background is a textured, light-colored wall.

HEALTH SAVINGS ACCOUNT



Save, Spend or Invest

Your HSA funds are available for you to use in multiple ways. If you don't have enough eligible health care costs, you can save any money you or someone else has contributed to your HSA until you need it. You can also choose to invest that savings.

Account Eligibility

There are two components to HSA eligibility: whether you can open or contribute to an HSA at all and how much you can contribute each year.

The basic requirements for HSA eligibility are:

1. You're covered by a qualifying High-Deductible Health Plan (HDHP).
2. The HDHP is your only health insurance coverage. Meaning, you don't have supplemental coverage from a spouse or other family member (dental and vision is fine).
3. You don't have or use a General Purpose FSA (Flexible Spending Account). But, you are allowed to have a Limited Purpose FSA for dental, vision, or a Dependent Care FSA. Note: You can have an existing HSA and open an FSA. Your HSA funds will remain, but you cannot continue contributing to the health savings account.
4. No one else can claim you as a dependent on their tax return.
5. You're 18 or older and not enrolled in Medicare (Part A and Part B) or Medicaid.

HSA Qualified Expenses

You can use your HSA funds on all qualified medical expenses as defined by the IRS. The IRS Publication 502 has the full list of things that are qualified, are not qualified, and could potentially be qualified based on certain circumstances.

DENTAL COVERAGE

THAT'LL MAKE YOU SMILE

The Indiana Packers Benefits Plan offers two dental care options. No matter which plan you choose, you'll have access to the Delta Dental of Indiana PPO network of dentists, along with nationwide access to participating dentists in the Delta Dental PPO and Delta Dental Premier networks.

Both plans provide coverage for routine cleanings and exams for covered members once every six months. Additionally, they cover basic and more extensive restorative services.

Plan A Contributions		
Coverage (Delta Dental)	Employee Contribution (Weekly)	Employee Contribution (Monthly)
Employee	\$3.44	\$14.89
Employee + Spouse	\$6.87	\$29.76
Employee + Child	\$7.90	\$34.22
Family	\$10.72	\$46.45

Plan B Contributions		
Coverage (Delta Dental)	Employee Contribution (Weekly)	Employee Contribution (Monthly)
Employee	\$1.94	\$8.39
Employee + Spouse	\$3.88	\$16.81
Employee + Child	\$4.46	\$19.33
Family	\$6.66	\$28.87

Benefits of Using Participating Dental Providers

<p>Nationwide Provider Access</p> <p>Delta Dental of Indiana PPO Delta Dental PPO Delta Dental Premier</p>	<p>Stretching Your Benefit Dollars</p> <p>Participating providers submit claims for you</p> <p>No balance billing from participating dentists</p> <p>Discounted charges for many services</p>	<p>Stand-Alone Benefit</p> <p>Dental enrollment is NOT tied to medical plan enrollment</p> <p>Cover your eligible dependent(s) even if not enrolled in the medical plan</p>
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Benefits				
	Plan A - Premier		Plan B - Value	
Benefit and Services	Delta Dental PPO Dentist	Delta Dental Premier Dentist	Delta Dental PPO Dentist	Delta Dental Premier Dentist
Maximum Annual Benefits - per covered participant	\$2,000	\$2,000	\$1,250	\$1,250
Applicable Annual Deductible	\$50 Individual/\$100 Family	\$50 Individual/\$100 Family	\$50 Individual/\$100 Family	\$50 Individual/\$100 Family
Preventative Services	100%, up to plan limits			
Basic Restorative Services	80%, after applicable deductible	70%, after applicable deductible	80%, after applicable deductible	70%, after applicable deductible
Major Restorative Services	50%, after applicable deductible	40%, after applicable deductible	50%, after applicable deductible	40%, after applicable deductible
Orthodontic Services	50%, after applicable deductible	40%, after applicable deductible	Not Available	Not Available
Maximum Orthodontic Benefit (up to age 19)	\$2,500 *Lifetime	\$2,500 *Lifetime	Not Available	Not Available

Non-Participating (Not in PPO or Premier) Dental Providers Adjustments	
Diagnostic & Preventative	
Diagnostic & Preventative Services (exams, cleanings, fluoride & space maintainers)	90%
Sealants	90%
Brush Biopsy	90%
Radiographs (x-rays)	90%
Basic Services	
Emergency Palliative Treatment	60%
Minor Restorative Services (fillings)	60%
Endodontic Services (root canals)	60%
Periodontic Services	60%
Oral Surgery Services (extractions and dental surgery)	60%
Other Basic Services	60%
Relines and Repairs (to bridges, implants, and dentures)	60%
Major Services	
Crown Repair (to individual crowns)	30%
Major Restorative Services (crowns)	30%
Prosthodontic Services (bridges, implants, and dentures)	30%
Orthodontic Services	
Braces	30%

VISION COVERAGE

AFFORDABLE FOR
YOUR WHOLE FAMILY



VISION INSURANCE FOR VSP MEMBERS

Let's talk.
We're here to
help.

Vision insurance is not something we think about every day, so we understand you may have some questions.

Speak with a vision consultant today.
800.785.0699



As a VSP member, you have access to comprehensive vision coverage through the VSP network of eye care professionals. Our vision insurance plan includes:

- **Annual Eye Exams:** Routine eye exams are covered once a year to help you maintain optimal eye health and vision.
- **Eyewear Allowance:** Receive an allowance for glasses or contact lenses, ensuring you have the flexibility to choose the eyewear that best fits your needs.
- **Discounts on Lens Enhancements:** Enjoy discounts on lens enhancements such as anti-glare coatings, transitions lenses, and progressive lenses.
- **Extensive Network:** Access a wide network of VSP providers nationwide, making it easy to find a participating eye doctor near you.

Take advantage of these benefits to keep your vision sharp and your eyes healthy!

