

Benefits Overview

**Ray Glass Batteries Inc. dba
Battery Source**

Dedicated Website

BatterySourceBenefits.com

Dedicated Phone Number

844-619-6688

healthEZ



Welcome!

We're here to make your life easier.

HealthEZ is an independent third-party administrator (TPA), which means we manage your employer's health benefits and process your medical claims. We work with your employer to design a custom benefits plan for your organization and we're ready to help you access the services you need. We've been providing our knowledgeable and service-oriented approach for over 40 years.



Manage your health benefits without all the headaches

Download the free myHealthEZ app to view your benefits, manage and pay bills, locate care providers near you, and access your digital insurance card—right from your phone.

Tap. Pay. Done.

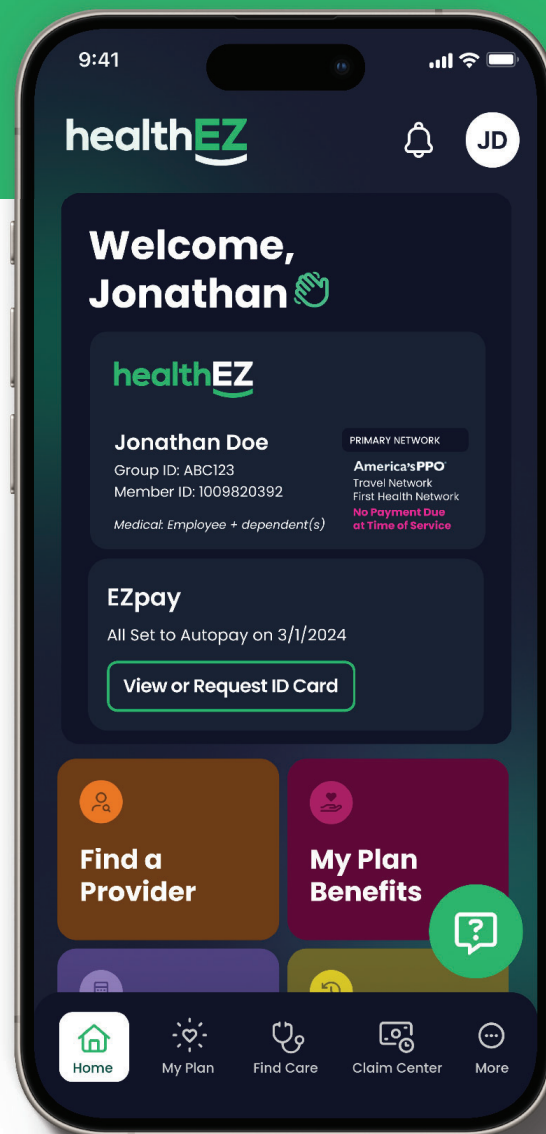
Pay bills, schedule automated payments, and view past statements in one simple, secure location.

Find a provider

Search local healthcare professionals and filter results by location and specialty to find the right care provider for you and your family.

EZchoice

EZchoice makes provider choice easy and medical costs transparent so you can be confident that you are not overspending on your medical care.



Tap into your health benefits

Scan the QR code with your device's camera to download the myHealthEZ app and put the power of hassle-free health benefits management at your fingertips.





Seamless online payments

EZpay is HealthEZ's online payment system that allows you to easily and quickly pay your portion of medical bills with your payment of choice, including credit and debit cards, and HSA accounts.

After you set up EZpay, we will notify you via email each time we process a bill of yours. Your options are:

- Approve Payment
- Decline Payment
- Do not respond

If you do not respond and have a card on file, EZpay will pay your portion automatically. The automatic payment is processed:

- Two days for bills under \$250
- Five days for bills over \$250

One simple statement

We consolidate all of your monthly healthcare expenses into one simple statement. This statement eliminates confusion and provides information about year-to-date deductible and out-of-pocket maximums, and itemized transactions during the current billing period.





Care Advocacy

Helping you when you need it the most.

If you require services like a surgery, hospital stay or you are diagnosed with a complex medical condition, **you may receive a call, text or email from someone on the HealthEZ care management team.**

The advocate is there to help you:

- Understand your treatment options
- Coordinate services among your doctors
- Make sure you have everything you need for a quick recovery with the right care

Boost Your Baby

Promoting healthy pregnancies and happy moms.

HealthEZ offers maternity support by providing education and resources to promote a healthy pregnancy through postpartum.

