



**Greater  
Opportunities**

**of the Permian Basin, Inc.**

*Building Families Across the Permian Basin*



# EMPLOYEE BENEFITS

## 2025 -2026 Benefits Guide

Effective October 1, 2025

# TABLE OF CONTENTS



## Page:

3	Carrier Contacts
4	Eligibility
5	Enrollment Information
6	Qualifying Event/COBRA
7	Medical Insurance
9	Medical Rates
21	Dental Insurance & Rates
25	Vision Insurance
28	Life Insurance
29	Long Term Disability
30	Colonial Products
32	Important Notices

---

## INTRODUCTION

Whether you are a new employee enrolling into your benefits for the first time or considering your benefits during open enrollment, this guide is designed to help you through the process.

Greater Opportunities of the Permian Basin is pleased to offer you a broad range of benefit options. You may choose from a number of plans including medical, dental, vision, voluntary life and voluntary supplemental plans.

Please take the time to read this information and ask questions so you can make the best benefit decisions for both you and your family.



## QUESTIONS

### **If you should have any questions:**

1. Contact the carrier directly. Phone number and website information is on page 3.
2. Contact Delma Lozano, HR Manager at 432-337-1352 ext. 224 or [delma.lozano@gopb.org](mailto:delma.lozano@gopb.org)

# CARRIER CONTACTS

Refer to this list when you need to contact one of your benefit carriers or the number on the back of your ID card. For general information, contact Human Resources.

---

## MEDICAL

Baylor Scott & White Health Plan  
Customer Service: 844-633-5325 (7AM -7PM)  
[www.MyBSWHealth.com](http://www.MyBSWHealth.com)

---

## TELADOC

To Register: 800-TELADOC (800-835-2362) with member ID  
After Registration: 800-835-2362

---

## DENTAL

United Healthcare  
866-414-1959  
[www.myuhc.com](http://www.myuhc.com)

---

## VISION

United Healthcare  
800-638-3120  
[www.myuhcvision.com](http://www.myuhcvision.com)

---

## EMPLOYER PAID LONG TERM DISABILITY

United Healthcare  
888-299-2070  
[www.myuhcftp.com](http://www.myuhcftp.com)

---

## LIFE INSURANCE


United Healthcare  
888-299-2070  
[www.myuhcftp.com](http://www.myuhcftp.com)

---

## ADDITIONAL VOLUNTARY PRODUCTS

Colonial Life  
800-325-4368  
[www.coloniallife.com](http://www.coloniallife.com)

---



**Greater Opportunities of the Permian Basin is pleased to offer you a broad range of benefit options.**

**You may choose from a number of plans including medical, dental, vision, voluntary life and voluntary supplemental plans.**

---

## ELIGIBILITY

All Greater Opportunities of the Permian Basin employees hired as full-time or permanent part-time and are working 25 or more hours per week are eligible to enroll in benefits. All benefits, including medical, dental, vision, voluntary life and voluntary supplemental plans will begin the first day of the month following 60 days from your date of hire.

Your dependents are eligible to enroll also. These include:

- Your legal spouse;
- Dependent children under the age of 26. These include natural, adopted and step-children;
- Your Domestic Partner and dependent children.

*This booklet highlights important features of Greater Opportunities of the Permian Basin benefits for its benefit eligible employees. While every effort has been made to ensure the accuracy of the information presented, in the event of any discrepancies your actual coverage and benefits will be determined by the legal plan documents and the contracts that govern these plans. All information is confidential, pursuant to the Health Insurance Portability and Accountability Act of 1996. If you have any questions, please contact Human Resources.*

# ENROLLMENT INFORMATION

## OPEN ENROLLMENT

This is your one time per year to make changes. Please review your current benefits, verify all of your personal information and make any updates. The decisions you make during open enrollment can have a significant impact on your life and finances. Once open enrollment closes you will **not** be able to make any changes until next open enrollment unless you experience a life-changing, qualifying event. An enrollment counselor will be at your location during open enrollment to assist you with your elections or changes. You **must** visit with an enrollment counselor to confirm your benefits or make changes. You can also get your benefit questions answered.

**All employees MUST re-enroll by visiting with an enrollment counselor.**

**Failure to re-enroll will result in loss of coverage.**

If you do not visit with an enrollment counselor during open enrollment, you will be required to wait until next **Open Enrollment** period or until a **Qualifying Event** occurs.

---

## NEW EMPLOYEES

As a new GOPB employee you are eligible to enroll in your benefits within the first 60 days after your date of hire. These benefits will become effective the first day of the month following 60 days from your date of hire. You will be required to enroll through your ADP Work Force Now login. **It is imperative that you make your elections before the end of the 60 days. If you do not, you will be considered waiving all benefits offered and will not be allowed to enroll until next open enrollment period or if you experience a qualifying event.**



# QUALIFYING LIFE EVENTS

The elections you make during Open Enrollment or during your initial benefits eligibility period will remain in effect for the plan year October 1, 2025 - September 30, 2026. During that time, if your life or family status changes according to the recognized events below, you are permitted to revise your benefit elections to accommodate your new status.

IRS regulations govern under what circumstances you may make changes to your benefits, which benefits you can change and what kinds of changes are permitted.

**It is your responsibility to notify HR within 30 days of your life-changing event to make changes to your benefits.**

Qualifying Events Include:

- Marriage, divorce, death of spouse
- Spouse gains or loses coverage from another source
- Spouse's Open Enrollment
- Birth or adoption of a child
- Death of dependent child
- Dependent becomes ineligible for coverage

---

## COBRA

In most cases, if your employment ends, benefits will terminate on the last day of the month in which you worked. Only medical, dental and vision plans will terminate at the end of the month. These are the COBRA eligible plans. All other benefits will terminate on your date of termination.