Benefits				
	Plan A - Premier		Plan B - Value	
Benefit and Services	In-Network	Out-of-Network (Plan Pays)	In-Network	Out-of-Network (Plan Pays)
WellVision Exam	\$10 copay	Up to \$45	\$10 copay	Up to \$45
Frames Allowances	\$250; \$270 for featured frame brands (every year)	Up to \$70	\$200; \$220 for featured frame brands (every other year)	Up to \$70
Lightcare	\$250 (every year)	~	\$200 (every other year)	~
Contacts Allowances	\$250	Up to \$105	\$200	Up to \$105
Kids Care	Additional lenses fully covered, minimum prescription change required	Additional lenses fully covered, minimum prescription change required	Not Available	Not Available

Safety Glasses Coverage Included With Your Current Coverage (Coverage is valid for team members only)		
Safety glasses coverage has a \$65 frame allowance and polycarbonate lenses are covered in full.		
Benefit	VSP Providers Subject to applicable copay	Other Providers Subject to applicable copay
Single Vision Lenses	Covered in Full	Reimbursed up to \$30
Lined Bifocal Lenses	Covered in Full	Reimbursed up to \$50
Lined Trifocal Lenses	Covered in Full	Reimbursed up to \$65
Polycarbonate Lenses	Covered in Full	Reimbursed up to \$25
When covered-in-full services are obtained from a VSP Preferred Provider, the patient will have no out-of-pocket expense other than any applicable copays. Services obtained through other providers are subject to the same copayments and limitations. Please refer to rate page.		

Plan A Contributions		
Vison (VSP)	Plan A - Premier Plan (Weekly)	Plan A - Premier Plan (Monthly)
Single/Individual	\$2.61	\$11.29
Employee + 1	\$4.92	\$21.31
Family	\$7.73	\$33.50

Plan B Contributions		
Vison (VSP)	Plan B - Value Plan (Weekly)	Plan B - Value Plan (Monthly)
Single/Individual	\$1.45	\$6.28
Employee + 1	\$2.60	\$11.28
Family	\$4.01	\$17.36

EMPLOYEE HEALTH CLINIC (INDIANA BASED TEAM MEMBERS)

Indiana Packers truly believes the health and well-being of you and your family. This is the main reason why our company is proud to provide high quality, low-cost medical care through the IPC Employee Health Clinic so that you can make the most of your life.

To utilize the IPC Employee Health Clinic, you must be covered under one of Indiana Packers' medical plans. This benefit extends to your immediate family; your spouse and dependent children.

There is a \$25 co-pay associated with utilizing the Health Clinic's services. This fee is required at the time of your appointment with a card as the only form of payment as cash payments are not accepted.

If you schedule an appointment but find that you cannot make it, it is crucial to call and cancel at least 24 hours in advance. Failure to do so may result in a fee, and you will not be able to schedule another appointment until that fee is paid.

The health clinic offers some generic 30-day prescriptions when under the care of an IPC health clinic provider with a cost of \$10 or less.

The IPC Employee Health Clinic offers a range of medical services, including treatment for annual physicals and related blood draw, common immunizations, preventative screenings, health coaching and nutrition counseling .



Frequently Asked Questions

Q: Who is the health clinic for?

A: The health clinic is for full-time team members and eligible family members who have medical coverage through Indiana Packers Corporation. See benefits department for family member eligibility.

Q: Does the health clinic treat a specific age range of patients?

A: Yes, ages 2 and up.

Q: Can I get prescriptions at the health clinic?

A: Yes, some generic 30-day prescriptions are dispensed at the health clinic when under the care of an IPEHC provider with a fee of \$10 or less.

Q: Do I need an appointment?

A: Yes, there are three easy ways to schedule an appointment:

1. **CareATC app**
2. **www.careatc.com/patients**
3. **765.564.2880**



Indiana Packers is happy to provide you with a 401(k) Savings Plan which enables you to save for retirement. When team members participate in the plan, Indiana Packers automatically deposits a designated amount of that team member's paycheck into their portfolio every pay period. Team members can decide the amount invested (within IRS contribution limits) and where it's invested, based on a comprehensive choice of mutual and index funds.

Team members are in control of their own account and can always adjust contributions. Best of all, the money is deducted from the paycheck before taxes, and Indiana Packers matches a percent of those contributions.

Plan Eligibility & Entry

Team members are allowed to enter the plan on the first day of the month following the completion of their first full month of employment. **Certain restrictions apply

Tax Advantages

Newly eligible team members will be automatically enrolled with a 4% deferral unless he/she elects a different percentage or elects not to participate. The amount to be automatically withheld from your pay each payroll period will be equal to 4% of your compensation, and that amount will increase by 1% each Plan Year until the amount withheld from your paycheck reaches 10% of your compensation under the Auto Increase program, unless the Employer amends the Plan, or you enter a Salary Reduction Agreement by contacting Empower directly. Your contributions will be automatically invested in the plan's default investment option(s), unless you make a different election. You can change how your account is invested at any time.

Employer Fixed Matching Contribution

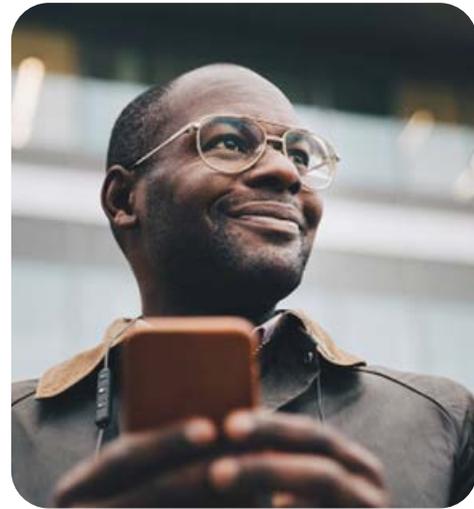
IPC matches 50% of your deferrals up 8% of your compensation each payroll period.

