



ENROLLMENT GUIDE

Introducing Your 2025 Benefits Plan



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GoMacro, LLC. is proud to offer a comprehensive benefits package to you and your family. Review this guide to learn about your options so you can make the most of your GoMacro benefits. The complete benefits package is summarized in this booklet. If you have any questions, feel free to reach out to Human Resources at hr@gomacro.com.

Eligibility and Enrollment

You are eligible to participate in the GoMacro, LLC benefits if you are a full-time employee working at least 32 hours per week. If you enroll in benefits, you may cover your legal spouse, children up to age 26 and unmarried children of any age who are mentally or physically disabled.

You have 30 days from your hire date to enroll in benefits. Your benefits will begin on the first of the month following 30 days of employment. If elections are not made within 30 days, you will need to wait until the next open enrollment period to make benefit changes unless you have a mid-year qualifying event.

Elections made as a new hire will remain until the next open enrollment, unless you or your family members experience a qualifying life event.

Employees share the costs of some benefits (medical, dental and vision). In addition, there are voluntary benefits with reasonable group rates that you can purchase through payroll deductions.

Benefits Offered

- Medical
- Telemedicine
- Dental
- Vision
- Life and AD&D
- Short Term Disability
- Long Term Disability
- Employee Assistance Program
- Accident, Critical Illness and Hospital Indemnity Insurance
- Health Savings and Spending Accounts

This document is an outline of the coverage proposed by the carrier(s), based on information provided by your company. It does not include all of the terms, coverage, exclusions, limitations, and conditions of the actual contract language. The policies and contracts themselves must be read for those details. Policy forms for your reference will be made available upon request.

The intent of this document is to provide you with general information regarding the status of, and/or potential concerns related to, your current employee benefits environment. It may not necessarily fully address all of your specific issues. It should not be construed as, nor is it intended to provide, legal advice. Questions regarding specific issues should be addressed by your general counsel or an attorney who specializes in this practice area.

Making Changes to Your Benefits

Each year, you have the opportunity to make changes to your benefits during open enrollment. You may make mid-year changes to your benefits only if you have a qualifying life event. Examples of qualifying life events include:

- Marriage or divorce
- Birth or adoption of a child
- Change in a dependent's eligibility status
- Change in employment status for you or your dependents resulting in the loss/gain of coverage
- A significant change in the cost or coverage of your dependent's benefits
- Change in the cost of dependent care (for dependent care flexible spending accounts only)
- Death of a dependent

You have 30 days from the date of the qualifying event to make benefit changes. Keep in mind, the changes must be directly related to the event.

Where can I find additional information about my benefits?

Medical Summary of Benefits and Coverage (SBC), Benefit Summaries and details on all benefits in this guide may be found on the GoMacro benefit website at www.gomacrobenefits.com.



Benefit Terms to Know

- **Copay**- A set dollar amount you pay for a covered health care service, usually when you receive the service.
- **Deductible**- What you pay out of pocket for health care services before the plan begins to pay its portion.
- **Coinsurance**- Your share of the costs of covered health care services after you reach the deductible. You pay the percentage noted in the table on the following page, and the medical plan pays the rest.
- **Out-of-Pocket Maximum**- What you have to pay before the plan pays 100% of your covered costs.
- **Network**- The facilities and providers the medical plan has contracted with to provide health care services. In-network providers typically provide services at a lower negotiated rate.

One-On-One Benefits Assistance

GoMacro, LLC employees have access to a benefit advocate through Vault Admin Services, the GoMacro Benefit Consulting firm, to assist you and your dependents with benefit questions.

Vault Admin Services is ready to help you get the most from your benefit program by providing support and advocate for you at no cost to you. Get assistance with the following:

Explanation of Benefits (EOB)

Is it unclear to you what the insurance covered on a particular claim and what is your responsibility?

Prescription Challenges

Is the pharmacy telling you that your medication is not covered or charging you full price? Do you need help with an authorization for a medication?

Benefits Questions

Are you unsure if the insurance company will pay for a certain procedure?

Claim Issues

Did you receive a bill from a doctor and don't know why?

Difficult Situations

Are you having difficulty getting a referral? Has the insurance carrier denied a procedure and you want an appeal?

Connect with the Benefit Advocate Center

8:00am- 5:00pm CST

Toll Free: 866.202.0029

Email: support@allthingsvault.com

Helping Patients and Doctors Get Together



Your primary medical network is Cigna. Your medical network is a group of health care providers that includes doctors, specialists, hospitals, surgical centers and other facilities. These health care providers provide services at a lower rate, which you will see reflected on your statements as a discount.

There may be times when you decide to visit a doctor who is out-of-network, and those costs are always higher. There are no discounts with these out-of-network services, and you will be responsible for paying the difference between the providers full charge and the amount your plan will pay. This is called balance billing.

For more than 125 years, the Cigna Network has been committed to building a trusted network of health care providers so we can connect customers with truly personal care. Cigna has several network options available in most market areas. We suggest using their PPO network for the most comprehensive network options.

Cigna provides a provider lookup tool. Visit the Vault Admin Strategies Portal for more information.
www.cigna.com

Q. Is this Cigna insurance?

A. No, we utilize the Cigna network for the contracts with physicians and facilities to allow you to access its broad network.

Q. Will I get an insurance card?

A. Yes. You will receive an ID card with the Cigna logo on it signifying that you have access to the Cigna network.

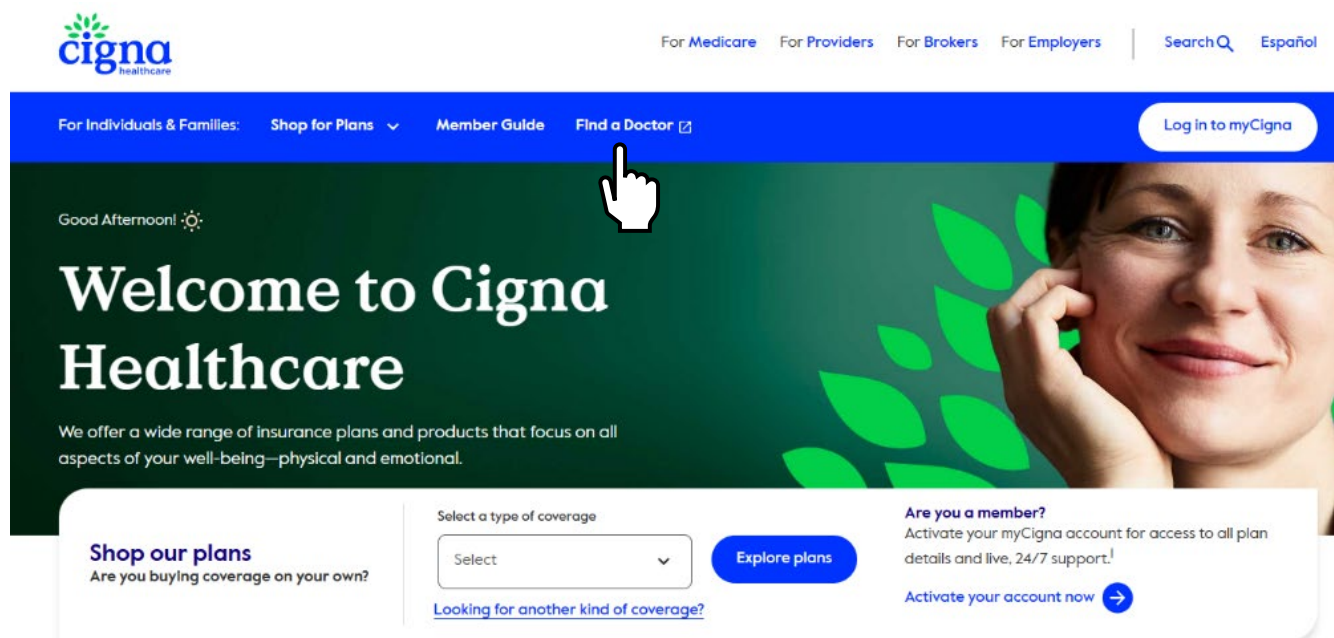
Finding an In-Network Cigna Provider Guide

Welcome to your VAULT Health Plan!

With your plan, you have access to the Cigna network. To locate an in-network Cigna provider, please follow the instructions below.

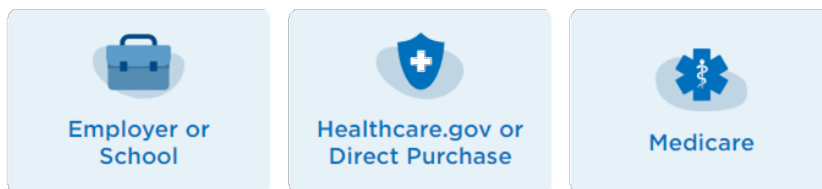
STEP 1: Visit www.cigna.com.

STEP 2: Click on the “Find a Doctor” button.



STEP 3: The next screen will ask you how you are covered. Please select “Employer or School.”

How are you Covered?



Finding an In-Network Cigna Provider Guide (continued...)

STEP 4: On the next screen, please enter your address, city, state, or zip code. Then, select one of the options to search for your provider: Doctor by Type, Doctor by Name, or Health Facilities and Group Practices.

Find a Doctor, Dentist, or Facility in

STEP 5: It will ask you if you want to login/register at Cigna or to continue as a guest. Please select whichever option fits you best. If you do not have a login and want to provider quickly, select “Continue as guest.”

Login/Register

STEP 6: The next screen will ask you to select a plan. Put in your location and click “Continue.” Then, from the list of networks, always select the network that states “PPO” (as shown). A list of in-network providers will populate for you to choose from.

Please Select a Plan

I Live in

PPO
PPO, Choice Fund PPO (with hand icon pointing to it)

Cigna Network: Administered by Vault Admin Services

Comprehensive and preventive healthcare coverage is important in protecting you and your family from the financial risks of unexpected illness and injury. A little prevention goes a long way—especially in healthcare. Routine exams and regular preventive screenings provide a no-cost review of your health, if you use an in-network provider. Small problems can potentially develop into large expenses. By identifying the problems early, often they can be treated at little cost.