Through federal legislation known as the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA), you may choose to continue coverage by paying the full monthly premium cost plus an administrative fee of 2%.

Each individual who is covered by a Greater Opportunities of the Permian Basin medical, dental or vision benefit plan, may be eligible to continue his or her medical, dental or vision coverage through COBRA.

The right to continuation is coverage ends at the earliest of the date:

- You, your spouse or dependents become covered under another group health plan; or
- You become entitled to Medicare; or
- Your COBRA Continuation Period expires

# MEDICAL INSURANCE

Staying healthy means regular check-ups with your medical provider. To help you achieve good health, all Greater Opportunities of the Permian Basin full-time employees and permanent part-time employees (working 25 hours or more per week), medical insurance will be available through Baylor Scott & White Healthplan (BSWHP). This plan use the BSW Plus PPO network. Please refer to the Summary of Benefits and Coverage for a more detailed description of plan details.

- The Baylor Scott & White plan is a PPO with a **\$3,000** individual deductible. You will have flat copays for your office visits, prescriptions and urgent care.
- **This plan, effective October 1, 2025, labs and x-ray performed in the provider's office will now be included in your office visit copay IF performed during a visit. However, for outpatient visits, you will pay at 20% of the allowed amount. The deductible will NOT apply. Your Wellness visit will still cover preventive covered labs at no charge.**

**PLEASE NOTE:** This plan is a PPO (Preferred Provider Organization) that does not require a designated Primary Care Provider (PCP) nor does it require a referral to see a specialist. This plan also includes out-of-network coverage, although the deductible is larger as is the coinsurance. By using an out-of-network provider, your costs will be higher and there will be no copays except for Emergency Room Care and Urgent Care.

**We strongly encourage you to set-up your personal account at [www.MYBSWHealth.com](http://www.MYBSWHealth.com). From there you can see your Explanation of Benefits (EOBs), price a prescription or find a provider. You can also download the MyBSWHealthapp and access your information via your smartphone or tablet.**



# MEDICAL INSURANCE

## Baylor Scott & White PPO \$3,000 80%/50%

This chart below is a **BRIEF** overview of benefits provided under this plan. Please refer to your Benefit Plan Summary for more detailed descriptions of the benefits covered.

Baylor Scott & White Health Plan	In-Network	Out-of-Network
<b>Deductible</b>	\$3,000 Single \$6,000 Family	\$6,000 Single \$12,000 Family
<b>Coinsurance - Member Pays</b>	20% after deductible	50% after deductible
<b>Out-of-Pocket Maximum</b>	\$6,000 Single \$12,000 Family	\$18,000 Single \$36,000 Family
<b>Office Visit</b> <b>Deductible Does Not Apply</b>	Under age 19 PCP: \$0 copay/visit First sick visit at PCP - No Charge Primary: \$25 copay/visit Specialist: \$50 copay/visit	50% after deductible 50% after deductible 50% after deductible
<b>Preventive Care</b>	No charge	50% after deductible
<b>Diagnostic X-Ray and Lab Services</b> <b>Deductible Does Not Apply</b>	No charge if done in office visit 20% of charges if done as outpatient	50% after deductible
<b>Major Diagnostic Tests</b> CT/PET scans MRIs	20% coinsurance; deductible does not apply	50% after deductible
<b>Virtual Visits - Teladoc</b>	\$0 copay	N/A
<b>Urgent Care</b>	\$50 copay; deductible does not apply	\$50 copay; deductible does not apply
<b>Emergency Room Care</b>	\$500 copay plus 20% coinsurance; deductible does not apply	
<b>Outpatient Surgery</b> Facility Fees Physician/Surgeon Fees	20% after deductible 20% after deductible	50% after deductible 50% after deductible
<b>Inpatient Hospital</b> Facility Fees Physician/Surgeon Fees	20% after deductible 20% after deductible	50% after deductible 50% after deductible
<b>Prescription Drug Coverage</b> <b>30 day supply</b>		
ACA Preventive Drugs:	\$0 copay	50% after deductible
Tier 1:	\$5 copay	50% after deductible
Tier 2:	\$15 copay	50% after deductible
Tier 3:	\$60 copay	50% after deductible
Tier 4:	\$130 copay	50% after deductible
Specialty:	\$125/\$200/\$400	50% after deductible
Mail Order:	2.5 times copay	Not Covered

# MEDICAL RATES

Semi - Monthly - 24 Paychecks

Baylor Scott & White \$3,000 deductible 80%/50%	
MEDICAL	<u>EE Cost per 24 paychecks</u>
Employee Only	\$74.96
Employee/Spouse	\$509.99
Employee/ Child(ren)	\$324.75
Family	\$786.32



# Hello!



This is your new Baylor Scott & White Health Plan member guide. In it, you'll find information about your healthcare benefits, tips on how to use them and more. If you can't find what you need in these pages, see below for a list of ways you can get in touch with us. Here's to a healthy you!

FOR INFORMATION ABOUT...	CONTACT	AT	WHEN
<ul style="list-style-type: none"> <li>Your benefits</li> <li>A medical bill</li> <li>Finding a provider</li> <li>Anything related to your health plan</li> </ul>	Customer Service	<b>Phone:</b> 844.633.5325 <b>Secure Message:</b> through MyBSWHealth member portal or MyBSWHealth app	7 AM - 7 PM, M-F
<ul style="list-style-type: none"> <li>Virtual care</li> </ul>	MyBSWHealth	MyBSWHealth.com or MyBSWHealth app	24/7
	Teladoc	800.835.2362	24/7
<ul style="list-style-type: none"> <li>Symptoms you're experiencing</li> </ul>	Nurse Line	Number on back of ID card	24/7
<ul style="list-style-type: none"> <li>Prescriptions</li> <li>Your deductible</li> <li>Your out-of-pocket maximum</li> <li>Information from Baylor Scott &amp; White providers</li> </ul>	MyBSWHealth	MyBSWHealth.com or MyBSWHealth app	24/7
<ul style="list-style-type: none"> <li>Mail order pharmacy</li> </ul>	Costco Mail Order Pharmacy	833.502.3339	7 AM - 9 PM, M-F 11:30 PM - 4 PM Sat
<ul style="list-style-type: none"> <li>Specialty pharmacy</li> </ul>	BSW Specialty Pharmacy	844.288.3179	8 AM - 7 PM, M-F 8 AM - 6 PM Sat
	Costco Specialty Pharmacy	833.502.3339	24/7