Changes

Even after your initial contribution rate, you may make changes any time, or stop the Auto Increase.

Vesting

You have full ownership (100% vesting) of your contributions at all times, including regular deferrals, rollovers, and after-tax contributions. However, beginning January 2026, contributions made by the Company will vest over a two-year period—meaning you must remain employed for two years to fully own those contributions.



Manage your Account

- Know your estimated monthly income in retirement
- Receive plan messaging
- Get your account details
- Access your personal profile
- Choose Spanish translation
- Quickly link to My Financial Path
- Contribution change
- Request a new Loan
- Initiate the process of paying off an existing loan

To experience all these features and more,
Visit: empowermyretirement.com

For more help, call 888.411.4015

Monday - Friday: 8:00am - 10:00pm Eastern Time

Saturdays: 9:00am - 5:30pm Eastern Time

For First Time access online:

- Log on and select Register
- Choose the "I do not have a PIN tab"
- Follow the prompts to create username and password.



COMPANY PROVIDED

LIFE INSURANCE

Putting the Most Important First

Every family should have a financial cushion, and as a valued Team Member, you deserve to offer them that security. That's why Indiana Packers provides you with a MetLife Life Insurance policy. In the event of a tragedy, this policy steps in to support your loved ones with mortgage payments or other expenses that would otherwise be challenging to cover without your income. Once you've completed your initial probationary period, this policy is yours, courtesy of Indiana Packers.



OPEN ENROLLMENT

**NOV
3rd to NOV
14th**



VOLUNTARY INSURANCE

BENEFITS OVERVIEW

Enhancing Your Security To New Heights Prioritizing the Essentials

Indiana Packers is thrilled to elevate your options for protecting against income loss, substantial medical costs, and unforeseen risks that may affect the welfare of you and your loved ones. In contrast to previous offerings from IPC, MetLife provides a broader selection of plans, boasts a longer track record of delivering exceptional customer service, and consistently earns top ratings from industry rating agencies.

—all without any significant increase in the cost to you.



Keep turning the page for outstanding voluntary insurance plans that include:

- Supplemental Life Insurance
- Accidental Death & Dismemberment Insurance
- Legal Insurance
- Pet Insurance
- Critical Illness Insurance
- Accident Insurance
- Hospital Indemnity Insurance
- Long-Term Disability Insurance



SUPPLEMENTAL

LIFE INSURANCE

What is it?

Supplemental Life Insurance
Provides additional coverage beyond your automatic company-provided life policy—up to \$100k for eligible Team Members, up to \$25k for eligible spouses and up to \$10k for each eligible dependent child, with the possibility of securing even more, up to \$750k.

The benefit to you

Goes further to replace your paycheck, if you're no longer around to earn it. So, your family has even greater financial security to move forward with their lives in your absence.



Term Life Insurance Coverage Options		
For You	For Your Spouse	For Your Dependent Children*
\$10,000 increments to a maximum of the lesser of 5 times pay or \$750,000	\$5,000 increments to a maximum of \$100,000 not to exceed 50% of Team Member's Optional Life Benefit	Birth to 26 years old: \$1,000 increments to a maximum of \$10,000
*Child(ren)'s Eligibility: Dependent children ages from birth to 26 years old are eligible for coverage.		

Monthly Costs for Optional Term Life Insurance		
Age	Monthly Cost per \$1,000 of Team Member Coverage	Monthly Cost per \$1,000 of Spouse Coverage
Under 30	\$0.060	\$0.037
30-34	\$0.080	\$0.041
35-39	\$0.090	\$0.061
40-44	\$0.103	\$0.088
45-49	\$0.177	\$0.150
50-54	\$0.281	\$0.230
55-59	\$0.440	\$0.430
60-64	\$0.663	\$0.666
65-69	\$1.270	\$1.270
70+	\$2.164	\$2.060
Cost for Children*	\$0.122	~



ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE

What is it?

Compliments your life insurance protection with additional coverage for an accident event that either takes your life or causes you serious loss or harm, such as paralysis, loss of limb or brain damage.

The benefit to you

Provides a life insurance type of financial security for your family after an unfortunate incident permanently takes away your ability to earn an income.



Voluntary AD&D Coverage Amounts for you:

- \$10,000 increments
- The maximum amount of coverage you can receive is the lesser of 10 times pay or \$750,000

Voluntary AD&D Coverage Amounts for Spouse and Child(ren):

You can choose to cover your dependent spouse and child(ren) with AD&D coverage. Your dependents will be eligible for the following coverage:

Dependent Spouse and Child(ren):

- Spouse – 45% of your coverage amount
- Child(ren) – 10% of your coverage amount

Dependent Spouse only:

- 55% of your coverage amount

Dependent Child(ren) only:

- 15% of your coverage amount

Legal help made easy

MetLife Legal Plans provides you, your spouse/domestic partner and dependents with access to a network of experienced attorneys. Having an attorney on your side can help reduce worry, stress, and financial burden when legal matters arise.

<p>1 Easy to find an attorney</p> <p>Visit members.legalplans.com to learn more about your plan. Search for an attorney based on your ZIP code and filters such as attorney experience, specialty, or minority, veteran, or LGBTQ-owned. Or call the Client Service Center to speak with an experienced representative that can match you with the right attorney.</p>	<p>2 Easy to make an appointment</p> <p>Call the attorney directly after searching on our website. Meet with an attorney in person or over the phone. Or call the Client Service Center at 800-821-6400 and we will schedule your appointment directly with the attorney.</p>	<p>3 Easy from start to finish</p> <p>That's it! There are no limits on the number of times you can use the benefit. And no copays, deductibles or claim forms when you use a network attorney for a covered matter.</p>
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Experience and convenience you can count on.

