



**Vulcan, Inc.**  
An Employee Owned Company!

# 2024 BENEFIT HIGHLIGHTS GUIDE

# ABOUT ENROLLMENT

## DO I NEED TO ENROLL?

There are great reasons to take a close look at all the benefits and options Vulcan, Inc. offers you, even if you're already covered under a BlueCross BlueShield of Alabama benefit plan. For instance, your needs may change from year to year, and there likely will be changes to what you pay for coverage each year. If you don't enroll, you may not have the best option for your individual and family needs.

You must enroll if you want to:

- Change your medical, dental, or vision coverage for next year
- Contribute to a Health Savings Account (HSA)
- Change your additional benefit choices

Even if you don't want to make any changes to your benefits, you will be required to sign off on them.

## WHO CAN I COVER?

You can enroll yourself and your eligible dependents in medical, dental, vision and/or supplemental benefits.

Eligible dependents include your:

- Legal Spouse
- Child(ren) up to age 26 regardless of marital or student status.
- Unmarried child(ren) of any age who can't support themselves due to a disability and who are totally dependent on you.

**Proof of eligibility is required (i.e. birth certificate, marriage license, etc.).**

## WHEN CAN I ENROLL?

As a new employee, you can enroll on your date of hire. As a benefits-eligible employee, you can enroll in or change your benefit plans during our annual benefits enrollment period.

This year Annual Enrollment will be held November 1, 2023 through November 30, 2023.

- Enroll through Paycor: The system will guide you through your current benefits and will give you the opportunity to make changes.
- You are welcome to make an appointment with HR if you need assistance.

## WHAT IF THINGS CHANGE?

You can't change your coverage during the plan year unless you have a qualified life event. You must make any eligible changes within 30 days of the event.

Qualified life events include, but are not limited to:

- Marriage, legal separation, or divorce
- Birth or legal adoption of a child
- Death of your spouse, or a dependent child
- Change in employment status of spouse

After a qualified event, your new coverage options will be effective on the day of the event.

## WHEN ARE BENEFITS EFFECTIVE?

The benefit choices you make during annual enrollment will be effective from January 1, 2024 through December 31, 2024.

As a new employee, benefits will be effective once you have met your designated waiting period. Coverage will remain in effect until the end of the current plan year.

## WHAT'S NEW?

- The plus contract deductible for an individual increases from \$3,000 to \$3,200 for the HDHP plan.
- HealthJoy EAP - Vulcan is excited to announce they will be expanding your HealthJoy benefits to include an Employee Assistance Program (EAP) effective Jan. 1, 2024
  - **The EAP is available to you and your family members at ZERO COST!**
  - You and your family members (spouses or domestic partners, dependent children, parents and parents-in-law) are offered unlimited telephonic support with licensed counselors, per issue, per calendar year. **You also have access to 8 video or face-to-face sessions per issue for assessment and assistance.**
  - The EAP provides access to Legal Consultation, Counseling, Financial Consultation, Text Therapy, Identity Theft Support, Coaching and MORE.....
- Your dental plan has a carryover provision allowing for \$500 of unused annual maximum dollars to carry over when a member completes their diagnostic & preventive service(s) within a calendar year. Maximum rollover benefit allowed is \$1,000.
- Vulcan is pleased to offer a 401(k) benefit plan. See page 6 for more details.

# MEDICAL AND PRESCRIPTION DRUG BENEFITS

Vulcan, Inc. offers employees two comprehensive, high-quality medical plan options that include prescription drug coverage. These options each feature a network of doctors and specialists who have agreed to provide services at a discounted price. The information below is a summary of coverage only. Visit [www.AlabamaBlue.com](http://www.AlabamaBlue.com) or contact HR at **1-251-972-1330** for detailed plan summaries.

## MEDICAL BENEFITS SUMMARY

Any deductibles, copays and coinsurance percentages shown in the chart below are amounts for which you are responsible.