# Your member ID card

**Important: Show your new card to your providers – even if you were a Baylor Scott & White Health Plan member last year. Your ID number or other information may have changed, and your provider needs your current information to check your coverage and bill the correct amount.**



- 1 Member name
- 2 Member ID number
- 3 Group name
- 4 Group ID number
- 5 Network name
- 6 Benefit effective date
- 7 Copays/coinsurance
- 8 Deductible
- 9 Pharmacy/prescription drug info

- A Customer service phone number
- B 24/7 Nurse Line
- C Member portal information
- D BSWHP website

Your member ID card will be mailed to your home. You can view your card on the MyBSWHealth app and download/print a copy or request a replacement through the member portal at MyBSWHealth.com.

The ID card shown above is a sample. The exact location of certain elements may vary on your card.





Baylor Scott & White  
Health Plan

# Healthcare on the go

Baylor Scott & White Health Plan members have two options for virtual care: BSWHealth and Teladoc.



If you need care but it's not an emergency, virtual care could be just what the doctor ordered. You can get care from the comfort of home or wherever you are. If you need a prescription, it will be sent to the pharmacy you choose. (If it is an emergency, call 911 or go to the nearest Emergency Room.)

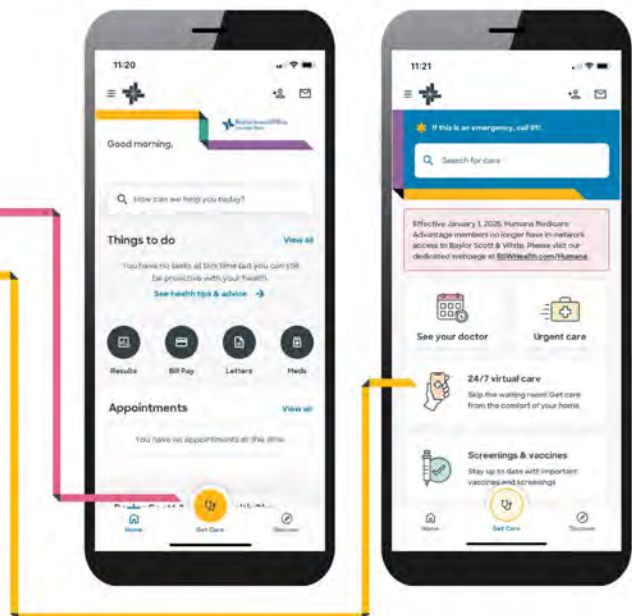
## MyBSWHealth

You can get care through MyBSWHealth anywhere in Texas for things like seasonal allergies, cold and flu, bladder infection (UTI), stomach issues, and more. Make sure your Baylor Scott & White Health Plan account is linked: [My.BSWHealth.com/LinkedAccounts](https://My.BSWHealth.com/LinkedAccounts).

- Online: [MyBSWHealth.com](https://MyBSWHealth.com)
- App: Download at [MyBSWHealth.com/download](https://MyBSWHealth.com/download) or text "BETTER" to 88408

### How to access care:

1. Open the MyBSWHealth app or website
2. Select "Get Care" at the bottom of the home screen
3. Choose 24/7 virtual care
  - Start an eVisit right away **OR**
  - Make an appointment for a 24/7 Care Video Visit with an on-call provider.



More options next page.



# The power to choose

Choosing the right option for your condition can save you time and money.



## VIRTUAL CARE - \$0 COPAY

Using your mobile device or computer

For conditions like acne, allergies, bladder infection, cold, flu, pink eye, quitting tobacco, sinus infection, stomach problems or yeast infections.



## PRIMARY CARE DOCTOR

Another choice for care when it's not an emergency

For conditions like asthma, diabetes management, earache, high blood pressure, headaches, preventive health, sprains, etc.



## WALK-IN CLINICS

Same-day appointments when your doctor is not available; includes select primary care clinics and some pharmacy locations

For conditions like asthma, bladder infection, ear or sinus pain, flu, sore throat or sprains.



## URGENT CARE

Needs immediate attention but is not life-threatening, or an appointment is not available with your doctor

For conditions like back pain, bladder infection, earache, minor burns, minor eye injuries, minor cuts that may need stitches, sore throat or sprains



## EMERGENCY ROOM

Any condition you believe to be life-threatening

For conditions like chest pain, deep cuts or wounds, difficulty breathing, poisoning, overdoses and suicidal behavior, abdominal pain, coughing or vomiting blood, severe burns, severe head injuries, sudden loss of balance, vision change, facial droop, arm or leg weakness.

Less \$

More \$

## Teladoc

You can access urgent care and behavioral health services through Teladoc anywhere in the US (including Texas).

### Feeling crummy?

With a same-day virtual visit you can talk to a licensed provider by phone or video for common conditions like sinus problems, allergies, flu symptoms and much more.

### Overwhelmed? Anxious? Depressed?

Private therapy is available. You can choose a therapist or psychiatrist who fits your needs. You can also select a time that works best for you. Therapists and psychiatrists are available seven days a week from 7:00 AM to 9:00 PM.\*

### To register, call 1.800.TELADOC (1.800.835.2362).

Be sure to have your member ID card handy when you call.