You'll have all the help you're looking for from our dedicated service team, network of attorneys and variety of online resources.



Award-winning service

- Regularly recognized for excellence in customer service
- Experienced, Ohio-based service team available from 8:00 a.m. to 8:00 p.m., ET



Top-quality attorney network

- Nationwide network of attorneys with a range of specialties
- Average of 25 years of experience and vetted regularly
- Members can select a firm based on identity attributes such as minority, veteran, or LGBTQ+ owned in addition to desired languages and specializations. Years of experience and international licenses are also available.



24/7 access at your fingertips

- Create an account on our website to access coverage information and our attorney locator
- Access to over 1,700 self-help documents and resources online
- Access to digital estate planning to create wills, living wills, and powers of attorney all online



Ease of use²

- All billing is handled between MetLife and the attorney
- No claim forms, hidden fees or deductibles

1. Winner of the American Business Awards: Silver Stevie in 2025, 2024, 2023, 2017, 2016; Bronze Stevie in 2020, 2019, 2018.
2. When using a network attorney for a covered legal matter.

Legal plans are administered by MetLife Legal Plans, Inc., Cleveland, Ohio. In California, this entity operates under the name MetLife Legal Insurance Services. In certain states, legal plans are provided through insurance coverage underwritten by Metropolitan General Insurance Company, Warwick, RI. For costs and complete details of the coverage, call or write the company.



Cover the costs on a wide range of common legal issues with a Legal Plan.

Access experienced attorneys to help with estate planning, home sales, tax audits and more.

Powerful legal protection on your side

Quality legal assistance can be pricey. And it can be hard to know where to turn to find an attorney you can trust. With MetLife Legal Plans, you have access to the expert guidance and tools you need to navigate a broad range of personal legal needs. Whether you're buying or selling a home, starting a family, or caring for aging parents, the benefit provides protection at every step.

Reduce the out-of-pocket cost of legal services with MetLife Legal Plans.

How it works

Our service is tailored to your needs. With network attorneys available in person, by phone or by email and online tools to do-it-yourself — we make it easy to get legal help. And, you will always have a choice in which attorney to use. You can choose one from our network of prequalified attorneys, or use an attorney outside of our network and be reimbursed some of the cost.

Best of all, you have confidential access to our attorneys for all legal matters covered under the plan. For a monthly fee of **\$17.50** conveniently paid through payroll deduction, an expert is on your side as long as you need them.

Estate planning at your fingertips

Our website provides you with the ability to create wills, living wills and powers of attorney online in as little as 15 minutes. Answer a few questions about yourself, your family and your assets to create these documents instantly. In states where available, you also have access to sign and notarize your documents online through our video notary feature.

How to use the plan

1. Find an attorney

Create an account at members.legalplans.com to see your coverages and select an attorney for your legal matter. Or, give us a call at **800-821-6400** for assistance.

2. Make an appointment

Call the attorney you select and schedule a time to talk or meet.

3. That's it!

There are no copays, deductibles or claim forms when you use a network attorney for a covered matter.

Helping you navigate life's planned and unplanned events.

For **\$17.50 per month**, you, your spouse and dependents get legal assistance for some of the most frequently needed personal legal matters — with no waiting periods, no deductibles and no claim forms when using a network attorney for a covered matter. And, for non-covered matters that are not otherwise excluded, your plan provides fifteen hours of network attorney time and services per year.

Money Matters	<ul style="list-style-type: none"> • Debt Collection Defense • Identity Theft Defense • Identity Restoration⁴ 	<ul style="list-style-type: none"> • Negotiations with Creditors • Personal Bankruptcy • Promissory Notes 	<ul style="list-style-type: none"> • Tax Audit Representation • Tax Collection Defense
Home & Real Estate	<ul style="list-style-type: none"> • Boundary or Title Disputes • Deeds • Eviction Defense • Foreclosure 	<ul style="list-style-type: none"> • Home Equity Loans • Mortgages • Property Tax Assessments • Refinancing of Home 	<ul style="list-style-type: none"> • Sale or Purchase of Home • Security Deposit Assistance • Tenant Negotiations • Zoning Applications
Estate Planning	<ul style="list-style-type: none"> • Codicils • Complex Wills • Healthcare Proxies • Living Wills 	<ul style="list-style-type: none"> • Powers of Attorney (Healthcare, Financial, Childcare, Immigration) 	<ul style="list-style-type: none"> • Revocable & Irrevocable Trusts • Simple Wills
Family & Personal	<ul style="list-style-type: none"> • Adoption • Affidavits • Conservatorship • Demand Letters • Divorce (20 hours) • Garnishment Defense • Guardianship 	<ul style="list-style-type: none"> • Immigration Assistance • Juvenile Court Defense, Including Criminal Matters • Name Change • Personal Property Protection 	<ul style="list-style-type: none"> • Prenuptial Agreement • Protection from Domestic Violence • Review of ANY Personal Legal Document • School Hearings
Civil Lawsuits	<ul style="list-style-type: none"> • Administrative Hearings • Civil Litigation Defense 	<ul style="list-style-type: none"> • Disputes Over Consumer Goods & Services • Incompetency Defense 	<ul style="list-style-type: none"> • Pet Liabilities • Small Claims Assistance
Elder-Care Issues	Consultation & Document Review for your parents: <ul style="list-style-type: none"> • Deeds • Leases 	<ul style="list-style-type: none"> • Medicaid • Medicare • Notes • Nursing Home Agreements 	<ul style="list-style-type: none"> • Powers of Attorney • Prescription Plans • Wills
Traffic & Other Matters	<ul style="list-style-type: none"> • Defense of Traffic Tickets⁵ • Driving Privileges Restoration 	<ul style="list-style-type: none"> • Habeas Corpus 	<ul style="list-style-type: none"> • Repossession

To learn more about your coverages, view our attorney network or grant your dependents access, create an account.