The GoMacro medical plans have set copays for some services and a deductible and coinsurance for others. Copays do not apply toward your deductible, so you will pay copays until you reach your annual out-of-pocket maximum. GoMacro plans cover 100% of the cost for preventive care services like annual physicals and routine immunizations

	PPO BASE PLAN	PPO BUY-UP PLAN	HDHP WITH HSA
	In-Network		
Lifetime Benefit Maximum	Unlimited	Unlimited	Unlimited
Annual Deductible	\$2,000 single/\$4,000 family	\$1,000 single/\$2,000 family	\$1,650 single/\$3,300 family
Annual Out-of-Pocket Maximum	\$4,000 single/\$8,000 family	\$2,000 single/\$4,000 family	\$3,000 single/\$6,000 family
Coinsurance	20%	20%	20%
	Out-of-Network		
Annual Deductible	\$4,000 single/\$8,000 family	\$2,000 single/\$4,000 family	\$6,000 single/\$9,000 family
Annual Out-of-Pocket Maximum	\$8,000 single/\$16,000 family	\$4,000 single/\$8,000 family	\$12,000 single/\$15,000 family
Coinsurance	40%	40%	40%
Doctor's Office			
Preventive Care (screening, immunizations)	0%	0%	0%
Primary Care Office Visit	\$30 copay per visit	\$30 copay per visit	20% after deductible
Specialist Office Visit	\$80 copay per visit	\$80 copay per visit	20% after deductible
Diagnostic test (x-ray, blood work)	20% after deductible	20% after deductible	20% after deductible
Imaging (CT/PET scans, MRIs)	20% after deductible	20% after deductible	20% after deductible
Hospital Services			
Emergency Room (Copay waived if admitted)	Facility: \$250 copay, then 20% after deductible; Provider: 20% after deductible	Facility: \$250 copay, then 20% after deductible; Provider: 20% after deductible	20% after deductible
Inpatient (per occurrence)	20% after deductible	20% after deductible	20% after deductible
Outpatient Surgery	20% after deductible	20% after deductible	20% after deductible
Physical, Occupational and Speech Therapy Services	20% after deductible	20% after deductible	20% after deductible

GoMacro Health Savings Account Contribution

For Single HDHP Enrollees: GoMacro will contribute \$500 at the start of the year and provide a dollar-for-dollar match on additional contributions up to \$1,000.

For Family HDHP Enrollees (EE+Spouse, EE+Child, Family): GoMacro will contribute \$1,500 in January, with an additional dollar-for-dollar match on contributions up to \$1,000 throughout the year.

Employee Contributions for Benefits

WELLNESS RATES		
BENEFIT PLAN	MONTHLY	PER PAY PERIOD
Medical/Rx PPO Base Plan		
Employee	\$125.62	\$28.99
Employee + Spouse	\$460.61	\$106.30
Employee + Child(ren)	\$376.87	\$86.97
Family	\$778.86	\$179.74
Medical/Rx PPO Buy-up Plan		
Employee	\$192.62	\$44.45
Employee + Spouse	\$635.65	\$146.69
Employee + Child(ren)	\$520.08	\$120.02
Family	\$1,044.97	\$241.15
Medical/Rx HDHP with HSA Plan		
Employee	\$97.96	\$22.61
Employee + Spouse	\$369.43	\$85.25
Employee + Child(ren)	\$314.85	\$72.66
Family	\$629.01	\$145.16

For Single HDHP Enrollees: GoMacro will contribute \$500 at the start of the year and provide a dollar-for-dollar match on additional contributions up to \$1,000.

For Family HDHP Enrollees (EE+Spouse, EE+Child, Family): GoMacro will contribute \$1,500 in January, with an additional dollar-for-dollar match on contributions up to \$1,000 throughout the year.

NON-WELLNESS RATES		
BENEFIT PLAN	MONTHLY	PER PAY PERIOD
Medical/Rx PPO Base Plan		
Employee	\$139.65	\$32.23
Employee + Spouse	\$512.08	\$118.17
Employee + Child(ren)	\$418.98	\$96.69
Family	\$865.88	\$199.82
Medical/Rx PPO Buy-up Plan		
Employee	\$214.14	\$49.42
Employee + Spouse	\$706.68	\$163.08
Employee + Child(ren)	\$578.19	\$133.43
Family	\$1,161.72	\$268.09
Medical/Rx HDHP Base Plan		
Employee	\$108.90	\$25.13
Employee + Spouse	\$410.71	\$94.78
Employee + Child(ren)	\$350.03	\$80.78
Family	\$699.29	\$161.37

Your Pharmacy Network: FairoRx



Simple Tools. Powerful Solutions.

FairoRx is committed to delivering flexible specialty and clinical pharmacy programs designed to reduce prescription drug spend while maximizing our member’s healthcare experience and meeting the unique needs of our clients and members.

FairoRx makes it easy for members to manage their pharmacy benefits. We know it’s important for members to get answers, understand their benefits, save money, and fill their prescriptions quickly. FairoRx is here to help! Contact one of our expert member specialists at [833.464.9600](tel:833.464.9600) or register now to see the difference. It’s never been easier and more convenient to manage your pharmacy benefits. Access the FairoRx Member Portal online or on your mobile device. With these powerful tools, you may be able to save money on your prescriptions.

Features Available to FairoRx Members:

- My Account
- Benefit Documents
- Frequently Asked Questions
- Medication Lookup
- Pharmacy Locator
- Prescriptions
- Member ID Cards
- Financial Information

Formulary Lookup

The formulary can be accessed by logging into your FairoRx member portal account and selecting Benefit Documents. Please visit <https://fairosrx.com/members/#/login> to be taken to the member login page.



PPO Plans – Prescription Copays				
Drug Classification	\$	Retail Pharmacy 30-Day Supply	Retail Pharmacy 90-Day Supply	Mail Order 90-Day Supply
ACA Preventative	\$	\$0	\$0	\$0
Generic	\$	\$10	\$25	\$25
Preferred Brand*	\$\$	\$35	\$87.50	\$87.50
Non-Preferred Brand*	\$\$\$	\$70	\$175	\$175
Specialty	\$\$\$\$	20% up to max \$200	N/A	N/A

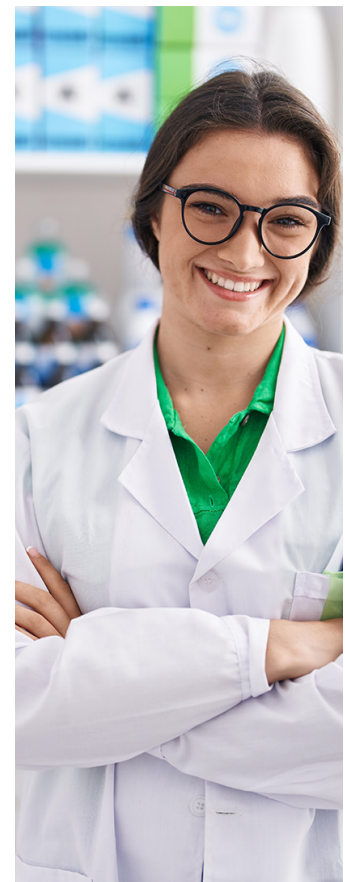
Deductible: There is no Rx deductible for either the PPO Buy-up Plan or the PPO Base Plan.

Out-of-Pocket Maximum: The out-of-pocket limit is the most you would have to pay in a year for covered prescriptions. There is a combined Medical/Rx calendar year maximum out of pocket amount of \$2,000 per individual and \$4,000 per family (PPO Buy-up Plan) and \$4,000 per individual and \$8,000 per family (PPO Base Plan).

HDHP/HSA Plans – Prescription Copays				
Drug Classification	\$	Retail Pharmacy 30-Day Supply	Retail Pharmacy 90-Day Supply	Mail Order 90-Day Supply
ACA Preventative	\$	\$0	\$0	\$0
Generic	\$	\$10	\$25	\$25
Preferred Brand*	\$\$	\$35	\$87.50	\$87.50
Non-Preferred Brand*	\$\$\$	\$70	\$175	\$175
Specialty	\$\$\$\$	20% up to max \$200	N/A	N/A

Deductible: There is no Rx deductible for either the PPO Buy-up Plan or the PPO Base Plan.

Out-of-Pocket Maximum: The out-of-pocket limit is the most you would have to pay in a year for covered prescriptions. There is a combined Medical/Rx calendar year maximum out of pocket amount of \$2,000 per individual and \$4,000 per family (PPO Buy-up Plan) and \$4,000 per individual and \$8,000 per family (PPO Base Plan).



Telemedicine: Clever Health



Easier. Faster. Better. Virtual Care for the Entire Family

partnering with clever health



**Smart
Virtual Care**



**Virtual
Primary Care**



**Mental Health
& Counseling**



**Discounts on
Prescriptions**



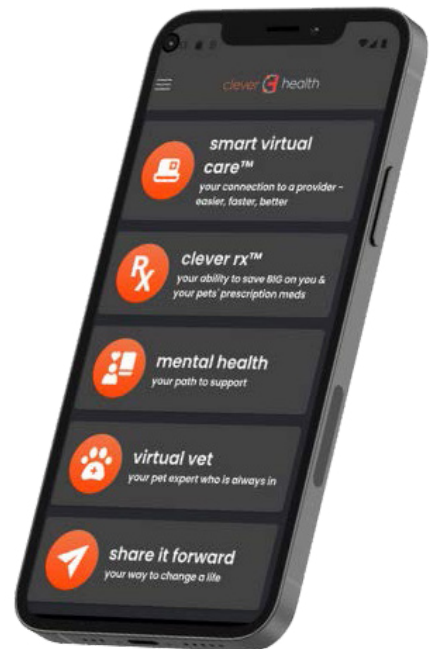
**Virtual
Vet**

Clever Health just makes sense. Easier, faster, better for the patient, and much more affordable. Waiting hours just for a phone call? Archaic, overpriced prescriptions? Suffering with anxiety and depression alone? Never again. Now that's clever!

- Access to board certified licensed medical doctors
- Available 24/7 365 days a year
- Eliminate unnecessary ER and urgent care visits
- Common treatments such as flu, respiratory, uti, allergies, and more!
- Up to 80% savings compared to other telehealth plans
- Free Rx discounts and easy refills
- 97% report feeling better following a call for mental health support



**Consults now included with
your plan! Download the
Clever Health app or scan the
code shown to get registered!**



Disclosure. This is not insurance and is not intended to replace health insurance.. V060923

Flexible Spending Accounts



You can save money on your healthcare and/or dependent day care expenses with an FSA. You set aside funds each pay period on a pretax basis and use them tax-free for qualified expenses. You pay no federal income or Social Security taxes on your contributions to an FSA. (That's where the savings comes in). Your FSA contributions are deducted from your paycheck before taxes are withheld, so you save on income taxes and have more disposable income. A Limited Purpose FSA works exactly the same as the FSA Medical Plan however, it is limited to reimbursements only for dental and vision expenses and only available to employees enrolled in the HDHP with HSA medical plan.

