2019 Benefit Election Form

Employee Name: _____ **Business Entity:** _____ **Store Number:** _____

Make your elections by checking the appropriate box for each benefit at your desired coverage level. Please list all dependents and which coverages they will be enrolled in (M, D, V, VL) on the back side. Premium amounts shown are per pay period deduction amount. Benefit deductions are taken on the first two paychecks of every month, twenty-four (24) times per year.

MEDICAL INSURANCE

United Healthcare Plan - $1,500 Deductible

☐ Single	$89.26
☐ Employee/Spouse	$311.10
☐ Employee/Child(ren)	$225.39
☐ Family	$472.22

United Healthcare Plan - $5,000 PPO Deductible

☐ Single	$60.17
☐ Employee/Spouse	$248.49
☐ Employee/Child(ren)	$174.41
☐ Family	$387.73

United Healthcare Plan - $2,000 Deductible

☐ Single	$69.20
☐ Employee/Spouse	$267.92
☐ Employee/Child(ren)	$190.24
☐ Family	$413.95

United Healthcare Plan - $5,000 HDHP

☐ Single	$32.84
☐ Employee/Spouse	$189.66
☐ Employee/Child(ren)	$126.52
☐ Family	$308.35

☐ I decline medical insurance for 2019.

DENTAL INSURANCE

☐ Single	$17.62
☐ Employee/Spouse	$36.86
☐ Employee/Child(ren)	$41.43
☐ Family	$65.09

☐ I decline dental coverage for 2019.

VISION INSURANCE

☐ Single	$3.44
☐ Employee/Spouse	$6.64
☐ Employee/Child(ren)	$6.64
☐ Family	$9.72

☐ I decline vision coverage for 2019.

VOLUNTARY LIFE INSURANCE

☐ I wish to apply for the Voluntary Life Insurance Plan for 2019.

Employee Amount: $_____

Spouse Amount: $_____

Dependent Amount: $_____

Note: Guarantee Issue amount is $100,000 for employees and $25,000 for spouses. If you are electing over this amount, you must provide Evidence of Insurability. If you were previously eligible and did not elect Voluntary Life Insurance, you must provide Evidence of Insurability regardless of amount elected.

☐ I decline to apply for the Voluntary Life Insurance Plan for 2019.

VOLUNTARY SHORT-TERM DISABILITY INSURANCE

☐ I wish to apply for the Voluntary Short-Term Disability Plan for 2019.
Employee Amount: _____
(please enter amount requested in multiple of $50, no greater than 60% of salary)

☐ I decline to apply for the Voluntary Short-Term Disability Plan for 2019.

CRITICAL ILLNESS

☐ I wish to enroll in Critical Illness for 2019.
Amount of Coverage: ☐ $15,000 ☐ $30,000

☐ I decline to enroll in Critical Illness for 2019.

☐ Single
☐ Employee/Spouse
☐ Employee/Child(ren)
☐ Family

ACCIDENT

HIGH PLAN		LOW PLAN	
☐ Single	$11.22	☐ Single	$5.87
☐ Employee/Spouse	$17.40	☐ Employee/Spouse	$9.11
☐ Employee/Child(ren)	$20.28	☐ Employee/Child(ren)	$10.63
☐ Family	$27.02	☐ Family	$14.16

☐ I decline to enroll in Accident Coverage for 2019.

LIFELOCK IDENTITY PROTECTION

BASE PLAN		ULTIMATE PLAN	
☐ Single	$4.25	☐ Single	$10.63
☐ Employee/Spouse	$8.50	☐ Employee/Spouse	$21.25
☐ Employee/Child(ren)	$7.44	☐ Employee/Child(ren)	$15.41
☐ Family	$11.69	☐ Family	$26.03

☐ I decline to enroll in LifeLock Identity Theft Protection for 2019.

FLEXIBLE SPENDING ACCOUNT

☐ I wish to enroll in the Flexible Spending Account for 2019.
Healthcare Annual Amount: _____ (annual maximum of $2,700)
Dependent Care Annual Amount: _____ (annual maximum of $5,000)

☐ I decline to enroll in the Flexible Spending Account for 2019.

HEALTH SAVINGS ACCOUNT

☐ I wish to enroll in the Health Savings Account for 2019.
Annual Amount: _____
Note: Maximum amount for Single is $3,500. Maximum amount for Family is $7,000. If you have a spouse who is also contributing to an HSA, your combined total contribution cannot exceed $7,000. If you or a spouse are enrolled in the FSA, you may not put money into an HSA.

☐ I decline to enroll in the Health Savings Account for 2019.

Please list all dependents and indicate which coverages they will be enrolled in.

Employee Name	DOB	SSN	Relationship	Coverage
			Employee	
Spouse Name	**DOB**	**SSN**	**Relationship**	**Coverage**
			Spouse	
Dependent Name(s)	**DOB**	**SSN**	**Relationship**	**Coverage**

**** Please Note: You will automatically be enrolled in the Company Paid Life Insurance and Long-Term Disability. You do not need to take any action to enroll in these benefits.**

Please list a beneficiary for your employer paid Life Insurance and/or Voluntary Life Insurance.

PRIMARY BENEFICIARY

Name: _____ **Relationship:** _____

Phone: _____ **Address:** _____

SECONDARY BENEFICIARY

Name: _____ **Relationship:** _____

Phone: _____ **Address:** _____

PLEASE READ CAREFULLY BEFORE SIGNING THIS FORM:

I have indicated my benefit preferences on this and other benefit enrollment forms for the 2019 Plan Year. I understand that these changes will remain in effect until 1/31/2020, unless there is a change in my family status as defined in the plans. I authorize the Company to reduce my earnings by the amount of these elections or to take deductions for the after-tax elections. I authorize the Company to keep these elections in effect for any subsequent years, unless I provide specific written notification in accordance with plan enrollment provisions.

Print Name: _____ **Date:** _____

Signature: _____

CONSENT TO RECEIVE ELECTRONIC ERISA DISCLOSURES:

****ALL EMPLOYEES MUST COMPLETE AND RETURN TO HUMAN RESOURCES****

Name: _____ Email: _____

Employee Address: _____ City: _____ State: _____ Zip: _____

I understand that:

1. The following documents and/or notices may be provided to me electronically:
   - Summary Plan Descriptions
   - Summaries of Material Modifications
   - Summary Annual Reports
   - COBRA Notices
   - Summary of Benefits Coverage
   - Notice of Health Insurance Marketplace Coverage Options
   - CHIPRA Notices
2. I may provide notice of a revised email address or revoke my consent at any time without charge by notifying Human Resources at (515) 225-9029.
3. I am entitled to request and obtain a paper copy of any electronically furnished document free of charge by contacting Human Resources at (515) 225-9029.
4. In order to access information provided electronically, I must have:
   - A computer with Internet access
   - An email account that allows me to send and receive emails
   - Microsoft Word or Adobe Acrobat Reader

☐ I consent to receive these documents electronically.

☐ I DO NOT consent to receive these documents electronically.

Signature: _____ Date: _____