Your account will also give you access to our self-help document library to complete simple legal forms. The forms are available to you, regardless of enrollment.



Create an account at members.legalplans.com or scan the QR code.

Questions? Call the MetLife Legal Plans Client Service Center at **800-821-6400** Monday—Friday, 8:00 a.m. to 8:00 p.m., ET.

1. The Participant will be reimbursed according to the set fee schedule, the lesser of the maximum reimbursement amount or the attorney's actual charge. You will be responsible to pay the difference, if any, between the plan's payment and the non-plan attorney's charge for services. MetLife Legal Plans is not responsible for legal work performed by out-of-network attorneys.
2. Digital notary and signing is not available in all states.
3. No more than a combined maximum total of fifteen hours of attorney time and service are provided for the member, spouse and qualified dependents, annually.
4. Aura is a product of Aura Sub, LLC. Aura Sub, LLC is not affiliated with MetLife, and the services and benefits they provide are separate and apart from any MetLife product.
5. Does not cover DUI.

Legal plans are administered by MetLife Legal Plans, Inc., Cleveland, Ohio. In California, this entity operates under the name MetLife Legal Insurance Services. In certain states, legal plans are provided through insurance coverage underwritten by Metropolitan General Insurance Company, Warwick, RI. For costs and complete details of the coverage, call or write the company. Some services not available in all states. No service, including consultations, will be provided for: 1) employment-related matters, including company or statutory benefits; 2) matters involving the employer, MetLife and affiliates and plan attorneys; 3) matters in which there is a conflict of interest between the employee and spouse or dependents in which case services are excluded for the spouse and dependents; 4) appeals and class actions; 5) farm and business matters, including rental issues when the participant is the landlord; 6) patent, trademark and copyright matters; 7) filing fees, costs and fines; 8) frivolous or unethical matters; 9) matters for which an attorney client relationship exists prior to the participant becoming eligible for plan benefits. Coverage for defense of criminal matters is excluded from insurance coverage for individuals located in New York. For all other personal legal matters, an advice and consultation benefit is provided. Additional representation is also included for certain matters. Please see your plan description for details. [MLP4w20hrsDivorce&HC]

Walking on the wild side? Bring home pet insurance.



With **MetLife Pet Insurance**, you can cover exotic pets, including birds, reptiles, rabbits and other exotics. You can feel confident that their health and your wallet are protected when faced with an unexpected trip to the vet.

With MetLife Pet Insurance, you can get:

- Flexible insurance plans and reimbursement of up to 90% of the cost of services.
- Freedom to visit any licensed U.S. veterinarian.
- Discounts up to 30% and additional offers on pet care, where available.
- Decreased deductible if you go claim-free in a policy year.
- Coverage of previously covered pre-existing conditions when switching pet insurance providers.*

Meeting exotic pet parent needs:

Exams

- Primary
- Specialty
- Emergency

Diagnostics

- Diagnostics
- Lab work
- Blood tests
- Urinalysis
- MRIs
- CT scans
- Ultrasounds

Treatments

- Surgery
- Hospitalization
- Outpatient treatments
- Physical therapy
- Emergency dental treatment

Medications

- Injections
- Take-home medications (regardless of whether they require a prescription or are available over the counter)

How does MetLife Pet Insurance work?



Choose the coverage that's right for you.



Visit any U.S. licensed veterinarian or emergency clinic.



Pay the bill within 90 days and send it to us with your claim documents via our online portal, email, fax or mail.



Get a percentage of your money reimbursed by check or direct deposit if the claim expense is covered under the policy.

Exotic pet species and breed list



Avians

- African grey
- Amazon
- Avian:
 - Large: 301 grams – 10 kilograms
 - Medium: 50 – 300 grams
 - Small: 1 – 49 grams
- Canary
- Chicken
- Cockatiel
- Cockatoo
- Conure
- Dove
- Duck
- Falcon
- Finch
- Goose
- Hawk
- Heron
- Kestrel
- Lory
- Lovebird
- Macaw
- Mynah
- Parakeet
- Parrot
- Parrotlet
- Pigeon
- Toucan
- Turkey



Reptiles

- Amphibian
- Bearded dragon
- Chameleon
- Frilled dragon
- Gecko
- Iguana
- Lizard
- Monitor lizard
- Skink
- Snake
- Tegu
- Toad
- Tortoise
- Turtle
- Uromastyx
- Water dragon



Other exotics

- Chinchilla
- Gerbil
- Goat
- Guinea pig
- Hamster
- Hedgehog
- Mini pig
- Mouse
- Opossum
- Pot belly pig
- Rat
- Sugar glider



Rabbits

- Rabbit



Ferrets

- Ferret

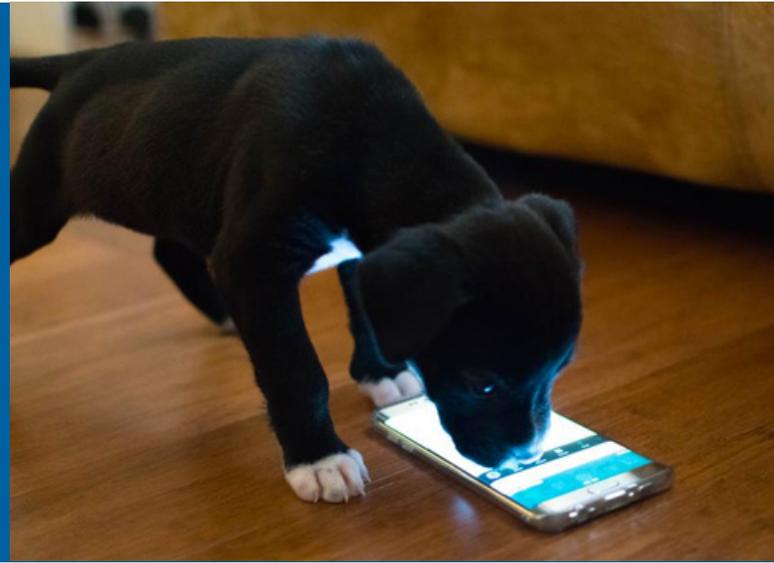
Get a quote or enroll today.