Healthcare Spending Limit: \$3,300 (Available to employees enrolled in the Base and Buy Up plans)

Limited Purpose Flexible Spending Limit: \$3,300 (Available to employees enrolled in the HDHP with HSA plan)

Dependent Care Spending Limit: \$5,000 (Used to pay for child and elder care expenses)

Health Savings Account



Participants of HDHP with HSA Plan ONLY

An HSA is a personal bank account that GoMacro funds, and YOU own. You can use the account to save money, income-tax free, through a payroll deduction to pay for qualified medical expenses. HSA funds roll-over from year-to-year and the account is portable should you change health plans, retire or change employment.

Eligibility: To be eligible you must enroll in GoMacro HDHP with HSA Medical Plan.

Cannot be covered by any other health plan (such as a spouse's plan) that is not a qualified HDHP plan.

Cannot be enrolled in Medicare, TRICARE or TRICARE for Life

Cannot be claimed as a dependent on someone else's tax return

Cannot have received VA or Indian Health benefits within the past three months

Cannot also be simultaneously covered by a health care flexible spending account (FSA) except in the case of a limited purpose FSA.

GoMacro Health Savings Account Contribution

For Single HDHP Enrollees: GoMacro will contribute \$500 at the start of the year and provide a dollar-for-dollar match on additional contributions up to \$1,000.

For Family HDHP Enrollees (EE+Spouse, EE+Child, Family): GoMacro will contribute \$1,500 in January, with an additional dollar-for-dollar match on contributions up to \$1,000 throughout the year.

Individual: \$4,300

Family: \$8,550

Age 55+: Additional \$1,000 Catch Up Contribution

Dependents and HSA: Children age 24 if full time student (or 19 if not full time student) cannot use a parent's HSA for eligible expenses despite health reform allowing children to remain on medical up to age 26. If enrolling in the HDHP with HSA medical plan for the first time, you are automatically enrolled in the Health Savings Account. HealthEquity will send you a welcome kit, account activation instructions and a debit card mailed to your home address on file with GoMacro.



HealthEquity

Telephone HSA.: 866.346.5800

Telephone FSA: 877.924.3967

Online Portal: www.healthequity.com



Your GoMacro 2025 Wellness Program

GoMacro has an organizational commitment to the wellness of our team. As part of our commitment, we have a robust wellness program for employees. Employees who engage and participate in the wellness program may earn a reduction to their medical premiums beginning the next benefits year. If you participated last year, you may notice a decrease in your 2025 contributions.

Listed below are the wellness program requirements. Employees who meet the below requirements by September 30, 2024 will earn a reduction to their medical premiums next year.

Wellness Program - 2025

Required Activities:

1. Complete Online Health Risk Assessment
2. Complete Biometric Screening
3. Complete 1 Wellness Challenge
4. Complete 3 Asset Health online courses with a passing score of 70%
5. Complete 2 SMART Goals

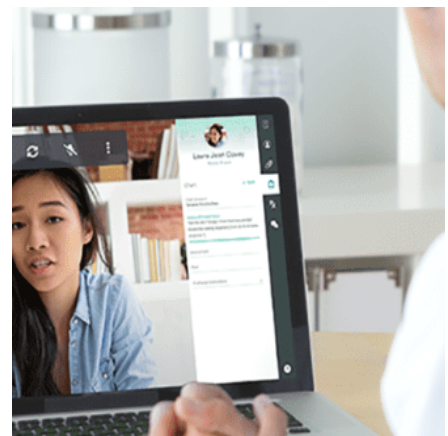
2025 Wellness Webinars

- Mental Health in the Workplace
- Sugar Busters
- Time and Task Management

2025 Challenges

- Capturing the Moment Challenge
- Beat the Boss Challenge
- Defeat the Seat

If you have any questions regarding the GoMacro wellness program, please see Human Resources.



Smoking Cessation Program

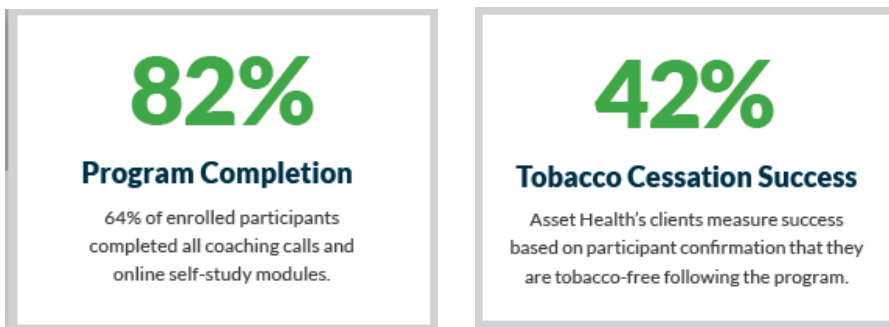


Asset Health’s Tobacco-Free Me is a dual-track, cognitive and behavioral approach to tobacco cessation coaching. The six-month program provides addiction education, a support system and a plan and consists of four parts:

- Part 1** — Thinking About Quitting
- Part 2** — Motivate Toward a Quit Date,
- Part 3** — Quit Day and Beyond
- Part 4** — Slips and Relapses

Asset Health’s Tobacco-Free Me protocol provides supportive coaching and recovery education, and it encourages participants to explore cessation medications with their physician. Asset Health coaches communicate by telephone, email and web-based tools, under RN supervision. Participants learn about the biological mechanics of their tobacco use, the addictive process and the path to becoming tobacco-free. Coaches employ motivational techniques and cognitive exercises to initiate and reinforce self motivation — the desire to quit.

By offering the Tobacco-Free Me program as part of an overall wellness initiative, your organization takes a big step toward lowering costs and raising the level of workforce health and wellbeing. It is available to participants as a powerful support to those who may be potentially motivated to quit.



The following smoking cessation products are available under the ACA preventative list at \$0 copay:

TOBACCO CESSATION PRODUCTS		
For tobacco cessation in nonpregnant adults (18 years of age and older).		
Limited to 2 treatment courses/year		
bupropion hcl 150 mg sr tab- generic	nicotine polacrilex gum- generic, OTC	varenicline tartrate tab-generic
nicotrol inhaler system	nicotine polacrilex lozenge- generic, OTC	
nicotrol ns nasal spray	nicotine td patch 24 hr- generic, OTC & Rx	

To learn more or see a demo, contact Robert Wilson by phone at **248.822.7286** or by email at RWilson@assethealth.com. To sign up through the Asset Health Portal, please visit <https://assethealth.com/gomacro> or use the button below.

ASSET HEALTH PORTAL

LEARN MORE

Administered by Delta Dental of Wisconsin, Inc.



Good oral care enhances overall physical health, appearance and mental well-being. Problems with the teeth and gums are common and easily treated health problems. Keep your teeth healthy and your smile bright with the GoMacro, LLC dental benefit plans. GoMacro employees have the option to purchase a high or low dental plan. This allows you to determine the level of benefits that fits your needs.

SERVICES	LOW PLAN		HIGH PLAN	
	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible	\$50 per person; \$150 family limit	\$50 per person; \$150 family limit	\$50 per person; \$150 family limit	\$50 per person; \$150 family limit
Annual Benefit Maximum	\$1,000	\$1,000	\$2,000	\$2,000
Preventive Dental Services <i>(cleanings, exams, x-rays)</i>	0%	0%	0%	0%
Basic Dental Services <i>(emergency treatment, fillings, non-surgical extractions)</i>	30%*	50%*	20%*	40%*
Major Dental Services <i>(surgical extractions, endodontics, periodontics, crowns, inlays, onlays, bridges, dentures, repairs, implants)</i>	60%*	60%*	20%*	40%*
Orthodontia Services <i>(covered to age 26)</i>	Not covered	Not covered	50% to \$2,500 lifetime maximum	50% to \$2,500 lifetime maximum

***After the annual deductible, member is responsible for this percentage of charges up to annual maximum benefit and then responsible for 100% of charges.**

When seeing an out-of-network provider, balance billing may occur resulting in an out-of-pocket expense.

CheckUp™ Plus allows enrollees to get diagnostic and preventive dental services without those costs getting applied to the individual annual maximum – leaving more flexibility for restorative care that might be needed later.

Locating an In-Network Dentist

Please visit the GoMacro benefits website for the member website link.

Premiums (Employee Contributions)

BENEFIT PLAN	MONTHLY	PER PAY PERIOD
Dental Low Plan Rates		
Employee	\$30.45	\$7.03
Employee + Spouse	\$60.90	\$14.05
Employee + Child(ren)	\$56.22	\$12.97
Family	\$93.73	\$21.63
Dental High Plan Rates		
Employee	\$50.05	\$11.55
Employee + Spouse	\$100.30	\$23.15
Employee + Child(ren)	\$102.57	\$23.67
Family	\$168.09	\$38.79

Administered by Delta Vision of Wisconsin, Inc.



Regular eye examinations can help determine your need for corrective eyewear but may also detect general health problems in their earliest stages. Protection for the eyes should be a major concern to everyone. GoMacro employees have access to a voluntary vision plan through Delta Vision which uses the EyeMed Insight network of providers.

Service	IN-NETWORK <i>(Any Delta Vision/EyeMed Insight Provider)</i>	OUT-OF-NETWORK <i>(Any qualified non-network provider of your choice)</i>
Eye Exam - Once every 12 months	\$20 copay	Reimbursement up to \$35
Lenses - Once every 12 months		
Single Vision Lenses	\$20 copay	Reimbursement up to \$25
Lined Bifocal Lenses	\$20 copay	Reimbursement up to \$40
Lined Trifocal Lenses	\$20 copay	Reimbursement up to \$55
Frames - once every 12 months	\$150 allowance then 20% off	Reimbursement up to \$75
Contact Lenses - Once Every 12 Months if you elect contacts instead of lenses/frames		
Elective	Conventional: \$150 allowance then 15% off; Disposable: \$150 allowance	Reimbursement up to \$120
Medically Necessary	Covered in full	Reimbursement up to \$200

Locating an In-Network Vision Provider:

Please visit the GoMacro benefit website for the member website link or call 844.764.5301.

Reminder:

No need for an ID card. To take advantage of your Delta Vision benefit, simply contact a Delta Vision —EyeMed Insight provider and let them know you have Delta Vision coverage—they handle the paperwork for you.