- Expectant mothers and fathers will have a dedicated one point of a contact throughout their pregnancy journey.
- Providing tips on how to stay happy and healthy during and post pregnancy
- Maternity support offered through pregnancy until 6 months postpartum



Chronic Conditions Management

Our Livongo programs offer a whole-person approach to chronic condition management. Livongo's digital health platform provides actionable, personalized and timely support that make it easier to stay healthy, including:

- Lifestyle behavior change tools
- Medication optimization
- Expert health coaching
- Provider coordination
- Cellular-connected devices
- Personalized plans for reaching health goals

The program is offered at no cost to you and all family members with coverage through your health plan.

Register at be.livongo.com/HEALTHEZ/register or call [\(800\) 945-4355](tel:8009454355) with code: [HEALTHEZ](https://be.livongo.com/HEALTHEZ/register)

LIVONGO FOR DIABETES



Connected blood glucose meter, unlimited testing strips, personalized insights, 24/7 expert support and custom alerts.

LIVONGO FOR HYPERTENSION



Connected blood pressure monitor, personalized insights, shareable reports and access to expert health coaches.

LIVONGO FOR WEIGHT MANAGEMENT AND DIABETES PREVENTION



Connected smart scale, automatic weight and steps tracking, food logging, CDC-approved lessons and access to expert health coaches.



Medical ID cards

If you are new to the HealthEZ plan, keep an eye out for your medical ID card. Once you receive that, you can setup your myHealthEZ account.

If you need a replacement card, log into to your myHealthEZ account and request a new card be printed and mailed, or access a digital copy directly to your device!

Dependents over the age of 19 can create their own myHealthEZ account to manage their plan and request a replacement ID card or access their ID card directly to their own devices.



Your medical network is Cigna.



What is a medical network?

Your medical network is a group of healthcare providers. It includes doctors, hospitals, surgical centers and other facilities. These healthcare providers offer services at a lower rate than out-of-network providers, which you will see reflected on your statements as a discount.

What if I go outside of my medical network?

There may be times when you decide to visit a doctor or clinic that is out-of-network. The costs for these visits and services are often higher than seeing doctors that are in-network. You will be responsible for paying the difference between the provider's full charge and the amount your health plan pays. This is called balance billing.

How do I know if my provider is in-network?

Please visit your dedicated Benefits Website and click "Find Care."

Your Pharmacy Benefit Manager is Prime Therapeutics.



What is a Pharmacy Benefit Manager?

Pharmacy Benefit Managers (PBMs) reduce prescription drug costs and improve convenience and safety for consumers.

What is Mail Order?

If you take maintenance medications for long-term conditions you could save money with Prime Therapeutics' mail service pharmacy. Visit your dedicated Benefits website to get started.

What are Generic drugs?

Generics are the same in dosage, safety, strength, quality and intended use as brand-name drugs, and although they are chemically identical to their branded counterparts, they are sold at substantial discounts. Talk to your doctor to find out if there is a generic equivalent for your brand-name drug.

Prime Therapeutics Member Portal

Access your prescription history, schedule a refill and more! Visit [PrimeTherapeutics.com](https://www.primetherapeutics.com) and select Member Portal. If it's your first time on the site, you will need to complete the one-time registration process.

Your Specialty Medications are administered through Payer Matrix.



Your Prescription Plan has been enhanced to reduce your cost paid for specialty drugs through a program called the Specialty Cost Containment Solution. All plan participants using specialty drugs are required to meet prior authorization criteria and administrative review under the Payer Matrix program. You must enroll in the Payer Matrix program or you will be responsible for 100% co-insurance or the full cost of your medication

If you are currently taking a specialty medication, please contact a Payer Matrix Care Coordinator at (877) 305-6202 or email customerservice@payermatrix.com.

Summary of Medical Benefits

Copay Plan 1

Embedded Deductible Embedded Out-of-Pocket Maximum	In-Network	Out of Network
Deductible		
Individual Coverage	\$5,000	\$10,000
Family Coverage	\$10,000	\$20,000
Out-of-Pocket Maximum		
Individual Coverage	\$8,150	\$15,000
Family Coverage	\$16,300	\$30,000
Preventive Care Services	No Charge	50%*
Primary Office Visit	\$25 Copay	50%*
Specialist Office Visit	30%*	50%*
Chiropractic Visit	\$50 Copay*	50%*
Urgent Care Services	\$50 Copay	50%*
Complex Imaging: MRI/CT/PET Scans	30%*	50%*
Inpatient Hospital Care Facility Fee Physician Fee	30%* 30%*	50%* 50%*
Outpatient Procedures Facility Fee Physician Fee	30%* 30%*	50%* 50%*
Emergency Room Services	30%*	
Emergency Medical Transportation**	30%*	50%*
Mental Health/Chemical Dependency - Inpatient	30%*	50%*
Mental Health/Chemical Dependency - Office Visit	\$25 Copay	50%*
Summary of Pharmacy Benefits		
Prescription Drug Coverage	Retail 30 Day Supply	Mail Order 90 Day Supply
Generic	\$10 Copay	\$20 Copay
Preferred Brand	\$40 Copay	\$80 Copay
Non-Preferred Brand	\$140 Copay	\$280 Copay
Specialty	\$300 Copay	Not Available

Note: Please refer to your Summary Plan Description for actual coverage, limitation, and exclusion provisions.