Call 1-800-GET-MET8 (1-800-438-6388)

1. *Applies to individuals that have purchased MetLife pet insurance as part of an employer group benefit offering.
 2. May not be available in all states.
 3. Reimbursement options include: 50%, 70%, 80% and 90%. Pet age restrictions may apply.
 4. When using multiple discounts, discounts cannot exceed 30%. Each discount may not be available in all states. Please contact MetLife Pet for further details.
 5. Your pet's deductible automatically decreases by \$50 each policy year that you don't receive a claim reimbursement.
 6. Coverage issued by Metropolitan General Insurance Company, a Rhode Island insurance company headquartered at 700 Quaker Lane, Warwick, RI 02886. Availability is subject to regulatory approval. Coverage subject to restrictions, exclusions and limitations and application is subject to underwriting. See policy or contact MetLife Pet Insurance Solutions LLC ("MetLife Pet") for details. MetLife Pet is the policy administrator. It may operate under an alternate or fictitious name in certain jurisdictions, including MetLife Pet Insurance Services LLC (New York and Minnesota) and MetLife Pet Insurance Solutions Agency LLC (Illinois).

The MetLife Pet App.

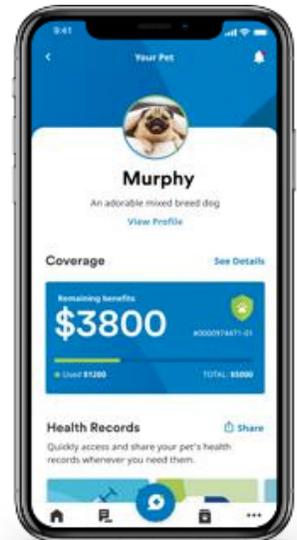
Designed by pet parents for pet parents.



With the MetLife Pet App, pet parents can manage their furry family member's health and wellness all in one location.

The MetLife Pet App makes these things easier for you:

-  **Access your pet insurance policy:** submit and track claims
-  **Manage your pet's health records:** upload and view health records and documents all in one location
-  **Receive reminders and notifications about upcoming appointments**
-  **Find nearby pet services:** emergency rooms or groomers
-  **Live 24/7 vet chat*:** get answers and tips by licensed vets from your own home
-  **Access personalized articles on topics recommended for you**



*Virtual veterinary services are available through the MetLife Pet app and are provided entirely by AskVet, a third-party partner; MetLife is not responsible for any pet guidance or advice provided or taken. Veterinarians providing virtual veterinary services cannot prescribe medication or answer questions about the pet policy.

Apple and the Apple logo are trademarks of Apple Inc., registered in the U.S. and other countries and regions. App Store is a service mark of Apple Inc.

Google Play and the Google Play logo are trademarks of Google LLC.

Pet Insurance coverage issued by Metropolitan General Insurance Company, a Rhode Island insurance company headquartered at 700 Quaker Lane, Warwick, RI 02886.

Coverage subject to restrictions, exclusions and limitations and application is subject to underwriting. See policy or contact MetLife Pet Insurance Solutions LLC ("MetLife Pet") for details. MetLife Pet is the policy administrator. It may operate under an alternate or fictitious name in certain jurisdictions, including MetLife Pet Insurance Services LLC (New York and Minnesota) and MetLife Pet Insurance Solutions Agency LLC (Illinois).

CRITICAL ILLNESS

INSURANCE

What is it

Some serious illnesses may not be fully covered, or covered at all, by your medical plan. That's when you'll need this policy that delivers cash payments for these kinds of surprise expenses.

The benefit to you

Provides a lump-sum payment, if you're diagnosed with a covered condition, to address related living expenses, ease the burden on your bank account, and enable you to focus on your recovery, rather than be distracted by some outside financial stress.

MetLife's policy may be even less expensive than you think, and easy to set and forget with a convenient payroll deduction.

Covered Conditions		
Covered Conditions	Initial Benefit	Recurrence Benefit
Full Benefit Cancer	100% of Initial Benefit	100% of Initial Benefit
Partial Benefit Cancer	25% of Initial Benefit	25% of Initial Benefit
Heart Attack	100% of Initial Benefit	100% of Initial Benefit
Stroke	100% of Initial Benefit	100% of Initial Benefit
Coronary Artery Bypass Graft	100% of Initial Benefit	100% of Initial Benefit
Kidney Failure	100% of Initial Benefit	Not applicable
Alzheimer's Disease*	100% of Initial Benefit	Not applicable
Major Organ Transplant Benefit	100% of Initial Benefit	Not applicable
22 Listed Conditions	25% of Initial Benefit	Not applicable

CRITICAL ILLNESS

INSURANCE

Benefit Payment

Your initial benefit provides a lump-sum payment upon the first verified diagnosis of a covered condition. Your plan pays a recurrence benefit for the following covered conditions: heart attack, stroke, coronary artery bypass graft, full benefit cancer and partial benefit cancer. A recurrence benefit is only available if an initial benefit has been paid for the covered condition. There is a benefit suspension period between recurrences.

The maximum amount that you can receive through your critical illness insurance plan is called the total benefit and is 3 times the amount of your initial benefit. This means that you can receive multiple initial benefit and recurrence benefit payments until you reach the maximum of 300% or \$45,000 or \$90,000.

Please refer to the covered conditions table on the left for the percentage benefit amount for each covered condition.