Premiums (Employee Contributions)

BENEFIT PLAN	MONTHLY	PER PAY PERIOD
Vision Rates		
Employee	\$5.13	\$1.18
Employee + Spouse	\$10.26	\$2.37
Employee + Child(ren)	\$10.47	\$2.42
Family	\$15.60	\$3.60



If Using Gundersen:



The Gundersen Vision Program provides you with a cost competitive alternative to vision insurance plans. Special pricing is only available to employees/members of participating organizations.

Why Choose Us?

Gundersen offers an integrated care system to keep your eyes healthy and your vision at it's best. We have optometrists who perform comprehensive eye health exams and specialists to help you if eye health issues arise. Gundersen is also close to home with 14 clinics in communities throughout our service region.



We Offer:

- Discounts without the hassle of premiums, so you only pay for the services you need. Many medical insurance plans cover annual eye exams so you don't need to pay extra for supplemental vision plans
- Professional contact lens fitting and various specialty contact lenses
- Competitive prices on eyeglasses including a broad selection of eyeglass styles and high-tech optical lenses
- Industry leading 2-year warranties on most eyeglasses.

 45% OFF* out-of-network / uninsured comprehensive eye exam, including refraction. Payment is required at your appointment	 30% OFF GLASSES eyeglass orders purchased within seven days of appointment with a Gundersen provider	 5% OFF CONTACTS contact lens orders	 10% OFF LASIK LASIK eye surgery
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*Optometry appointment fees subject to change. Net \$128.15

Contact Us:

To learn more or sign up, please email myvision@gundersenhealth.org or call **608.775.8796**.

Reminders for Members and Dependents:

- They must identify themselves as MyVision by Gundersen participants when they call to schedule their appointments, place contact lens or eyeglass orders, or when inquiring about or scheduling LASIK with us.
- Discounted eye exam offer must be requested at time appointment is scheduled.
- Eyeglass and contact lens discount offers are void if not requested at the time of ordering.
- Eyeglass and contact lens discount offers are only valid when filling prescriptions written by Gundersen eye doctors.
- Eyeglass discount offer is valid only within 7 days of the patient getting an eye exam from a Gundersen eye doctor.
- Discounts are not retroactive – cannot be given after the day of the exam or order.

Disclaimer:

This correspondence is in no way a binding agreement/contract and shall not be interpreted as such. Discounts and pricing are determined and offered by Gundersen in its sole discretion and may be altered or retracted at any point and without notice to program participants or employees. Nothing in this correspondence subjects either party to fixed pricing or utilization minimums or maximums. Program pricing and discounts are in no way impacted by the value or volume of program utilization or the types of services received.

Policy 956656



Basic Life Insurance

Life insurance provides financial security for the people who depend on you. Your beneficiaries will receive a lump sum payment if you die while employed by GoMacro. GoMacro provides eligible employees a basic life insurance policy of 1x Annual Earnings to max \$500,000 at no cost to you. For Basic Life Insurance, any employer paid life insurance premiums above \$50,000 of benefit will be taxable to the employee.

Accidental Death and Dismemberment (AD&D) Insurance

Accidental Death and Dismemberment (AD&D) insurance provides payment to you or your beneficiaries if you lose a limb or die in an accident. GoMacro provides eligible employees AD&D coverage of 1x Annual Earnings to max \$500,000 at no cost to you. This coverage is in addition to your company-paid life insurance described above if you participate in the medical plans offered by GoMacro.

Voluntary Life

GoMacro employees may purchase a voluntary life and accidental death and dismemberment (AD&D) policy for themselves or their dependents. If you elect to purchase additional coverage for your dependents, you must purchase a policy for yourself. As a new employee, you are guaranteed to be issued coverage (up to \$50,000 or five times your annual earnings, and up to \$25,000 not to exceed 100% EE's amount for your spouse) without answering Evidence of Insurability (EOI) medical questions. The waiver over the medical questionnaire only applies when you are first eligible.

- **Employee:** Up to five times your annual earnings in increments of \$10,000; \$500,000 maximum amount. Guarantee issue of \$50,000.
- **Spouse:** Up to \$100,000 in increments of \$5,000 (not to exceed 100% of EE's amount). Guarantee issue of \$25,000.
- **Children:** Birth to 14 days: \$0; 14 days to 6 Months; \$500; Unmarried 14 days to 19 or 23 if full time student: Increments of \$1,000 to max \$10,000
- **Special feature:** If you enroll for the for voluntary life at initial eligibility, you may enroll for additional coverage up to \$10,000 without the need to complete an EOI as long as the total amount does not exceed the Guarantee Issue.

Plan features include:

- Living Care / Accelerated Death Benefit—75% the amount of the life benefit, not to exceed \$500,000.
- Waiver of Premium—If determined you are totally disabled, your life insurance benefit will continue without payment of premium
- Portability and Conversion included.
- Age reduction: Benefits reduce to 50% at age 70. Spouse coverage terminates when attain age 70.

Disability Insurance

GoMacro, LLC pays for eligible employees to receive disability insurance through SunLife. This benefit is often referred to as paycheck insurance as it replaces a portion of your income if you are unable to work as a result of a non-job illness or injury. GoMacro provides Short Term and Long Term Disability as a company-provided benefit for all full-time employees.

	HOW IT WORKS	WHO PAYS FOR THE BENEFIT?
Short-Term Disability	<ul style="list-style-type: none"> • You receive 60% of your income up to \$1,000 per week. • Benefits begin on the 8th calendar day for illness and injury. • Benefits continue for up to 12 weeks. 	GoMacro
Long-Term Disability	<ul style="list-style-type: none"> • You receive 60% of your income up to \$6,000 per month. • Benefits begin after 90 calendar days of absence from work • Benefits continue until you reach Social Security Normal Retirement Age. • Will be company-provided for all full-time employees. 	GoMacro

SUNLIFE PORTAL

Employee Voluntary Life Insurance and AD&D Policy 956656

Child Voluntary Life Insurance: Weekly rate of \$0.007 for each \$1,000 of insurance.

Employee Voluntary AD&D Insurance: Weekly rate of \$0.008 for each \$1,000 of insurance.

Spouse Voluntary AD&D Insurance: Weekly rate of \$0.006 for each \$1,000 of insurance.

Child Voluntary AD&D Insurance: Weekly rate of \$0.009 for each \$1,000 of insurance.

Employee Voluntary Life Insurance:

Employee's Age (as of January 1st of each year)	Per \$1,000 of covered payroll (weekly)
Under 20	\$0.02
20-24	\$0.02
25-29	\$0.02
30-34	\$0.02
35-39	\$0.03
40-44	\$0.04
45-49	\$0.06
50-54	\$0.08
55-59	\$0.13
60-64	\$0.20
65-69	\$0.36
70-74	\$0.36
75-79	\$0.36
80-84	\$0.36
85 and Over	\$0.36

Spouse Voluntary Life Insurance:


Employee's Age (as of January 1st of each year)	Per \$1,000 of covered payroll (weekly)
Under 20	\$0.02
20-24	\$0.02
25-29	\$0.02
30-34	\$0.02
35-39	\$0.03
40-44	\$0.04
45-49	\$0.06
50-54	\$0.08
55-59	\$0.13
60-64	\$0.20
65-69	\$0.36
70-74	\$0.36
75-79	\$0.36
80-84	\$0.36
85 and Over	\$0.36

SUNLIFE PORTAL




GoMacro employees and dependents have access to an Employee Assistance Program (EAP) through SunLife. The cost for the EAP services is covered 100% by GoMacro. All services are strictly confidential and no identifying information is provided to your employer.

Includes 7 free counseling sessions per topic!




Confidential Emotional Support
Our highly trained clinicians will listen to your concerns and help you or your family members with any issues, including:

- Anxiety, depression, stress
- Grief, loss and life adjustments
- Relationship/marital conflicts



Work-Life Solutions
Our specialists provide qualified referrals and resources for just about anything on your to-do list, such as:


- Finding child and elder care
- Hiring movers or home repair contractors
- Planning events, locating pet care



Legal Guidance
Talk to our attorneys for practical assistance with your most pressing legal issues, including:

- Divorce, adoption, family law, wills, trusts and more


Need representation? Get a free 30-minute consultation and a 25% reduction in fees.



Financial Resources
Our financial experts can assist with a wide range of issues.


- Retirement, taxes, mortgages, budgeting and more

For additional guidance, we can refer you to a local financial professional and arrange to reimburse you for the cost of an initial one-hour in-person consult.



Online Support
GuidanceResources® Online is your 24/7 link to vital information, tools and support. Log on for:

- Articles, podcasts, videos, slideshows
- On-demand trainings
- "Ask the Expert" personal responses to your questions



Free Online Will Preparation
EstateGuidance® lets you quickly and easily create a will online.

- Specify your wishes for your property
- Provide funeral and burial instructions
- Choose a guardian for your children

What happens when I call for counseling support?

When you call, you will speak with a GuidanceConsultantSM, a master's- or PhD-level counselor who will collect some general information about you and will talk with you about your needs. The GuidanceConsultant will provide the name of a counselor who can assist you. You will receive counseling through the EAP up to 5 sessions per issue, per person, per calendar year. You can then set up an appointment to speak with the counselor over the phone or schedule a face-to-face visit.

What counseling services does the EAP provide?

The EAP provides free short-term counseling with counselors in your area who can help you with your emotional concerns.

If the counselor determines that your issues can be resolved with short-term counseling, you will receive counseling through the EAP. However, if it is determined that the problem cannot be resolved in short-term counseling in the EAP and you will need longer-term treatment, you will be referred to a specialist early on and your insurance coverage will be activated.

Contact EAPComplete Anytime

No-cost, confidential solutions to life's challenges.

Your ComPsych® GuidanceResources® program EAPComplete offers someone to talk to and resources to consult whenever and wherever you need them.

Call: 877.595.5284

TTY: 800.697.0353

Your toll-free number gives you direct, 24/7 access to a GuidanceConsultantSM, who will answer your questions and, if needed, refer you to a counselor or other resources.

Online: guidanceresources.com

App: GuidanceNowSM

Web ID: EAPComplete

Log on today to connect directly with a GuidanceConsultant about your issue or to consult articles, podcasts, videos and other helpful tools.

24/7 Support, Resources & Information



Administered by Sun Life



GoMacro employees and dependents have access to purchase Accident Insurance administered by SunLife. Accident insurance provide coverage where other insurance leaves off and provides cash to help cover the expenses.