### After registration, you can access care:

- By phone: 1.800.835.2362
- Online: [TeladocHealth.com](https://www.TeladocHealth.com)
- In the Teladoc app

*\*Mental health care is available for members ages 13-plus.*



# MyBSWHealth member portal

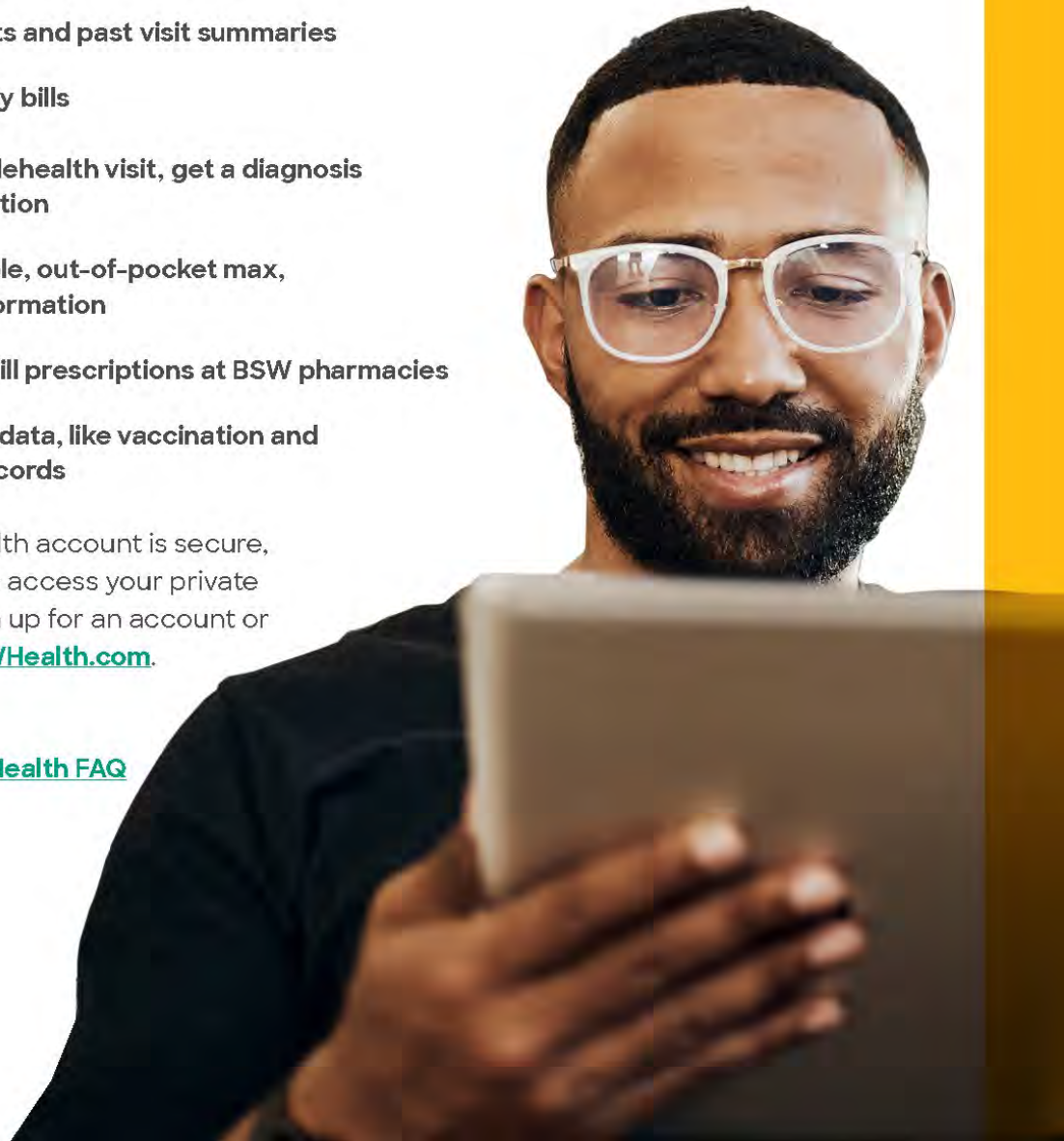
Whether you need care now, need a prescription refilled or want to see test results, you can use MyBSWHealth to connect with the resources you need to stay well—24 hours a day, 7 days a week. Inside the portal, you can:

- **Get help finding care**
- **View or print your ID card**
- **See benefit plan documents**
- **Communicate with your care team**
- **View lab results and past visit summaries**
- **Review and pay bills**
- **Complete a telehealth visit, get a diagnosis and a prescription**
- **View deductible, out-of-pocket max, and claims information**
- **Transfer or refill prescriptions at BSW pharmacies**
- **Upload health data, like vaccination and medication records**

Your MyBSWHealth account is secure, and only you can access your private information. Sign up for an account or sign in at [MyBSWHealth.com](https://www.mybswhealth.com).

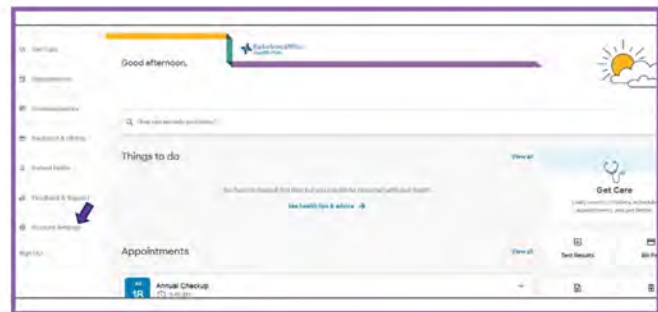
## **Questions?**

See the [MyBSWHealth FAQ](#) for answers.