* Coinsurance after deductible

** Covered as in-network in true-emergency

Summary of Medical Benefits

Copay Plan 2

Embedded Deductible Embedded Out-of-Pocket Maximum	In-Network	Out of Network
Deductible		
Individual Coverage	\$5,000	\$10,000
Family Coverage	\$10,000	\$20,000
Out-of-Pocket Maximum		
Individual Coverage	\$8,150	\$15,000
Family Coverage	\$16,300	\$30,000
Preventive Care Services	No Charge	50%*
Primary Office Visit	\$35 Copay	50%*
Specialist Office Visit	\$70 Copay	50%*
Chiropractic Visit	\$35 Copay	50%*
Urgent Care Services	\$50 Copay	50%*
Complex Imaging: MRI/CT/PET Scans	0%*	50%*
Inpatient Hospital Care Facility Fee Physician Fee	0%* 0%*	50%* 50%*
Outpatient Procedures Facility Fee Physician Fee	0%* 0%*	50%* 50%*
Emergency Room Services	\$500 Copay	
Emergency Medical Transportation**	0%*	50%*
Mental Health/Chemical Dependency - Inpatient	0%*	50%*
Mental Health/Chemical Dependency - Office Visit	\$35 Copay	50%*
Summary of Pharmacy Benefits		
Prescription Drug Coverage	Retail 30 Day Supply	Mail Order 90 Day Supply
Generic	\$10 Copay	\$20 Copay
Preferred Brand	\$30 Copay	\$60 Copay
Non-Preferred Brand	\$100 Copay	\$200 Copay
Specialty	\$200 Copay	Not Available

Note: Please refer to your Summary Plan Description for actual coverage, limitation, and exclusion provisions.

* Coinsurance after deductible

** Covered as in-network in true-emergency

Summary of Medical Benefits

HSA Plan 1

Embedded Deductible Embedded Out-of-Pocket Maximum	In-Network	Out of Network
Deductible		
Individual Coverage	\$5,000	\$10,000
Family Coverage	\$10,000	\$20,000
Out-of-Pocket Maximum		
Individual Coverage	\$5,000	\$15,000
Family Coverage	\$10,000	\$30,000
Preventive Care Services	No Charge	50%*
Primary Office Visit	0%*	50%*
Specialist Office Visit	0%*	50%*
Chiropractic Visit	0%*	50%*
Urgent Care Services	0%*	50%*
Complex Imaging: MRI/CT/PET Scans	0%*	50%*
Inpatient Hospital Care Facility Fee Physician Fee	0%* 0%*	50%* 50%*
Outpatient Procedures Facility Fee Physician Fee	0%* 0%*	50%* 50%*
Emergency Room Services	0%*	
Emergency Medical Transportation**	0%*	50%*
Mental Health/Chemical Dependency - Inpatient	0%*	50%*
Mental Health/Chemical Dependency - Office Visit	0%*	50%*
Summary of Pharmacy Benefits		
Prescription Drug Coverage	Retail 30 Day Supply	Mail Order 90 Day Supply
Generic	0%*	
Preferred Brand	0%*	
Non-Preferred Brand	0%*	
Specialty	0%*	Not Available

Note: Please refer to your Summary Plan Description for actual coverage, limitation, and exclusion provisions.