How It Works

SunLife Accident coverage pays you cash benefits that correspond with hospital and intensive care confinement. Your plan may also include coverage for a variety of occurrences, such as dismemberment, dislocation, fracture, ambulance services, physical therapy and more. The cash benefits can be used to help pay for deductibles, treatment, rent and more.

Meeting Your Needs

- Guaranteed issue coverage, subject to exclusions and limitations
- Benefits are paid directly to you unless otherwise assigned
- Pays in addition to other insurance coverage
- Coverage is also available for your dependents
- Premiums are affordable and can be conveniently payroll deducted
- Coverage may be continued; refer to your certificate for details

Benefits subject to maximums, please refer to the plan summary posted on the Go Macro benefit website.

Wellness Benefit: Included and provides a \$50 payment per insured per benefit year for receiving a preventive care exam.

Accident Insurance Premiums

Policy 956656

	Employee Only	Employee + Spouse	Employee + Child(ren)	Family
Premiums (Weekly)	\$3.68	\$6.63	\$7.80	\$10.75

For additional information on benefit coverage: www.gomacrobenefits.com/accident-insurance

SUNLIFE PORTAL



Administered by Sun Life



Helps Protect Your Finances from an Illness.

When you, your spouse or child is diagnosed with a covered condition, you can receive a cash benefit to help pay unexpected costs not covered by your health plan.

Helps Cover Related Expenses.

While health plans may cover direct costs associated with a critical illness, you can use your benefit to help with related expenses like lost income, child care, travel to and from treatment, deductibles, and copays.

Pays a Cash Benefit Directly to You.

Critical illness insurance can be used however you want, and it pays in addition to any other coverage you may already have. What's more, all family members on your plan are eligible for a wellness-screening benefit, also paid directly to you once each year, per covered person.

BENEFITS (You can purchase this coverage at a group rate.)	
For You	You can choose between \$5,000 and \$20,000 of coverage, in increments of \$5,000. No medical questions asked.
For Your Spouse	If you elect coverage for yourself, you can choose between \$5,000 and \$20,000 of coverage, in increments of \$5,000. No medical questions asked. Not to exceed 100% of your coverage amount.
For Your Child(ren)	If you elect coverage for yourself, you can choose between \$2,500 and \$10,000 of coverage, in increments of \$2,500. No medical questions asked. Not to exceed 50% of your coverage amount. An eligible child is defined as your child from birth to age 26.

Covered Conditions: The plan pays 100% of the benefit amount unless stated otherwise.

Core Conditions	Heart Attack End-Stage Kidney Disease Occupational HIV/Hepatitis B, C, or D	Stroke Coronary Artery Bypass Graft (pays 25%) Major Organ Failure
Cancer Conditions	Invasive Cancer Noninvasive Cancer (pays 25%) Skin Cancer (Pays 5%)	
Other Conditions	Complete Blindness Complete Loss of Hearing Loss of Speech Benign Brain Tumor Coma	Severe Burns Advanced ALS/Lou Gehrig's Disease Advanced Parkinson's Disease (Pays 25%) Advanced Alzheimer's Disease (Pays 25%) Paralysis
Childhood Conditions (Applies to dependent children only)	Down Syndrome Cystic Fibrosis Type 1 Diabetes Mellitus Complex Congenital Heart Disease	Cerebral Palsy Cleft Lip/Palate Muscular Dystrophy Spina Bifida
Wellness Screening Benefit	Payable to any covered person on your plan one-time each year, once you provide proof of an eligible health screening	Employee \$50 Spouse \$50 Child \$50

Wellness Benefit is included and provides a \$50 payment per insured per benefit year for receiving a preventive care exam.

SUNLIFE PORTAL

Critical Illness Premiums Policy 956656

Employee Critical Illness

Employee's Age (as of January 1st of each year)	Weekly Rate Per \$1,000 of coverage
Under 25	\$0.12
25-29	\$0.13
30-34	\$0.15
35-39	\$0.20
40-44	\$0.28
45-49	\$0.38
50-54	\$0.54
55-59	\$0.72
60-64	\$0.85
65-69	\$1.11
70-74	\$1.48
75 and Over	\$2.04

Spouse Critical Illness

Employee's Age (as of January 1st of each year)	Weekly Rate Per \$1,000 of coverage
Under 25	\$0.12
25-29	\$0.13
30-34	\$0.15
35-39	\$0.20
40-44	\$0.28
45-49	\$0.38
50-54	\$0.54
55-59	\$0.72
60-64	\$0.85
65-69	\$1.11
70-74	\$1.48
75 and Over	\$2.04

Child Critical Illness

Weekly rate of \$0.03 Per \$1000 of coverage.

[SUNLIFE PORTAL](#)

Administered by Sun Life



Helps Protect Your Finances.

When you, your spouse or child are facing a hospital stay, you can receive a benefit to help pay unexpected expenses not covered by your plan.

Helps Cover Related Expenses.

While health plans may cover direct costs associated with an illness or injury, you can use your hospital indemnity benefits to help cover related expenses like lost income, child care, deductibles and copays.

Pays a Cash Benefit Directly to You.

Hospital indemnity insurance payments can be used however you want, and it pays in addition to any other coverage you may already have. Benefits are payable directly to you.

BENEFITS	
Benefits are Payable for Hospital Stays Due to:	<ul style="list-style-type: none"> Sickness Accidents* Routine Pregnancy Pregnancy Complications Newborn Complications Mental/Nervous Disorders Substance Abuse
Additional Reasons to Sign Up:	<ul style="list-style-type: none"> No medical questions to answer- guaranteed issue coverage Benefits add up- many of your benefits can all be payable on the same day

Benefit Schedule

FIRST DAY BENEFITS	HIGH
<i>Payable per benefit year</i>	
Fire day hospital confinement - <ul style="list-style-type: none"> This benefit pays the first day you stay in a regular hospital bed 	\$1,000 per day 1 day
CONFINEMENT BENEFITS	HIGH
<i>Payable per benefit year</i>	
Hospital Confinement - <ul style="list-style-type: none"> This benefit pays for a hospital stay in a standard room Payable with first day hospital confinement benefit 	\$150 per day Up to 30 days
Intensive Care Unit (ICU) Confinement - <ul style="list-style-type: none"> This benefit pays for a hospital ICU stay Payable with first day hospital confinement benefit Payable with hospital confinement benefit 	\$150 per day Up to 15 days

Wellness Benefit is included and provides a \$50 payment per insured, per benefit year for receiving a preventative care exam.

Hospital Indemnity Premiums

Policy 956656

	Employee Only	Employee + Spouse	Employee + Child(ren)	Family
Weekly Premiums	\$4.60	\$9.29	\$7.47	\$12.16

SUNLIFE PORTAL

BENEFITS HERO™ MOBILE APP



Your Ultimate Companion in Unlocking the Full Potential of Your Health Plan

With **Benefits Hero™**, you have a powerful ally that transforms the often complex world of benefits into a personalized, user-friendly experience. It goes beyond mere guidance; it's your partner in navigating the intricacies of your health plan, benefits, prescriptions, claims, telemedicine, ID cards, and more!

So, buckle up and let Benefits Hero lead the way to a world where your benefits work harder for you, elevating your overall well-being. Just see for yourself! Download the Benefits Hero app for a full view into your VAULT Health Plan!

Rewards

Earn rewards for activating your account and making smart health choices.

Centralized Benefits Access

View ID cards, deductibles, claims, plan guidance, access your virtual care benefits, and more.

Personalized and Proactive Engagement

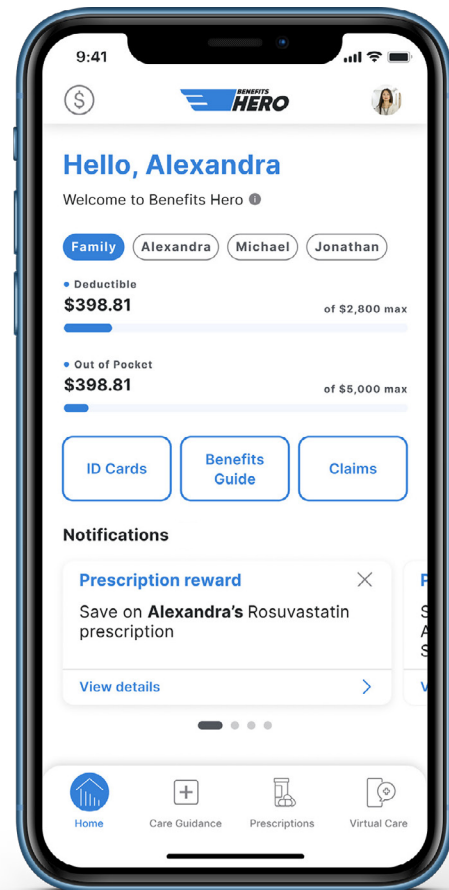
Save on healthcare costs and ensure high quality care with automated guidance from your health plan.

Integrated Guidance

Easily access valuable plan components like medical carve-outs, specialty solutions, and preferred pharmacies.



If you have questions about Benefits Hero or need help registering, please contact Care@BenefitsHero.io.



Download the Benefits Hero app for a full view into your VAULT Health Plan!



Vault Web Portal

Thank you for choosing our Member Portal as your go-to resource for managing your account and accessing valuable information. This user guide is designed to assist you in navigating the portal effortlessly and making the most of its features.

Logging Into the Portal

Visit www.mediconnx.com/MediCIm/Login.aspx?clientid=2489

Registering a New User

STEP 1.

If this is your first time visiting the WLT member portal, you will need to create a new account. On the landing page, find 'First Time User?' and select the blue 'Register' button.

STEP 2.

On the next screen, you will select how you would like to register. In most cases you will select 'Employee/Insured' or 'Dependent' from the dropdown. Then, select 'Next.' When you click 'Next' it will ask you to read through the Statement of Understanding. Click 'I Accept' and click 'Next.'

STEP 3.

Then, follow the prompts on the next few screens (i.e., enter your first name, last name, date of birth, social security number associated with the plan, etc.).

Returning Users

Should you already have a username and password, please enter your credentials using the fields provided. If you do not remember your password, please select 'Forgot Your Password?' and follow the necessary prompts.

Need Support?

If you have any issues creating an account or logging in, please don't hesitate to contact Vault Admin Services for support at 866.202.0029 or support@allthingsvault.com.