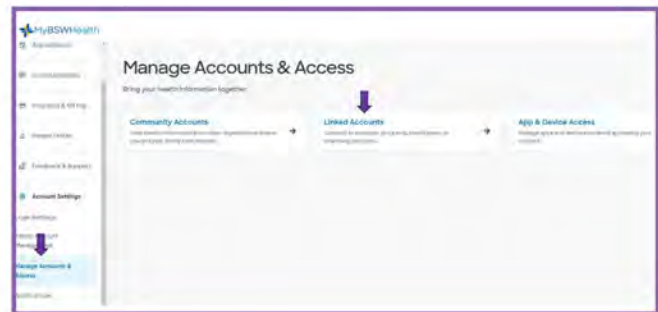


# Link your health plan account to your member portal

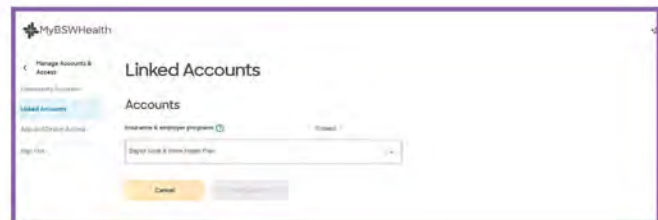
**Step 1.** Click ACCOUNT SETTINGS in the left menu



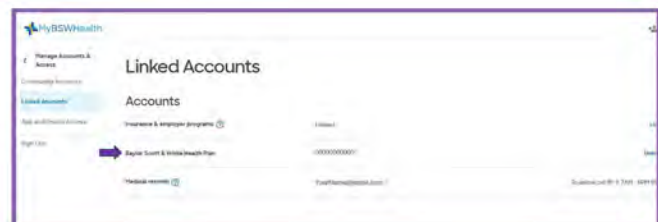
**Step 2.** Click MANAGE ACCOUNTS & ACCESS in the dropdown menu, then click LINK ACCOUNT in the middle box on the screen



**Step 3.** Select BAYLOR SCOTT & WHITE HEALTH PLAN from the dropdown list, then click VERIFY AND LINK



**Step 4.** YOU'RE ALL DONE! You should see 1 linked, Baylor Scott & White Health Plan and your member ID.



Your MyBSWHealth account is secure, and only you can access your private information.

# Pharmacy Benefits

When you need a prescription filled, you can use your pharmacy benefits at pharmacies nationwide, including most national chains and many local pharmacies.

## Find an in-network pharmacy near you:

Log in to [MyBSWHealth.com](https://www.mybswhealth.com) and click Find Care

OR

Use the Find a Provider link on [BSWHealthPlan.com](https://www.bswhealthplan.com)

## Prescription drug benefit questions:

**844.633.5325** 7:00 AM - 7:00 PM, M - F

View your list of covered prescription drugs (formulary), access all pharmacy resources and learn more about your drug plan at [BSWHealthPlan.com/Pharmacy](https://www.bswhealthplan.com/Pharmacy)

## To have your prescriptions delivered to your home:

- Costco Mail Order Pharmacy
- 833.502.3339 and select the prompts for mail order.
  - [pharmacy.costco.com](https://pharmacy.costco.com)

## To fill your specialty prescriptions:

BSW Specialty Pharmacy:  
844.288.3179

- Costco Specialty Pharmacy:
- 833.502.3339 and select the prompts for specialty pharmacy.
  - [lumicera.com/costco-specialty-pharmacy/](https://lumicera.com/costco-specialty-pharmacy/)

Costco membership is **NOT** required to use these services.



## Prescription Drug Tools and Cost Calculator

Log in to your MyBSWHealth member portal at [MyBSWHealth.com](https://www.mybswhealth.com) and select “Pharmacy Benefits” under the Baylor Scott & White Health Plan menu.

In the prescription drug tools you can:

- View your pharmacy claims history
- Check the costs of your medications
- Look up drug coverage (formulary)
- Find in-network pharmacies
- Get started with Costco Home Delivery and Costco Specialty pharmacy

# DENTAL INSURANCE & RATES

## United Healthcare

For dental health, dental insurance is available for all Greater Opportunities of the Permian Basin full-time and permanent part-time employees and their dependents through United Healthcare on a voluntary basis. You will be responsible for the full cost of coverage through payroll deductions.

The dental plan is a PPO plan (Preferred Provider Organization) and has both in-network and out-of-network benefits. However, if you plan to use an out-of-network provider, you will incur a larger expense than if you were to use an in-network provider. The PPO plan does pay your out-of-network provider at the Usual and Customary 90<sup>th</sup> percentile. This will reduce your maximum out-of-pocket if you do use an out-of-network provider.

On the following page is a brief summary of the Dental plan that will take effect October 1, 2025. Please refer to your United Healthcare dental benefit summary for a more detailed list of coverages. Once enrolled, you can contact UHC's customer service department with any questions related to your benefits or claims. You can also login to the United Healthcare website which allows easy access to all of your dental benefit information, including a list of network providers. We strongly encourage you to register and create a user ID and password at [www.myuhc.com](http://www.myuhc.com).

