

Great benefits



# MAKE IT YOURS

## Overview of Benefits for Prospective Employees

As part of our commitment to providing a comprehensive total compensation package, Asurion offers a competitive benefits package to our employees. More detailed information will be provided after hire.

### Cigna Medical – Three Choices

Medical Plan	PPO	Health Saver	Basic
Annual Deductible Single/Family	\$750/\$1,500	\$1,300/\$2,600	\$2,000/\$4,000
Coinsurance After Deductible	10%	20%	30%
Primary Visit	\$20	20% after deductible	\$30
Specialist Visit	\$40	20% after deductible	\$50
Maximum Out of Pocket Single/Family	\$2,500/\$5,000	\$3,000/\$6,000	\$6,000/\$12,000
MDLive Telemedicine Visit	\$30	\$30	\$30
Caremark Prescription Drugs			
Generic	\$5	\$5	\$5
Brand	10% (max \$75)	Ded plus 20% (max \$75)	Ded plus 30% (max \$75)
Specialty	10% (max \$100)	Ded plus 20% (max \$100)	Ded plus 30% (max \$100)

### Delta Dental – Two Choices

Dental Plan	Core Coverage	Buy-Up Option
Annual Deductible Single/Family	\$50/\$150	\$50/\$150
Basic Services	20% after deductible	20% after deductible
Major Services	50% after deductible	50% after deductible
Orthodontia	N/A	50% up to \$2,000 lifetime limit
Annual Maximum Benefit	\$1,000	\$2,500

### VSP Vision – Two Choices

Vision Plan	Core Coverage	Buy-Up Option
Eye Exam	\$15	\$10
Frames	\$130 allowance (every other calendar year)	\$130 allowance (every calendar year)

## Other Benefits:

<b>Company Paid Basic Life and AD&amp;D</b>	<b>Company Paid Short-Term Disability</b>	<b>Buy-up Short-Term Disability</b>
<b>Supplemental Life</b>	<b>Company Paid Long-Term Disability</b>	<b>Buy-up Long-Term Disability</b>
<b>Paid Time Off</b>	<b>Paid Holidays</b>	<b>Employee Assistance Program</b>
<b>Adoption Assistance</b>	<b>Flexible Spending Accounts</b>	<b>Health Savings Accounts</b>

In addition, ancillary benefits for Auto & Home, Critical Illness, Accident Insurance, MetLaw, Pet Insurance are available for purchase.

## Financial Wellness

Asurion offers a 401(k) Savings Plan through the Principal Financial Group. Employees are automatically enrolled on hire and company matching contributions begin after one year of employment.

- Asurion matches 100% of the first 3% you contribute and 50% of the next 2% you contribute
- 100% Vesting in your contributions and company match
- Traditional and Roth options are available

## 2016 Medical, Dental and Vision Bi-weekly Premiums

These medical rates include the credit for biometric screenings. Add 20% if you do not complete your screening. Tobacco users must add 30% to the medical and dental premiums.

	PPO	Health Saver	Basic Medical	Core Dental	Buy-Up Dental	Core Vision	Buy-Up Vision
<b>Employee</b>	\$60.00	\$32.25	\$16.00	\$7.50	\$13.75	\$1.50	\$2.25
<b>Plus Child(ren)</b>	\$115.00	\$59.00	\$32.00	\$13.75	\$25.35	\$2.75	\$4.00
<b>Plus Family</b>	\$173.00	\$89.00	\$48.00	\$23.00	\$41.75	\$4.75	\$6.50

**Notice:** This outline is designed to provide a general benefits overview. It is not a contract or an official interpretation of the benefits plan. For more detailed information, please refer to the Asurion Summary Plan Description. Should any questions or discrepancies arise, the plan documents will be the final authority in determining benefits. Asurion reserves the right to modify or discontinue plans at any time.