Portal Capabilities

Once you are logged into the portal, you will be brought to the home screen, where you will have full transparency into your health plan. You should have access to the following tabs and capabilities.

Returning Users Log In

User Name:

Password:

(Password minimum length 8, with at least 1 letter, 1 number and 1 of the following: !@#\$%^&*)

[Forgot Your Password?](#)

First Time User?

Sign Up for Your New Account

I am a/an:

[Click here to read the Statement of Understanding](#)

I Accept I Decline

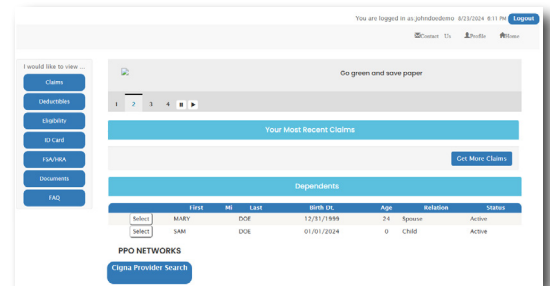
[Need Help?](#)



Vault Web Portal (continued...)

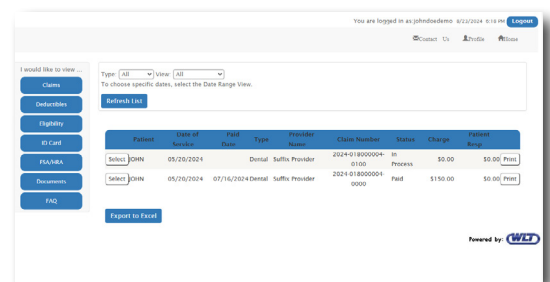
Home

Welcome to the Vault Admin Services Member Portal! The 'Home' screen provides an overview of key components of your health plan. From this screen, you can view important messages, recent claims, dependents, search for a provider, and even view all of the buttons and capabilities that we will outline below.



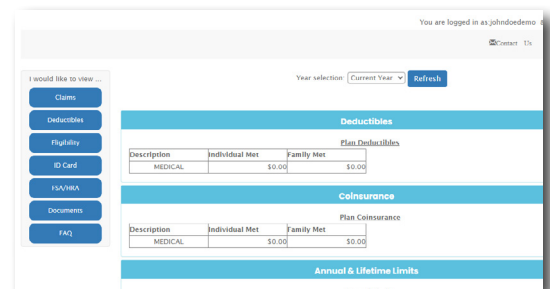
Claims

The 'Claims' tab contains all open and paid claims. You can search by member name, dates, or claim number to find specific claims. The claims history displays the status of each claim for every plan member, with direct access to the Explanation of Benefits (EOB) showing patient responsibility and plan coverage.



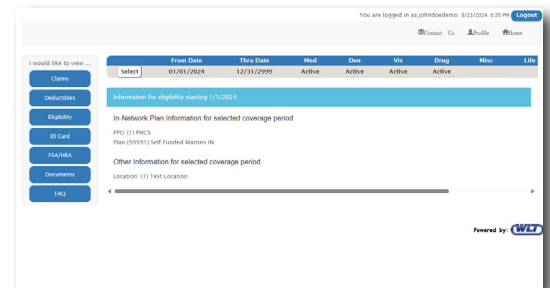
Deductibles

The great thing about this portal is that you have access to everything at your fingertips! Click to view your individual and family deductibles, copays, coinsurance, and annual maximums and limits across all aspects of your health plan. You can even narrow your search by plan year, so you can compare costs and savings.



Eligibility

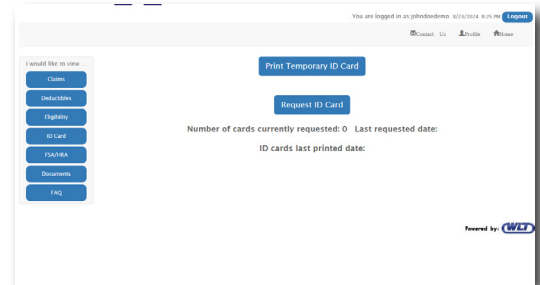
This tab provides a comprehensive chart displaying the member's coverage history. At the top, you'll find the current plan and network, followed by details on dental, vision, prescription/Rx plans, and more. If you've opted for additional ancillary insurance, such as life, AD&D, STD, or LTD, these will also be visible on this tab (if the benefit is administered by Vault).



Vault Web Portal (continued...)

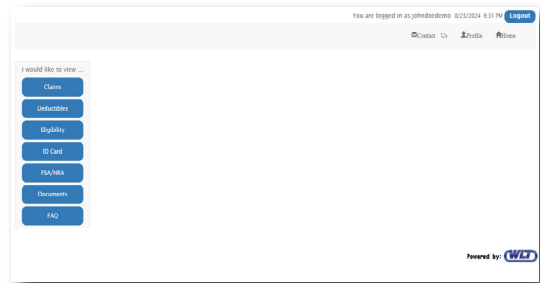
ID Card

From this tab, you can easily print your temporary ID card, should your physical card not be available yet. You can also request a new ID card. It lists the number of cards you have currently requested and the date, so you can accurately gauge how long it has been for your records.



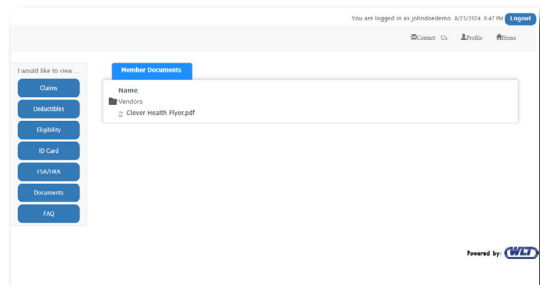
FSA/HRA

Should you have chosen to participate in a Flexible Spending Account (FSA) or Health Savings Account (HRA) through your health plan, the information will appear within this tab. As we build out this portal, you will see a number of features added that will help you become a more active participant in your health plan.



Documents

The 'Documents' tab will house all the plan information you will need such as your Summary of Benefits, any prescription formularies, guides on how to find an in-network provider, telemedicine information, and more! If there is a document you need that is not housed here, simply reach out to our support team for assistance.



FAQ

By clicking on 'FAQ,' a new page will not open, but a pop-up document containing frequently asked question from our members will appear. Make sure you allow pop-ups from this site in order to view.

Your experience with the Member Portal is important to us. If you have suggestions for improvement, encounter any difficulties, or have questions along the way, our support team is ready to assist you. Please contact Vault Admin Services at 866.202.0029 or support@allthingsvault.com.

Thank you for being a valued member!

CONTACT INFORMATION



If you have specific questions about a benefit plan, please always contact Vault Admin Services first, or your local human resources department at hr@gomacro.com. Please visit the GoMacro benefit website at www.gomacrobenefits.com.

CONTACT INFORMATION			
BENEFIT	ADMINISTRATOR	PHONE	WEBSITE/EMAIL
GoMacro HR Department	GoMacro	608.627.2310	hr@gomacro.com
Your Benefit Advocate Center (TPA)	Vault Admin Services	866.202.0029	www.gomacrobenefits.com support@allthingsvault.com
Medical	Cigna	866.202.0029	https://www.mediconnx.com/MediCIm/Login.aspx?clientid=2489 support@allthingsvault.com
Member App	Benefits Hero	Email Preferred	Care@BenefitsHero.io
Pharmacy	FairosRx	833.464.9600	www.fairosrx.com
Telemedicine	Clever Health	In-App Chat	www.cleverhealth.ai
HSA & FSA Administration	HealthEquity	866.346.5800 877.924.3967	www.healthequity.com
Dental	Delta Dental of Wisconsin	844.764.5301	www.deltadentalwi.com
Vision	Delta Vision of Wisconsin	844.764.5301	www.deltadentalwi.com/vision
Life and AD&D	SunLife	800.247.6875	www.sunlife.com
Voluntary Life and AD&D	SunLife	800.247.6875	www.sunlife.com
Short Term Disability	SunLife	800.247.6875	www.sunlife.com
Long Term Disability	SunLife	800.247.6875	www.sunlife.com
Employee Assistance Program	Guidance Resources	877.595.5284	www.guidanceresources.com
Accident Insurance	SunLife	800.247.6875	www.sunlife.com
Critical Illness Insurance	SunLife	800.247.6875	www.sunlife.com
Hospital Insurance	SunLife	800.247.6875	www.sunlife.com
Smoking Cessation Program	Asset Health	248.822.7286	RWilson@assethealth.com https://assethealth.com/gomacro

Notes:

Patient Protections Disclosure

The GoMacro, LLC. Health Plan generally allows the designation of a primary care provider. You have the right to designate any primary care provider who participates in our network and who is available to accept you or your family members. Until you make this designation, Cigna designates one for you. For information on how to select a primary care provider, and for a list of the participating primary care providers, contact Cigna at the number on the back of your ID card or visit www.cigna.com.

For children, you may designate a pediatrician as the primary care provider. You do not need prior authorization from Cigna or from any other person (including a primary care provider) in order to obtain access to obstetrical or gynecological care from a health care professional in our network who specializes in obstetrics or gynecology. The health care professional, however, may be required to comply with certain procedures, including obtaining prior authorization for certain services, following a pre-approved treatment plan, or procedures for making referrals. For a list of participating health care professionals who specialize in obstetrics or gynecology, contact the Cigna at the number on the back of your ID card or www.cigna.com.

Women's Health & Cancer Rights Act

If you have had or are going to have a mastectomy, you may be entitled to certain benefits under the Women's Health and Cancer Rights Act of 1998 ("WHCRA"). For individuals receiving mastectomy-related benefits, coverage will be provided in a manner determined in consultation with the attending physician and the patient, for:

- All stages of reconstruction of the breast on which the mastectomy was performed;
- Surgery and reconstruction of the other breast to produce a symmetrical appearance;
- Protheses; and
- Treatment of physical complications of the mastectomy, including lymphedema.

These benefits will be provided subject to the same deductibles and coinsurance applicable to other medical and surgical benefits provided under the plan. Therefore, the following deductibles and coinsurance apply:

Plan 1: PPO Base Plan (Individual: 20% coinsurance and \$2,000 deductible; Family: 20% coinsurance and \$4,000 deductible)

Plan 2: PPO Buy-up Plan (Individual: 20% coinsurance and \$1,000 deductible; Family: 20% coinsurance and \$2,000 deductible)

Plan 3: PPO Buy-up Plan (Individual: 20% coinsurance and \$3,000 deductible; Family: 20% coinsurance and \$6,000 deductible)

If you would like more information on WHCRA benefits, please call your Plan Administrator at 608.627.2310 or landon@gomacro.com.