United Healthcare Dental - DPPO	
DENTAL	<u>EE Cost per 24 paychecks</u>
Employee Only	\$15.17
Employee + Spouse	\$29.77
Employee + Child(ren)	\$35.92
Employee + Family	\$55.63



# DENTAL INSURANCE

## United Healthcare

United Healthcare Dental	Benefits	In-Network Provider	Out-of-Network Provider
<b>Deductible</b>	Calendar Year (Annual) deductible. Waived for : In Network - Preventive and Out-of-Network Preventive	\$50 Individual \$150 Family	\$50 Individual \$150 Family
<b>Maximum Benefit</b>	Calendar year maximum for Preventive, Basic, and Major services	\$1,500	\$1,500
<b>Diagnostic and Preventive</b>	<ul style="list-style-type: none"> <li>• Periodic Oral Evaluations</li> <li>• Radiographs</li> <li>• Lab and Other Diagnostic Tests</li> <li>• Routine Cleanings</li> <li>• Topical Fluoride Treatments</li> <li>• Space Maintainers Sealants</li> </ul>	100%	100%
<b>Basic</b>	<ul style="list-style-type: none"> <li>• Fillings: Amalgams or Composite</li> <li>• Posterior Composites</li> <li>• Emergency Treatment/General Services</li> <li>• Simple Extractions</li> <li>• Oral Surgery</li> <li>• Periodontics</li> <li>• Endodontics</li> </ul>	80%	80%
<b>Major</b>	<ul style="list-style-type: none"> <li>• Inlay/Onlays</li> <li>• Crowns</li> <li>• Implants</li> <li>• Complete and removable partial dentures</li> <li>• Denture reline/rebase procedures</li> <li>• Fixed bridgework</li> <li>• Prosthetics placed over implants</li> </ul>	50%	50%
<b>Orthodontics</b>	<ul style="list-style-type: none"> <li>• Adult coverage and dependent children to age 19</li> <li>• Lifetime maximum per participant</li> </ul>	50% \$1,500	50% \$1,500



# Welcome to your dental plan.



With the UnitedHealthcare Dental PPO Plan, you have one of the largest dental networks in the country, the freedom to see any specialist without a referral and a lot more.

## Dental benefits that give you freedom and choice.

With this plan, you can see any dentist you want, anywhere across the country. When you choose a dentist who is part of your plan's large national network, you may receive discounted rates only available to members.



### Preventive care.

As long as you see a network dentist, your plan pays for all or most of your preventive dental care, including routine checkups, cleanings and annual oral cancer screens for adults. You can get 2 cleanings in a 12-month period—one every 6 months. Some plans cover more cleanings for an additional copay.

Preventive visits are important because your dentist can catch problems early when they're easier to treat. Good oral health helps protect your teeth and gums and is also linked to your overall health.



### Fillings, crowns and more.

The plan also covers fillings and may cover procedures, such as crowns and bridges. Some plans only cover silver fillings for back teeth. If you choose white fillings, you may need to pay the difference.

#### **Cosmetic procedures are not covered.**

Your plan doesn't cover services, such as teeth whitening, that are done only to improve the look of your teeth.



### Extra dental visits when you're pregnant.

Increased bacteria levels in a pregnant woman's mouth can lead to tooth decay. Your plan covers extra visits for cleanings and gum treatments when you're pregnant, as recommended by your dentist. Ask your dentist to submit a claim to the address on your ID card. Be sure to include the name of your OB/GYN and your pregnancy due date.

CONTINUED

# Make the most of your dental plan.



## Find a network dentist.

You have 2 options to help you in your search:

- 1 Log in to [myuhc.com](https://myuhc.com)® and use the Find a Dentist tool to search by name, facility or location to see a list of dentists in your network.

OR

- 2 Call the number on your ID card.

If a network dental provider is not available within a reasonable distance of where you live or work, you may be referred to an out-of-network dental provider and still receive services at the network rate. Please use [myuhc.com](https://myuhc.com) to see your official dental plan documents for all of the details about your plan coverage or call the number on the back of your ID card.



## Use your dental ID card.

All members receive an ID card. Your card only lists the name of the person who signed up for the plan, but everyone covered by your plan should use the card. Be sure to bring it with you each time you see the dentist.

Print your ID card anytime at [myuhc.com](https://myuhc.com).



## Estimate your costs.

Use the dental cost calculator on [myuhc.com](https://myuhc.com) to calculate your out-of-pocket costs ahead of time.

1. Select **Coverage & Benefits**.
2. Select **Dental**.
3. Select **Dental Cost Calculator**.

## How your plan works.

### Deductible.

For services other than preventive care, you may have to pay a deductible—a set dollar amount—before your coverage kicks in.

### Cost sharing.

Your dental plan benefits begin as soon as you meet the deductible. After that, you and your plan will share the costs of the services you receive. (This is known as coinsurance, the percentage of costs you pay for covered dental care after you've paid your deductible.)

### Annual maximum.

Your plan pays for services up to a set dollar amount, called an annual maximum. Preventive services, including routine dental checkups, may count toward your annual maximum. If you reach the maximum amount, you'll need to pay the entire cost of any additional dental care you receive that year. Find your annual maximum on [myuhc.com](https://myuhc.com) or call the number on your ID card.

### Pre-treatment estimates.

If you're planning to have a procedure that may cost more than \$500, ask your dentist to send UnitedHealthcare X-rays and notes about your condition. We will review the treatment to make sure it's medically necessary. (The plan doesn't cover unnecessary procedures.) After the review, your dentist will receive an estimate of what the plan will pay and what your out-of-pocket costs will be.

### Out-of-network services.

If you use a dentist outside the network, you may need to pay the difference between what the plan covers and what your dentist charges for the services. Plus, you may need to submit your own claims.

### Submit claims online.

You can easily submit claims on [myuhc.com](https://myuhc.com). It only takes a few minutes, helps reduce errors and helps you get reimbursed faster.



### Need help?

Log in to [myuhc.com](https://myuhc.com) or call **1-800-445-9090**, TTY **711**, Monday–Friday, 7 a.m.–10 p.m. CT.



The company does not discriminate on the basis of race, color, national origin, sex, age, or disability in health programs and activities.

We provide free services to help you communicate with us. Such as, letters in other languages or large print. Or, you can ask for an interpreter. To ask for help, please call the member toll-free phone number listed on your ID card.

ATENCIÓN: Si habla español (Spanish), hay de asistencia de idiomas, sin cargo, a su disposición. Llame al número de teléfono gratuito que aparece en su tarjeta de identificación.