MEDICAL BENEFITS BCBSAL	EPO	HDHP/HSA **
	IN-NETWORK	IN-NETWORK
<b>Plan Year Deductible</b>		
<i>Individual</i>	\$2,000	\$2,000
<i>Family</i>	\$4,000	\$4,000 (\$3,200 for an individual)
<b>Out-of-Pocket Max.*</b>		
<i>Individual</i>	\$5,000	\$5,000
<i>Family</i>	\$10,000	\$10,000
<b>Coinsurance (Member Pays)</b>	20%	20%
<b>Physician Office Visits</b>		
<i>Primary Care</i>	\$40	20% after deductible 100% Covered
<i>Specialist</i>	\$60	
<i>Preventive Care</i>	100% Covered	
<b>Chiropractic Services</b> (15 visit limit)	20% (not subject to deductible)	20% after deductible
<b>Labs / X-Rays</b>	20% after deductible	20% after deductible
<b>Hospital Services</b> <i>Inpatient</i>	20% after deductible	20% after deductible
<b>Emergency Room</b>	100% covered after \$500 hospital copay (waived if admitted)	20% after deductible
<b>PRESCRIPTION DRUGS</b>		
<i>Prescription Drug</i> Tier 1—Generic Tier 2—Preferred Brand Tier 3—Non-Preferred Brand Mail Order (90-day supply)	\$15 Copay \$50 Copay \$75 Copay 3x Copay applies based on prescription tier	20% after deductible

## MEDICAL INSURANCE EMPLOYEE DEDUCTIONS

	EPO		HDHP/HSA	
	Weekly	Monthly	Weekly	Monthly
<b>Employee Only</b>	\$20.66	\$89.53	\$8.58	\$37.18
<b>Employee + Spouse</b>	\$87.12	\$377.52	\$44.95	\$194.78
<b>Employee + Child(ren)</b>	\$72.55	\$314.38	\$37.47	\$162.37
<b>Employee + Family</b>	\$203.74	\$882.87	\$104.79	\$454.09

\*Includes all deductibles and copays.

\*\* For the family coverage, no benefits, except preventive care, are paid by the plan to any family member until that individual family member meets the \$3,200 deductible amount or the total medical expenses paid by the family equal the family deductible amount. Vulcan contributes \$1,040 annually (\$20 per week) to the employee's HSA account for single contracts and \$1,300 (\$25 per week) for plus contracts. If you have any questions about the HDHP/HSA option, please contact HR.



# DENTAL COVERAGE

## DENTAL BENEFITS

Dental coverage is important to your overall health and wellness. You can enroll in dental benefits through BlueCross BlueShield of Alabama for yourself and your family. The dental plan features a network of dentists and specialists who have agreed to provide services at a discounted price. If you use these in-network providers, you'll pay less. You can see providers outside of the network, but you'll pay more. The information below is a summary of coverage only. You may go online at [www.AlabamaBlue.com](http://www.AlabamaBlue.com) or contact the HR Department at **1-251-972-1330** for plan summaries that offer detailed information about your coverage, limitations and exclusions. Employees who enroll in the dental plan when benefits are initially offered will not serve benefit waiting periods. Anyone who enrolls in the coverage as a late enrollee (enrolling at a subsequent enrollment) may be subject to a 365 day waiting period for certain benefits.



## DENTAL BENEFITS SUMMARY

BENEFIT	IN-NETWORK BENEFIT	OUT-OF-NETWORK*
Annual Calendar Year Maximum Benefit	\$1,500 benefit available per member per year	
Calendar Year Deductible (Single/Family)	No deductible	\$50 / \$150
Preventive Services	100%	100%
Basic Services	80%	80%
Major Services	50%	50%
Orthodontia	Not Covered	Not Covered

**NOTE: The Dental plan will allow up to \$500 of unused annual maximum dollars to carry over when a member completes their diagnostic & preventive service(s) within a calendar year. Maximum rollover benefit allowed is \$1,000.**

\*Subject to in-network fee schedule.