Newborns' and Mothers' Health Protection Act

Group health plans and health insurance issuers generally may not, under Federal law, restrict benefits for any hospital length of stay in connection with childbirth for the mother or newborn child to less than 48 hours following a vaginal delivery, or less than 96 hours following a cesarean section. However, Federal law generally does not prohibit the mother's or newborn's attending provider, after consulting with the mother, from discharging the mother or her newborn earlier than 48 hours (or 96 hours as applicable). In any case, plans and issuers may not, under Federal law, require that a provider obtain authorization from the plan or insurance issuer for prescribing a length of stay not in excess of 48 hours (or 96 hours).

Premium Assistance Under Medicaid and the Children’s Health Insurance Program (CHIP)

If you or your children are eligible for Medicaid or CHIP and you’re eligible for health coverage from your employer, your state may have a premium assistance program that can help pay for coverage, using funds from their Medicaid or CHIP programs. If you or your children aren’t eligible for Medicaid or CHIP, you won’t be eligible for these premium assistance programs but you may be able to buy individual insurance coverage through the Health Insurance Marketplace. For more information, visit www.healthcare.gov.

If you or your dependents are already enrolled in Medicaid or CHIP and you live in a State listed below, contact your State Medicaid or CHIP office to find out if premium assistance is available.

If you or your dependents are NOT currently enrolled in Medicaid or CHIP, and you think you or any of your dependents might be eligible for either of these programs, contact your State Medicaid or CHIP office or dial 1-877-KIDS NOW or www.insurekidsnow.gov to find out how to apply. If you qualify, ask your state if it has a program that might help you pay the premiums for an employer-sponsored plan.

If you or your dependents are eligible for premium assistance under Medicaid or CHIP, as well as eligible under your employer plan, your employer must allow you to enroll in your employer plan if you aren’t already enrolled. This is called a “special enrollment” opportunity, and you must request coverage within 60 days of being determined eligible for premium assistance. If you have questions about enrolling in your employer plan, contact the Department of Labor at www.askebsa.dol.gov or call 1-866-444-EBSA (3272).

If you live in one of the following states, you may be eligible for assistance paying your employer health plan premiums. The following list of states is current as of July 31, 2022. Contact your State for more information on eligibility.

ALABAMA-Medicaid	CALIFORNIA-Medicaid
Website: http://myalhipp.com/ Phone: 1-855-692-5447	Website: Health Insurance Premium Payment (HIPP) Program http://dhcs.ca.gov/hipp Phone: 916-445-8322 Fax: 916-440-5676 Email: hipp@dhcs.ca.gov
ALASKA-Medicaid	COLORADO-Health First Colorado (Colorado’s Medicaid Program) & ChildHealth Plan Plus (CHP+)
The AK Health Insurance Premium Payment Program Website: http://myakhipp.com/ Phone: 1-866-251-4861 Email: CustomerService@MyAKHIPP.com Medicaid Eligibility: https://health.alaska.gov/dpa/Pages/default.aspx	Health First Colorado Website: www.healthfirstcolorado.com Health First Colorado Member Contact Center: 1-800-221-3943/ State Relay 711 CHP+: www.colorado.gov/pacific/hcpf/child-health-plan-plus CHP+ Customer Service: 1-800-359-1991/ State Relay 711 Health Insurance Buy-In Program (HIBI): https://www.colorado.gov/pacific/hcpf/health-insurance-buy-program HIBI Customer Service: 1-855-692-6442
ARKANSAS-Medicaid	FLORIDA-Medicaid
Website: http://myarhipp.com/ Phone: 1-855-MyARHIPP (855-692-7447)	Website: www.flmedicaidtprecovery.com/flmedicaidtprecovery.com/hipp/index.html Phone: 1-877-357-3268
GEORGIA-Medicaid	MASSACHUSETTS-Medicaid and CHIP
GA HIPP Website: https://medicaid.georgia.gov/health-insurance-premium-payment-program-hipp Phone: 678-564-1162, Press 1 GA CHIPRA Website: https://medicaid.georgia.gov/programs/third-party-liability/childrens-health-insurance-program-reauthorization-act-2009-chipra Phone: (678) 564-1162, Press 2	Website: www.mass.gov/masshealth/pa Phone: 1-800-862-4840 TTY: (617) 886-8102

INDIANA-Medicaid	MINNESOTA-Medicaid
<p>Healthy Indiana Plan for low-income adults 19-64 Website: http://www.in.gov/fssa/hip/ Phone: 1-877-438-4479 All other Medicaid Website: https://www.in.gov/medicaid/ Phone 1-800-457-4584</p>	<p>Website: https://mn.gov/dhs/people-we-serve/children-and-families/health-care/health-care-programs/programs-and-services/other-insurance.jsp Phone: 1-800-657-3739v</p>
IOWA-Medicaid and CHIP (Hawki)	MISSOURI-Medicaid
<p>Medicaid Website: https://dhs.iowa.gov/ime/members Medicaid Phone: 1-800-338-8366 Hawki Website:http://dhs.iowa.gov/Hawki Hawki Phone: 1-800-257-8563 HIPP Website: https://dhs.iowa.gov/ime/members/medicaid-a-to-z/hipp HIPP Phone: 1-888-346-9562</p>	<p>Website: http://www.dss.mo.gov/mhd/participants/pages/hipp.htm Phone: 573-751-2005</p>
KANSAS-Medicaid	MONTANA-Medicaid
<p>Website: https://www.kancare.ks.gov/ Phone: 1-800-792-4884</p>	<p>Website: http://dphhs.mt.gov/MontanaHealthcarePrograms/HIPP Phone: 1-800-694-3084 Email: HSHIPPProgram@mt.gov</p>
KENTUCKY-Medicaid	NEBRASKA-Medicaid
<p>Kentucky Integrated Health Insurance Premium Payment Program (KI-HIPP) Website: https://chfs.ky.gov/agencies/dms/member/Pages/kihipp.aspx Phone: 1-855-459-6328 Email: KIHIPP.PROGRAM@ky.gov KCHIP Website: https://kidshealth.ky.gov/Pages/index.aspx Phone: 1-877-524-4718 Kentucky Medicaid Website: https://chfs.ky.gov</p>	<p>Website: http://www.ACCESSNebraska.ne.gov Phone: 1-855-632-7633 Lincoln: 402-473-7000 Omaha: 402-595-1178</p>
LOUISIANA-Medicaid	NEVADA-Medicaid
<p>Website: www.medicaid.la.gov or www.ldh.la.gov/la hipp Phone: 1-888-342-6207 (Medicaid hotline) or 1-855-618-5488 (LaHIPP)</p>	<p>Medicaid Website: http://dhcnp.nv.gov Medicaid Phone: 1-800-992-0900</p>
MAINE-Medicaid	NEW HAMPSHIRE-Medicaid
<p>Enrollment Website: https://www.maine.gov/dhhs/ofi/applications-forms Phone: 1-800-442-6003 TTY: Maine relay 711 Private Health Insurance Premium Webpage: https://www.maine.gov/dhhs/ofi/applications-forms Phone: 1-800-977-6740. TTY: Maine relay 711</p>	<p>Website: https://www.dhhs.nh.gov/programs-services/medicaid/health-insurance-premium-program Phone: 603-271-5218 Toll free number for the HIPP program: 1-800-852-3345, ext 5218</p>
NEW JERSEY-Medicaid and CHIP	SOUTH DAKOTA-Medicaid
<p>Medicaid Website: http://www.state.nj.us/humanservices/dmahs/clients/medicaid/ Medicaid Phone: 609-631-2392 CHIP Website: http://www.njfamilycare.org/index.html CHIP Phone: 1-800-701-0710</p>	<p>Website: http://dss.sd.gov Phone: 1-888-828-0059</p>
NEW YORK-Medicaid	TEXAS-Medicaid
<p>Website: www.health.ny.gov/health_care/medicaid/ Phone: 1-800-541-2831</p>	<p>Website: http://gethipptexas.com/ Phone: 1-800-440-0493</p>
NORTH CAROLINA-Medicaid	UTAH-Medicaid and CHIP
<p>Website: https://medicaid.ncdhhs.gov/ Phone: 919-855-4100</p>	<p>Medicaid Website: https://medicaid.utah.gov/ CHIP Website: http://health.utah.gov/chip Phone: 1-877-543-7669</p>

NORTH DAKOTA-Medicaid	VERMONT-Medicaid
Website: http://www.nd.gov/dhs/services/medicalserv/medicaid/ Phone: 1-844-854-4825	Website: http://www.greenmountaincare.org/ Phone: 1-800-250-8427
OKLAHOMA-Medicaid and CHIP	VIRGINIA-Medicaid and CHIP
Website: http://www.insureoklahoma.org Phone: 1-888-365-3742	Website: https://www.coverva.org/en/famis-select https://www.coverva.org/en/hipp Medicaid Phone: 1-800-432-5924 CHIP Phone: 1-800-432-5924
OREGON-Medicaid	WASHINGTON-Medicaid
Website: http://healthcare.oregon.gov/Pages/index.aspx http://www.oregonhealthcare.gov/index-es.html Phone 1-800-699-9075	Website: https://www.hca.wa.gov/ Phone: 1-800-562-3022
PENNSYLVANIA-Medicaid	WEST VIRGINIA-Medicaid and CHIP
Website: https://www.dhs.pa.gov/Services/Assistance/Pages/HIPP-Program.aspx Phone: 1-800-692-7462	Website: https://dhr.wv.gov/bms/ http://mywvhipp.com/ Medicaid Phone: 304-558-1700 CHIP Toll-free phone: 1-855-MyWVHIPP (1-855-699-8447)
RHODE ISLAND-Medicaid and CHIP	WISCONSIN-Medicaid and CHIP
Website: http://www.eohhs.ri.gov/ Phone: 1-855-697-4347, or 401-462-0311 (Direct Rite Share Line)	Website: www.dhs.wisconsin.gov/badgercareplus/p-10095.htm Phone: 1-800-362-3002
SOUTH CAROLINA-Medicaid	WYOMING-Medicaid
Website: https://www.scdhhs.gov Phone: 1-888-549-0820	Website: https://health.wyo.gov/healthcarefin/medicaid/programs-and-eligibility/ Phone: 1-800-251-1269

To see if any other states have added a premium assistance program since July 31, 2022, or for more information on special enrollment rights, contact either:

U.S. Department of Labor
Employee Benefits Security Administration
www.dol.gov/agencies/ebsa
1-866-444-EBSA (3272)

U.S. Department of Health and Human Services
Centers for Medicare & Medicaid Services
www.cms.hhs.gov
1-877-267-2323, Menu Option 4, Ext. 61565

Paperwork Reduction Act Statement

According to the Paperwork Reduction Act of 1995 (Pub. L. 104-13) (PRA), no persons are required to respond to a collection of information unless such collection displays a valid Office of Management and Budget (OMB) control number. The Department notes that a Federal agency cannot conduct or sponsor a collection of information unless it is approved by OMB under the PRA, and displays a currently valid OMB control number, and the public is not required to respond to a collection of information unless it displays a currently valid OMB control number. See 44 U.S.C. 3507. Also, notwithstanding any other provisions of law, no person shall be subject to penalty for failing to comply with a collection of information if the collection of information does not display a currently valid OMB control number. See 44 U.S.C. 3512.