請注意：如果您說中文 (Chinese)，我們免費為您提供語言協助服務。請致電：1-800-445-9090，TTY 711。

UnitedHealthcare dental coverage underwritten by UnitedHealthcare Insurance Company, located in Hartford, Connecticut, UnitedHealthcare Insurance Company of New York, located in Islandia, New York, or their affiliates. Administrative services provided by Dental Benefit Providers, Inc., Dental Benefit Administrative Services (CA only), DBP Services (NY only), United HealthCare Services, Inc. or their affiliates. Plans sold in Virginia use policy form number DPOL.06.VA and associated COC form number DCOC.CER.06.VA.

This policy has exclusions, limitations and terms under which the policy may be continued in force or discontinued. For costs and complete details of the coverage, contact the company.

[Facebook.com/UnitedHealthcare](https://www.facebook.com/UnitedHealthcare) [Twitter.com/UHC](https://twitter.com/UHC) [Instagram.com/UnitedHealthcare](https://www.instagram.com/UnitedHealthcare) [YouTube.com/UnitedHealthcare](https://www.youtube.com/UnitedHealthcare)

MT-1112486.1 5/18 ©2018 United HealthCare Services, Inc. 18-7716-B

# VISION INSURANCE

## United Healthcare

To help keep your eyes healthy, vision insurance is available for all Greater Opportunities of the Permian Basin full-time and permanent part-time employees and their dependents through United Healthcare on a voluntary basis. You will be responsible for the full cost of coverage through payroll deductions. As with the medical and dental plans, the vision plan uses a network of vision providers. Your cost will be less if you use a network vision provider.

On the next page is a summary of the benefits that will take effect October 1, 2025. Once enrolled, you can contact United Healthcare's customer service department with any questions related to your benefits or claims. You can also login to the United Healthcare website at [www.myuhcvision.com](http://www.myuhcvision.com) which allows easy access to all of your vision benefit information, including a list of network providers.

Vision Plan	In-Network	Out-of-Network Reimbursement
<b>Routine Vision Exam</b> With dilation as necessary	\$10 copay	Up to \$40
<b>Lens (per pair)</b>		
<b>Single Vision</b>	\$10 copay	Up to \$40
<b>Bifocal</b>	\$10 copay	Up to \$60
<b>Trifocal</b>	\$10 copay	Up to \$80
<b>Lenticular</b>	\$10 copay	Up to \$80
<b>Frames</b>	Up to \$130 + 30% frame overage at participating providers	Up to \$45
<b>Contact Lens</b>		
<b>Allowance:</b>	Up to \$130	Up to \$105
<b>Fitting and Follow-up</b>	Up to \$60	\$0
<b>Necessary Lenses</b>	100%	Up to \$210
<b>Frequencies</b>	Exam: Every 12 months Lenses (In lieu of contacts): Every 12 months Contact Lenses (In lieu of lenses): Every 12 months Frames: Every 24 months	

United Healthcare - Vision	
Vision	<u>EE Cost per 24 paychecks</u>
<b>Employee Only</b>	<b>\$4.14</b>
<b>Employee + Spouse</b>	<b>\$7.86</b>
<b>Employee + Child(ren)</b>	<b>\$7.77</b>
<b>Employee + Family</b>	<b>\$12.15</b>



# Renew eyewear prescriptions in minutes



As a UnitedHealthcare Vision member, you can now renew your eyewear prescription virtually with ExpressExam. This is available at no additional cost and is a quick, simple way to ensure you're prioritizing your vision care.

## How it works:



### Take the exam

Use your phone or computer to take an online vision exam. It only takes about 10 minutes.



### Doctor review

A certified ophthalmologist in your state reviews your exam results.



### Get your prescription

If approved, your renewed prescription will be ready to use within a few hours.

### Get started

Visit [1800contacts.com/uhc](https://1800contacts.com/uhc) or scan the QR code with your phone to start your exam.



Some restrictions may apply. Please verify ExpressExam is participating in your plan.

ExpressExam may not be available in all states. ExpressExam is currently not available in DE, DC, GA, HI, ID, KS, LA, MI, NJ, NM, PR, SC, SD and WV, but this list is subject to change.

UnitedHealthcare vision coverage provided by or through UnitedHealthcare Insurance Company, located in Hartford, Connecticut, UnitedHealthcare Insurance Company of New York, located in Islandia, New York, or their affiliates. Administrative services provided by Spectera, Inc., United HealthCare Services, Inc. or their affiliates. Plans sold in Texas use policy form number VPOL.06.TX, VPOL.13.TX or VPOL.18.TX and associated COC form number VCOC.INT.06.TX, VCOC.CER.13.TX or VCOC.18.TX. Plans sold in Virginia use policy form number VPOL.06.VA, VPOL.13.VA or VPOL.18.VA and associated COC form number VCOC.INT.06.VA, VCOC.CER.13.VA or VCOC.18.VA. This policy has exclusions, limitations and terms under which the policy may be continued in force or discontinued. For costs and complete details of the coverage, contact either your broker or the company.

EI232079100.0 2/23 © 2023 United HealthCare Services, Inc. All Rights Reserved. 23-2079101

# With our large vision network, there's always a provider in sight

Finding a trustworthy provider who meets your lifestyle, eye care and eyewear needs is easier with UnitedHealthcare.

With our large national eye care network, UnitedHealthcare Vision Network, you can take advantage of personalized care at a private practice or convenient evening and weekend hours at your favorite retail chain.