Critical Illness Coverage		
Eligible Individual	Initial Benefit	Requirements
Team Member	\$15,000 or \$30,000	Coverage is guaranteed provided you are actively at work.
Spouse	50% of Team Member's initial benefit	Coverage is guaranteed provided the Team Member is actively at work and the spouse is not subject to a medical restriction as set forth on the enrollment form and in the certificate.
Dependent Child(ren)	50% of Team Member's initial benefit	Coverage is guaranteed provided the Team Member is actively at work and the dependent is not subject to a medical restriction as set forth on the enrollment form and in the certificate.

1 Coverage is guaranteed provided (1) the employee is actively at work and (2) dependents are not subject to medical restrictions as set forth on the enrollment form and in the Certificate. Some states require the insured to have medical coverage. Additional restrictions apply to dependents serving in the armed forces or living overseas. 2 Dependent Child coverage varies by state. Please contact MetLife for more information.
3 We will not pay a Recurrence Benefit for a Covered Condition that Recurs during a Benefit Suspension Period. We will not pay a Recurrence Benefit for either a Full Benefit Cancer or a Partial Benefit Cancer unless the Covered Person has not had symptoms of or been treated for the Full Benefit Cancer or Partial Benefit Cancer for which we paid an Initial Benefit during the Benefit Suspension Period.
4 In certain states, the covered condition is Severe Stroke.
5 In NY and NJ sit-used cases, the Covered Condition is Coronary Artery Disease.
6 Please review the Disclosure Statement or Outline of Coverage/Disclosure Document for specific information about cancer benefits. Not all types of cancer are covered. Some cancers are covered at less than Initial Benefit Amount. Skin Cancer is covered at 5% of the Initial Benefit Amount (but not less than \$250).

Monthly Premium/\$1,000 of Coverage				
Attained Age	Employee Only	Employee + Spouse	Employee + Children	Employee + Family
<25	\$0.30	\$0.45	\$0.41	\$0.57
25-29	\$0.32	\$0.49	\$0.43	\$0.59
30-34	\$0.45	\$0.67	\$0.56	\$0.77
35-39	\$0.54	\$0.80	\$0.65	\$0.92
40-44	\$0.64	\$0.95	\$0.76	\$1.06
45-49	\$1.00	\$1.45	\$1.11	\$1.56
50-54	\$1.52	\$2.19	\$1.64	\$2.30
55-59	\$2.25	\$3.19	\$2.36	\$3.30
60-64	\$3.11	\$4.39	\$3.22	\$4.50
65-69	\$4.37	\$6.14	\$4.48	\$6.25
70+	\$6.35	\$8.95	\$6.45	\$9.06

ACCIDENT

INSURANCE

What is it?

Accidents can often come with unanticipated expenses not covered by your medical insurance. Especially if you and your family have an active lifestyle, you have a son or daughter who plays sports, or your medical plan has a high deductible, this policy may be right for you.

The Benefit to You

Covers a wide variety of accidental injuries (from broken bones to burns) and the long list of medical costs that these injuries can pile on you (from ambulance transport to physical therapy). In these instances, you get a direct, lump-sum payment, to be used in any way you see fit.

Organized Sports Activity Injury Benefit Rider

This coverage includes an Organized Sports Activity Benefit Rider. The rider increases the amount payable under the certificate for certain benefits by 25% for injuries resulting from an accident that occurred while participating as a player in an organized sports activity. The rider sets forth terms, conditions and limitations, including the covered persons to whom the rider applies.

MetLife's accident insurance includes a choice of plans to fit your budget and needs, and your plan goes with you, even if you leave your job.

Accident Insurance Rates (Monthly Rates)

Election	Low Plan Cost to You	High Plan Cost to You
Employee	\$6.49	\$10.17
Employee + Spouse	\$12.80	\$19.98
Employee + Child(ren)	\$14.90	\$23.19
Employee + Family	\$18.19	\$28.32

ACCIDENT

INSURANCE

Accidental Insurance Coverage		
Accidental Injury Benefit	Low Plan Benefits	High Plan Benefits
Fracture Benefit	\$100-\$8,000 (depending on the fracture and type of repair)	\$200-\$10,000 (depending on the fracture and type of repair)
Dislocation Benefit	\$100-\$8,000 (depending on the dislocation and type of repair)	\$200-\$10,000 (depending on the dislocation and type of repair)
Second or Third Degree Burn Benefit	\$75-\$10,000 (depending on the degree of the burn and the % of burnt skin)	\$100-\$15,000 (depending on the degree of the burn and the % of burnt skin)
Concussion Benefit	\$250	\$500
Coma Benefit	\$7,500	\$10,000
Laceration Benefit	\$50-\$400 (depending on the length of the cut and type of repair)	\$75-\$700 (depending on the length of the cut and type of repair)
Broken Tooth Benefit	Crown-\$200; Filling-\$25; Extractions-\$100	Crown-\$300; Filling-\$50; Extractions-\$150
Eye Injury Benefit	\$300	\$400
Accidental Injury Benefits	Low Plan Benefits	High Plan Benefits
Ambulance Benefit	Ground: \$300; Air: \$1,000	Ground: \$400; Air: \$1,250
Emergency Care Benefit	\$75-\$100 (depending on location of care)	\$100-\$200 (depending on location of care)
Non-Emergency Initial Care Benefit	\$75	\$100
Physician Follow-Up Visit Benefit	\$50	\$100
Therapy Services Benefit (including physical therapy)	\$35	\$50
Medical Testing Benefit	\$150	\$200
Medical Appliance Benefit	\$75-\$750 (depending on the appliance)	\$150-\$1,000 (depending on the appliance)
Transportation Benefit	\$300	\$400
Pain Management Benefit (for epidural anesthesia)	\$75	\$100
Prosthetic Device Benefit	One device: \$750; More than one device: \$1,500	One device: \$1000; More than one device: \$2,000
Modification Benefit	\$1,000	\$1,500
Blood/Plasma/Platelets Benefit	\$400	\$500
Surgical Repair Benefit	\$150-\$1,500 (depending on the type of surgery)	\$200-\$2,000 (depending on the type of surgery)
Exploratory Surgery Benefit	\$150	\$200
Other Outpatient Surgery Benefit	\$300	\$400
Hospital Benefits	Low Plan Benefits	High Plan Benefits
Admission Benefit	\$1,000 for the day of admission	\$2,000 for the day of admission
ICU Supplemental Admission Benefit	\$1,000 for the day of admission	\$2,000 for the day of admission
Confinement Benefit (paid for up to 15 days per accident)	\$100 per day	\$200 per day
ICU Supplemental Confinement Benefit (paid for up to 15 days per accident)	\$200 per day	\$400 per day
In-patient Rehabilitation Benefit (paid for up to 15 days per accident)	\$150 per day	\$200 per day
Accidental Death Benefits	Low Plan Benefits	High Plan Benefits
Accidental Death Benefit*	\$25,000 (\$75,000 for accidental death on common carrier)	\$50,000 (\$150,000 for accidental death on common carrier)
Accidental Dismemberment, Functional Loss & Paralysis Benefits	Low Plan Benefits	High Plan Benefits
Dismemberment/Functional Loss	\$750-\$20,000 (depending on the injury)	\$1,000-\$40,000 (depending on the injury)
Paralysis	\$10,000-\$20,000 (depending on the number of limbs)	\$20,000-\$40,000 (depending on the number of limbs)
Other Benefits	Low Plan Benefits	High Plan Benefits
Lodging Benefit* (for a companion of a covered person who is hospitalized)	\$100 per day	\$200 per day