The public reporting burden for this collection of information is estimated to average approximately seven minutes per respondent. Interested parties are encouraged to send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Labor, Employee Benefits Security Administration, Office of Policy and Research, Attention: PRA Clearance Officer, 200 Constitution Avenue, N.W., Room N-5718, Washington, DC 20210 or email ebsa.opr@dol.gov and reference the OMB Control Number 1210-0137.

HIPAA Notice of Privacy Practices Reminder

Protecting Your Health Information Privacy Rights

GoMacro, LLC is committed to the privacy of your health information. The administrators of the GoMacro, LLC Health Plan (the “Plan”) use strict privacy standards to protect your health information from unauthorized use or disclosure.

The Plan’s policies protecting your privacy rights and your rights under the law are described in the Plan’s Notice of Privacy Practices. You may receive a copy of the Notice of Privacy Practices by contacting Landon Johns - Vice President of Human Resources at 608.627.2310 or landon@gomacro.com.

HIPAA Special Enrollment Rights

GoMacro, LLC Health Plan Notice of Your HIPAA Special Enrollment Rights

Our records show that you are eligible to participate in the GoMacro, LLC Health Plan (to actually participate, you must complete an enrollment form and pay part of the premium through payroll deduction).

A federal law called HIPAA requires that we notify you about an important provision in the plan- your right to enroll in the plan under its “special enrollment provision” if you acquire a new dependent, or if you decline coverage under this plan for yourself or an eligible dependent while other coverage is in effect and later lose that other coverage for certain qualifying reasons.

Loss of Other Coverage (Excluding Medicaid or a State Children’s Health Insurance Program). If you decline enrollment for yourself or for an eligible dependent (including your spouse) while other health insurance or group health plan coverage is in effect, you may be able to enroll yourself and your dependents in this plan if you or your dependents lose eligibility for that other coverage (or if the employer stops contributing toward your or your dependents’ other coverage). However, you must request enrollment within 30 days after your or your dependents’ other coverage ends (or after the employer stops contributing toward the other coverage).

Loss of Coverage for Medicaid or a State Children’s Health Insurance Program. If you decline enrollment for yourself or for an eligible dependent (including your spouse) while Medicaid coverage or coverage under a state children’s health insurance program is in effect, you may be able to enroll yourself and your dependents in this plan if you or your dependents lose eligibility for that other coverage. However, you must request enrollment within 60 days after your or your dependents’ coverage ends under Medicaid or a state children’s health insurance program.

New Dependent by Marriage, Birth, Adoption, or Placement for Adoption. If you have a new dependent as a result of marriage, birth, adoption, or placement for adoption, you may be able to enroll yourself and your new dependents. However, you must request enrollment within 30 days after the marriage, birth, adoption, or placement for adoption.

Eligibility for Premium Assistance Under Medicaid or a State Children’s Health Insurance Program – If you or your dependents (including your spouse) become eligible for a state premium assistance subsidy from Medicaid or through a state children’s health insurance program with respect to coverage under this plan, you may be able to enroll yourself and your dependents in this plan. However, you must request enrollment within 60 days after your or your dependents’ determination of eligibility for such assistance.

To request special enrollment or to obtain more information about the plan’s special enrollment provisions, contact Landon Johns- Vice President of Human Resources at 608.627.2310 or landon@gomacro.com.

Important Warning

If you decline enrollment for yourself or for an eligible dependent, you must complete our form to decline coverage. On the form, you are required to state that coverage under another group health plan or other health insurance coverage (including Medicaid or a state children’s health insurance program) is the reason for declining enrollment, and you are asked to identify that coverage. If you do not complete the form, you and your dependents will not be entitled to special enrollment rights upon a loss of other coverage as described above, but you will still have special enrollment rights when you have a new dependent by marriage, birth, adoption, or placement for adoption, or by virtue of gaining eligibility for a state premium assistance subsidy from Medicaid or through a state children’s health insurance program with respect to coverage under this plan, as described above. If you do not gain special enrollment rights upon a loss of other coverage, you cannot enroll yourself or your dependents in the plan at any time other than the plan’s annual open enrollment period, unless special enrollment rights apply because of a new dependent by marriage, birth, adoption, or placement for adoption, or by virtue of gaining eligibility for a state premium assistance subsidy from Medicaid or through a state children’s health insurance program with respect to coverage under this plan.

Notice of Creditable Coverage

Important Notice from GoMacro, LLC. About Your Prescription Drug Coverage and Medicare

Please read this notice carefully and keep it where you can find it. This notice has information about your current prescription drug coverage with GoMacro, LLC and about your options under Medicare's prescription drug coverage. This information can help you decide whether or not you want to join a Medicare drug plan. If you are considering joining, you should compare your current coverage, including which drugs are covered at what cost, with the coverage and costs of the plans offering Medicare prescription drug coverage in your area. Information about where you can get help to make decisions about your prescription drug coverage is at the end of this notice.

There are two important things you need to know about your current coverage and Medicare's prescription drug coverage:

1. Medicare prescription drug coverage became available in 2006 to everyone with Medicare. You can get this coverage if you join a Medicare Prescription Drug Plan or join a Medicare Advantage Plan (like an HMO or PPO) that offers prescription drug coverage. All Medicare drug plans provide at least a standard level of coverage set by Medicare. Some plans may also offer more coverage for a higher monthly premium.
2. GoMacro, LLC has determined that the prescription drug coverage offered by the medical plan is, on average for all plan participants, expected to pay out as much as standard Medicare prescription drug coverage pays and is therefore considered Creditable Coverage. Because your existing coverage is Creditable Coverage, you can keep this coverage and not pay a higher premium (a penalty) if you later decide to join a Medicare drug plan.

When Can You Join a Medicare Drug Plan?

You can join a Medicare drug plan when you first become eligible for Medicare and each year from October 15th to December 7th. However, if you lose your current creditable prescription drug coverage, through no fault of your own, you will also be eligible for a two (2) month Special Enrollment Period (SEP) to join a Medicare drug plan.

What Happens to Your Current Coverage if You Decide to Join a Medicare Drug Plan?

If you decide to join a Medicare drug plan, your current GoMacro, LLC coverage will not be affected.

If you do decide to join a Medicare drug plan and drop your current GoMacro, LLC coverage, be aware that you and your dependents will not be able to get this coverage back.

When Will You Pay a Higher Premium (Penalty) to Join a Medicare Drug Plan?

You should also know that if you drop or lose your current coverage with GoMacro, LLC and don't join a Medicare drug plan within 63 continuous days after your current coverage ends, you may pay a higher premium (a penalty) to join a Medicare drug plan later.

If you go 63 continuous days or longer without creditable prescription drug coverage, your monthly premium may go up by at least 1% of the Medicare base beneficiary premium per month for every month that you did not have that coverage. For example, if you go nineteen months without creditable coverage, your premium may consistently be at least 19% higher than the Medicare base beneficiary premium. You may have to pay this higher premium (a penalty) as long as you have Medicare prescription drug coverage. In addition, you may have to wait until the following October to join.

For More Information About This Notice or Your Current Prescription Drug Coverage:

Contact the person listed below for further information. **NOTE:** You'll get this notice each year. You will also get it before the next period you can join a Medicare drug plan, and if this coverage through GoMacro, LLC changes. You also may request a copy of this notice at any time.

For More Information About Your Options Under Medicare Prescription Drug Coverage:

More detailed information about Medicare plans that offer prescription drug coverage is in the “Medicare & You” handbook. You’ll get a copy of the handbook in the mail every year from Medicare. You may also be contacted directly by Medicare drug plans.

For more information about Medicare prescription drug coverage:

- Visit www.medicare.gov
- Call your State Health Insurance Assistance Program (see the inside back cover of your copy of the “Medicare & You” handbook for their telephone number) for personalized help
- Call 1-800-MEDICARE (1-800-633-4227). TTY users should call 1-877-486-2048.

If you have limited income and resources, extra help paying for Medicare prescription drug coverage is available. For information about this extra help, visit Social Security on the web at www.socialsecurity.gov, or call them at 1-800-772-1213 (TTY 1-800-325-0778).

Reminder:

Keep this Creditable Coverage Notice. If you decide to join one of the Medicare drug plans, you may be required to provide a copy of this notice when you join to show whether or not you have maintained creditable coverage and, therefore, whether or not you are required to pay a higher premium (a penalty).

Date:	January 01, 2025
Name of Entity/Sender:	GoMacro, LLC
Contact/Position/Office:	Landon Johns- Vice President of Human Resources
Office Address:	100 GoMacro Way Viola, Wisconsin 54664 United States
Phone Number:	608.627.2310



GoMacro, LLC.
100 GoMacro Way
Viola, WI 54664
www.gomacro.com



Vault Admin Services
501 S. Towanda Barnes Rd.
Bloomington, IL 61705
www.allthingsvault.com

This document is an outline of the coverage provided under your employer's benefit plans based on information provided by your company. It does not include all the terms, coverage, exclusions, limitations, and conditions contained in the official Plan Document, applicable insurance policies and contracts (collectively, the "plan documents"). The plan documents themselves must be read for those details. The intent of this document is to provide you with general information about your employer's benefit plans. It does not necessarily address all the specific issues which may be applicable to you. It should not be construed as, nor is it intended to provide, legal advice. To the extent that any of the information contained in this document is inconsistent with the plan documents, the provisions set forth in the plan documents will govern in all cases. If you wish to review the plan documents or you have questions regarding specific issues or plan provisions, you should contact your Human Resources/Benefits Department