## DENTAL INSURANCE EMPLOYEE CONTRIBUTIONS

	Weekly	Monthly
Employee Only	\$5.25	\$22.76
Employee + Spouse	\$11.03	\$47.80
Employee + Child(ren)	\$9.98	\$43.25
Employee + Family	\$21.43	\$92.88

# VISION COVERAGE

## VISION BENEFITS

Vulcan offers you and your dependents vision coverage through Unum (EyeMed). This information is only a summary of your vision coverage. Go to [www.eyemedvisioncare.com/unum](http://www.eyemedvisioncare.com/unum) for more information about the vision plan.



## VISION BENEFITS SUMMARY

BENEFIT	IN-NETWORK	OUT-OF-NETWORK
Exam (1 per 12 months)	\$10 Copay	\$40 allowance
Lenses (1 per 12 months)	\$15 Copay	\$30 to \$70 allowance
Frames (1 per 24 months)	\$130 allowance	\$70 allowance
Contact Lenses Instead of Glasses (1 per 12 months) Conventional / Disposable Medically Necessary	\$130 allowance 100% covered	\$100 allowance \$210 allowance

## VISION INSURANCE EMPLOYEE CONTRIBUTIONS

	Weekly	Monthly
Employee Only	\$1.66	\$7.18
Employee + Spouse	\$3.31	\$14.34
Employee + Child(ren)	\$3.78	\$16.37
Employee + Family	\$5.88	\$25.48



# INCOME PROTECTION BENEFITS

Vulcan offers a variety of plans to provide replacement income for you or your beneficiaries in the event of a disability, accident or death.

## BASIC LIFE AND AD&D

Vulcan provides you with basic life insurance and accidental death and dismemberment (AD&D) in the amount of \$50,000 each at no cost to you.

## VOLUNTARY LIFE AND AD&D

You can purchase supplemental life insurance for yourself, your spouse, and your child(ren). Your needs depend on your personal situation (other income, monthly expenses, short- and long-term debt, etc. NOTE: To purchase supplemental coverage for your spouse or child(ren), you must enroll in employee coverage.



## SICK & ACCIDENT BENEFITS

Vulcan offers all full-time, hourly employees Sick and Accident benefits (S&A) for injuries and illnesses that are not job related. S&A benefits begin after you are absent 40 consecutive working hours or after all accumulated paid vacation time is exhausted.

The benefit pays 65% of your base hourly rate and runs for period of up to 320 scheduled working hours (8 weeks) for any one illness/injury per calendar year. This benefit is, in effect, an employer-paid Short-Term Disability policy.

This benefit is available after 6 months of employment.

## LONG TERM DISABILITY

**Voluntary LTD:** This benefit pays a portion of your income if you continue to be disabled and your short-term disability benefits end. To qualify, you must be disabled for 90 days.

LTD benefits provide you with 60% of your annual base pay up to a \$6,000 monthly maximum. You may purchase this insurance on a payroll deduct basis.





# ADDITIONAL BENEFITS

## HEALTH SAVINGS ACCOUNT (HSA)

If you are enrolled in a high-deductible health plan (HDHP) and not enrolled in another non-HDHP or FSA, you are also eligible to contribute on a pre-tax basis to an HSA. As a reminder, Vulcan contributes \$1,040 annually (\$20 per week) to the employee's HSA account for single contracts and \$1,300 (\$25 per week) for plus contracts if enrolled in the HDHP.

You can use your HSA for eligible out-of-pocket healthcare expenses or choose to pay out-of-pocket instead and let your HSA balance grow over time. It works like a personal savings account, but with more advantages.

Not only do you contribute pre-tax money, but funds in your account grow tax-free and you can use your HSA to pay for eligible health care expenses tax-free. Bottom line, you save money in three ways with an HSA.

## EMPLOYEE STOCK OWNERSHIP (ESOP)

Vulcan is an EMPLOYEE-OWNED company. That means that as a Vulcan employee you will earn stock shares in the very company in which you work. It's a WIN-WIN! AS Vulcan grows, your retirement fund grows! Vulcan provides the ESOP to make saving for your retirement easy and convenient. Contributions are made on an annual basis for any employee having worked 1,000 or more hours during (and on the last day of) the fiscal year. For more information on ESOP, and a full vesting schedule, as well as plan information and enrollment forms, contact the General Office.