HOSPITAL INDEMNITY INSURANCE

What is it?

Coverage specifically for hospitalization expenses that might not be covered under your medical plan. This is especially a great policy solution, if you or a loved one is anticipating some kind of inpatient procedure in the coming months or year ahead.

The Benefit to You

Provides a lump-sum cash payment, in addition to any other payments you may receive from your medical plan, to offset unusual hospital stay expenses, such as ICU confinement.

Hospital Indemnity Coverage				
Subcategory	Benefit Limits (Applies to Subcategory)	Benefit	Low Plan	High Plan
Admission Benefit	1 time(s) per calendar year	Admission	\$1,000	\$2,000
		ICU Supplemental Admission (Benefit paid concurrently with the Admission benefit when a covered Person is admitted to ICU)	\$1,000	\$2,000
Confinement Benefit	30 days per calendar year ICU Supplemental Confinement will pay an additional benefit for 30 of those days	Confinement	\$100	\$200
		ICU Supplemental Confinement (Benefit paid concurrently with the Confinement benefit when a covered Person is admitted to ICU)	\$100	\$200
Newborn Confinement Benefit	2 day(s) per confinement	Newborn Confinement	\$25	\$50

Please contact MetLife for detailed definitions and state variations of covered benefits.
The confinement benefit will begin to be payable the day of admission.
The period of newborn confinement, immediately following child's birth.

Hospital Indemnity (Monthly Rates)		
Election	Low Plan	High Plan
Employee	\$10.31	\$20.39
Employee + Spouse	\$25.20	\$49.80
Employee + Child(ren)	\$17.37	\$34.32
Employee + Family	\$32.26	\$63.73



LONG-TERM DISABILITY

INSURANCE

What is it?

Replaces a portion of your income when you're unable to work for an extended period of time, due to virtually anything debilitating, from common back issues, to an off-the-job injury, to a more serious condition, such as cancer.

The Benefit to You

Makes regular cash payments of between 40–70% of your pre-disability income, directly to you, for groceries, gas, mortgage payments—whatever you decide. And you receive these benefits for as long as you are unable to work, until retirement age.

Eligibility Requirements

All active full-time employees, both salaried and hourly, who work at least 40 hours per week are eligible to participate in the benefit program. Hourly employees are responsible for paying the employee portion of the benefit cost.

How is “Disability” Defined Under Your Plan?

Generally, you are considered disabled and eligible for long term benefits if, due to sickness, pregnancy or accidental injury, you are receiving appropriate care and treatment and are complying with the requirements of the treatment, and, you are unable to earn more than 80% of your pre-disability earnings at your own occupation for any employer in the national economy, and you are unable to perform each of the material duties of your own occupation for any employer in the national economy.

What is the Benefit Amount?

The long term disability benefit replaces a portion of your pre-disability monthly earnings, less other income you may receive from other sources* during the same disability (e.g., social security, workers' compensation, vacation pay etc.).

When Do Benefits Begin and How Long Do They Continue?

The core benefit amount is 60% of your pre-disability monthly earnings for salaried Team Members and 50% to hourly Team Members.

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The core benefit amount is 60% of your pre-disability monthly earnings for salaried Team Members and 50% to hourly Team Members.



If you're ever seriously sick or injured and expect to be out less than a year, you'll be especially glad you had this policy, because 65% of initial social security disability claims are denied.



Just over 1 IN 4 of today's 20-year-olds will likely become disabled before reaching AGE 67

Source: Social Security Fact Sheet; January 2018

CONTACTS

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LiveHealthOnline
888.548.3432 | LiveHealthOnline.com



Lively (HSA Administrator):
888.576.4837 | <https://livelyme.com>



Delta Dental:
800.524.0149 (TTY users call 711) | DeltaDentalin.com



VSP (Vision Insurance):
800.877.7195 | VSP.com



MetLife (Insurance Provider):
800.638.5433 | MetLife.com



Empower 401(k) Savings Plan:
855.756.4738 | Empower-Retirement.com

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