* Coinsurance after deductible

** Covered as in-network in true-emergency

Battery Source

12/1/2024 - 11/30/2025 Benefit Snapshot

HealthEZ						
	H.S.A. Base Plan		Essential Copay Plan		Enhanced Copay Plan	
MEDICAL	<i>H.S.A. Plan (NO COPAYS!-you pay almost everything out of pocket until you meet your deductible)</i>		<i>(LIMITED copays; employee pays 30% after deductible until total OOP is \$8150)</i>		<i>(FULL COPAYS; 100% coinsurance. Comprehensive coverage option)</i>	
Deductible (Single/Family)	\$5,000/\$10,000		\$5,000/\$10,000		\$5,000/\$10,000	
Coinsurance	100%		70%		100%	
Deductible Out-of-Pocket (Single/Family)	\$5,000/\$10,000		\$8,150/\$16,300		\$5,000/\$10,000	
Total Out-of-Pocket Max (Single/Family)	\$5,000/\$10,000		\$8,150/\$16,300		\$8,150/\$16,300	
Preventative Care	100%		100%		100%	
Hospitalization Inpatient	Deductible		Deductible then coinsurance		Deductible	
Hospitalization Outpatient	Deductible		Deductible then coinsurance		Deductible	
Office Visit (Primary Care/Specialist)	Deductible		\$25 PCP Copay Deductible then coinsurance		\$35/\$70	
Emergency Room (Life threatening)	Deductible		Deductible then coinsurance		\$500 copay	
Urgent Care	Deductible		\$50 copay		\$50 copay	
Therapy Services (OT/ST/PT)	Deductible (visit maximums do apply)		Deductible then coinsurance (visit maximums do apply)		\$35 copay subject to visit maximums based on service received	
RX Drugs	Deductible		Retail 31 day: \$10/\$40/\$140/\$300 Mail Order: 2.5x retail		Retail: \$10/\$30/\$100/\$200 Mail Order: 2.5x retail	
Weekly Payroll Deductions	EMPLOYEE	\$20.00	EMPLOYEE	\$30.00	EMPLOYEE	\$50.00
	EMP + SPOUSE	\$143.25	EMP + SPOUSE	\$171.73	EMP + SPOUSE	\$204.06
	EMP + CHILDREN	\$135.40	EMP + CHILDREN	\$162.71	EMP + CHILDREN	\$194.25
	FAMILY	\$249.68	FAMILY	\$294.13	FAMILY	\$337.10

Please refer to the SBC for a full outline of coverage

***All benefits illustrated assume IN-NETWORK utilization. Please refer to the SBC for out of network benefits. ***

Voluntary GAP Coverage: SunLife Financial

Pays \$5000 per person Inpatient Benefit

Pays \$2500 per person Outpatient Benefit (Family Max 2)

This plan will pay directly to the facility/provider.

You CANNOT have a GAP plan and contribute to an HSA account at the same time!!!

Weekly Payroll Deductions	Tier 1 (Age 19-39)	Tier 2 (Age 40-49)	Tier 3 (Age 50+)
EMPLOYEE	\$13.45	\$18.46	\$29.90
EMPLOYEE + SPOUSE	\$24.21	\$33.23	\$53.80
EMPLOYEE + CHILDREN	\$29.85	\$34.09	\$48.55
FAMILY	\$40.60	\$48.84	\$72.44

A **qualifying event** is a change in an employee's personal life that may impact their eligibility or dependent's eligibility for benefits. When experiencing a qualifying event, employees have 30 days from the date of the event to submit a change to their elected benefits. If the 30-day time period has passed, employees must wait until annual open enrollment (which occurs during the month of November every year for a December 1st effective date) to make the desired change. Any changes made must be consistent with the qualifying event experienced.

Circumstances which may be considered a qualifying event include, but are not limited to:

- *Change in number of dependents (birth, adoption, placement for adoption, or death of dependents)
- *Change in marital status (marriage, legal separation, divorce, annulment, or death of spouse)
- *Change in dependent eligibility (dependent reaches the age of 26 or becomes eligible for insurance through his/her own employer)
- *Change in employment status (new job, loss of job, change from full-time to part-time)
- *Change in spouse's insurance (voluntary or involuntary loss of other coverage, gaining other group coverage)

Important: You must submit the proper paperwork to Melinda Barwick, Human Resources, within 30 days of the qualifying event to be eligible to change your election benefits.

CONTACT INFORMATION:

H & H Insurance Solutions

Phone: 229-249-9008

Rita Powell

rita@hhinsurancesolutions.com

Marsha Turner

marsha@hhinsurancesolutions.com

Human Resources

Melinda Barwick

Battery Source

Phone: 229-226-6215 ext. 101

melindabarwick@batterysource.com

The information in this Benefits Summary is presented for the illustrative purposes and is based on information provided by the employer and carriers. The text contained in this Summary was taken from various summary plan descriptions and benefit information. While every effort was taken to accurately report your benefits, discrepancies or errors are always possible. In case of discrepancy between the Benefits Summary and the actual plan documents, the actual plan documents will prevail. All information is confidential, pursuant to the Health Insurance Portability and Accountability Act of 1996. If you have any questions, contact Human Resources.