## TRADITIONAL 401(K) PLAN AND/OR ROTH 401(K) DEFERRALS

Vulcan contributes a 3% safe harbor into the Employee Stock Ownership plan (ESOP) on behalf of all employees. Participation in the voluntary benefit is not required to receive the 3% safe harbor contribution. This contribution is immediately 100% vested. Employees are automatically enrolled in this benefit at a 3% deferral rate unless opting-out. In addition, there is an annual auto-increase feature. Please contact Human Resources for more information.



### PET INSURANCE

Vulcan has partnered with Pet Benefit Solutions to offer pet insurance for your furry family members! Wishbone Pet Insurance offers comprehensive coverage.

Obtain your free quote by visiting <https://wishboneinsurance.com/vulcaninc>.

### STUDENT LOAN ASSISTANCE

Vulcan has partnered with Ascendium to provide **FREE** student loan assistance and support for employees. Benefits include repayment plans, loan forgiveness programs, loan consolidation....and more!

Call the Student Loan Success Center Monday—Friday 8:00 am to 4:30 CST for assistance. **(833)-619-1286**

### HEALTHJOY

HealthJoy is **FREE** for all employees and dependents.

Download the HealthJoy app for access to this exciting benefit which includes an electronic healthcare wallet, Rx savings, Medical Bill Review, telemedicine 24/7, EAP —AND MORE.....**AT ZERO COST!**

## ELECTIVE BENEFITS

Vulcan offers various elective benefit coverage options to all active employees through Aetna. Elective benefits can be utilized as a supplement to traditional medical coverage. All elective benefits are employee paid. Offerings include: Accident Insurance, Critical Illness with Cancer, and Hospital Indemnity. For more information about the elective coverage options contact HR at **1-251-972-1330**.

# CONTACTS



BENEFIT	WHO TO CALL	WEBSITE	PHONE NUMBER	PLAN / GROUP ID
Medical / Dental / Prescription Drugs	BCBSAL	<a href="http://www.alabamablue.com">www.alabamablue.com</a>	1-800-292-8868	37543 / 74384
Health Savings Account	Health Equity	<a href="http://www.healthequity.com">www.healthequity.com</a>	1-866-346-5800	N/A
Vision	UNUM	<a href="http://www.eyemedvisioncare.com/unum">www.eyemedvisioncare.com/unum</a>	1-855-652-8686	1010624
Life, AD&D and LTD Claims	UNUM	<a href="http://www.unum.com/employees">www.unum.com/employees</a>	1-866-679-3054	633020
Employee Stock Ownership Program, 401(k)	Will Rice	General Office	1-251-943-7000	N/A
Accident, Critical Illness with Cancer, Hospital Indemnity	Aetna	<a href="http://www.myaetnasupplemental.com">www.myaetnasupplemental.com</a>	1-800-607-3366	802803
HealthJoy	HealthJoy	<a href="http://www.healthjoy.com">www.healthjoy.com</a>	1-877-500-3212	N/A
HealthJoy EAP	HealthJoy	<a href="http://EAP.healthjoy.com">EAP.healthjoy.com</a>	1-888-731-3327	N/A
Pet Insurance	Pet Benefit Solutions	<a href="http://www.wishboneinsurance.com/vulcaninc">www.wishboneinsurance.com/vulcaninc</a>	1-800-891-2565	VulcanInc
Student Loan Assistance	Ascendium	<a href="http://www.ascendiumeducation.org">www.ascendiumeducation.org</a>	1-833-619-1286	N/A

## MORE INFORMATION

Scan to visit the Vulcan Benefits Page.



Additional information and Annual Benefit Notices can be found in Paycor under Benefits and Library.

**If you have questions, don't hesitate to contact Human Resources directly at 251-972-1330!**