## Well-known practices and brands in our large national network include:

- **1-800 Contacts**
- 20/20 Vision Center
- 3 Guys Optical
- All About Eyes
- Allegany Optical
- America's Best
- Bard Optical
- **befitting.com**
- Boscov's Optical
- Clarkson Eyecare
- Cohen's Fashion Optical
- Costco Optical
- Crown Vision Center
- Dr. Tavel Family Eye Care
- Eye Boutique
- Eye Care Center
- Eye Doctor's Optical Outlets
- EyeCare Associates
- Eyeglass World
- EyeMart Express
- Eyetique
- For Eyes
- General Vision Services
- **GlassesUSA.com**
- Henry Ford OptimEyes
- Horizon Eye Care
- Houston Eye Associates
- JCPenney Optical
- LensCrafters
- Meijer Optical
- Midwest Vision Centers
- My Eye Lab
- MyEyeDr.
- National Vision
- Nationwide Vision
- Optyx
- Pearle Vision



### Making it easier for you to find a provider

To find the provider who best meets your needs, sign in to **myuhcvision.com** or call **1-800-638-3120**.

Some providers or locations may not participate in your plan.

continued



# LIFE AND AD&D INSURANCE

## United Healthcare

Greater Opportunities of the Permian Basin provides all full-time and permanent part-time employees with \$25,000 group life and accidental death and dismemberment (AD&D) at no cost to you. **PLEASE NOTE:** Your Basic Life amount will reduce at age 65 and older as follows:

Age 65 reduces to 65% (\$16,500)  
Age 75 and up reduces to 50% (\$12,500)

You also have an opportunity to purchase additional life coverage for you and your dependents through United Healthcare. The premiums will be payroll deducted if you choose to purchase additional coverage. **PLEASE NOTE: Any increase above the Guaranteed Issue Amount will require an Evidence of Insurability** form to be completed and approved by United Healthcare before receiving any amount over the Guarantee Issue. During open enrollment, you can buy up to the Guarantee Issue with no health questions asked,

**To make sure your benefits are paid to those you want to receive them, it is important to update your beneficiaries after marriage birth, adoption of a child or after the death of a named beneficiary.**

	Supplemental Voluntary Life and AD&D	Guaranteed Issue Amount
Employees:	Increments of \$10,000 up to a maximum of lesser of 5 times annual earnings or \$500,000	\$100,000
Spouse:	Increments of \$5,000 up to a maximum of \$100,000 Dependent life may not exceed 100% of the Employee amount in force	\$30,000
All Dependent Children:	Increments of \$1,000 up to a maximum of \$10,000 Dependent life may not exceed 100% of the Employee amount in force	\$10,000

Age	Employee (Monthly) Per \$1,000	Spouse * (Monthly) Per \$1,000
Under 25	\$0.037	\$0.037
25-29	\$0.044	\$0.044
30-34	\$0.059	\$0.059
35-39	\$0.088	\$0.088
40-44	\$0.136	\$0.136
45-49	\$0.220	\$0.220
50-54	\$0.347	\$0.347
55-59	\$0.514	\$0.514
60-64	\$0.699	\$0.699
65-69	\$1.084	\$1.084
70-74	\$1.851	\$1.851
75+	\$5.510	\$5.510

AD&D	\$0.020 per \$1,000 of Coverage (Monthly)
Child Life and AD&D	\$0.190 per \$1,000 of Coverage (Monthly)

**\*Spouse's age is calculated based on the employee's age.**

# LONG-TERM DISABILITY

## United Healthcare

Greater Opportunities of the Permian Basin provides all full-time and permanent part-time employees with long term disability income benefits and pays the full cost for this benefit. In the event that you become disabled from a non-work related injury or sickness, disability income benefits are provided as a source of income. In most cases, you are not eligible to receive long term disability benefits if you are receiving Workers' Compensation benefits.

<b>Eligibility</b>	All Active Full Time Employees working a minimum of 25 Hours per week.
<b>Basic Annual Earnings Definition</b>	The average monthly earnings received from the Covered Person's Employer for the 12-month period ending just prior to the date of Disability. Pre-Disability Monthly Earnings includes commissions, averaged over the lesser of the most recent 24-month period or the Covered Person's period of employment. It does not include bonuses, overtime pay, and other extra compensation.
<b>Benefit Qualification</b>	
<b>Definition of Disability</b>	Residual
<b>Own Occupation Period</b>	24 months (2 year) own occupation
<b>Earnings Test</b>	80% Own Occupation / 60% Any Occupation
<b>Requires Loss of Earnings/Duties</b>	Loss of Earnings and Duties
<b>Elimination Period</b>	90 days
<b>Accumulation of Elimination Period</b>	15 Days
<b>Recurrent Disability</b>	6 months
<b>Benefits Payable</b>	
<b>Benefit Percentage</b>	60%
<b>Maximum Monthly Benefit</b>	\$5,000
<b>Minimum Monthly Benefit</b>	Greater of \$100 or 10% of gross monthly benefit
<b>Guaranteed Issue Benefit</b>	\$5,000
<b>Social Security Integration</b>	Family
<b>Maximum Benefit Duration</b>	Reducing Benefit Duration w/SSNRA
<b>Limitations and Exclusions</b>	
<b>Pre-existing Conditions Exclusion</b>	3/12
<b>Mental and Nervous Limitation</b>	24 months lifetime
<b>Substance Abuse Limitation</b>	24 months lifetime
<b>Subjective Symptoms Limitation</b>	No Limit
<b>General Exclusions</b>	Standard
<b>Additional Features</b>	
<b>Work Incentive Benefit</b>	12 months
<b>Survivor Income Benefit</b>	3 months Gross
<b>Rehabilitation</b>	Voluntary
<b>Transplant Benefit</b>	Elimination Period waived for Disability resulting from organ donation. Limited pay up to 12 months.
<b>Employer FICA Match</b>	Included without Reimbursement
<b>Member Assistance Program</b>	Included

# ADDITIONAL PRODUCTS

Colonial Life



## COLONIAL LIFE COVERAGE

### ACCIDENT PLAN ON AND OFF JOB COVERAGE

Sample Benefits Paid	Preferred	Premier
Treatment	\$125 Initial + \$55 Follow-up	\$150 Initial + \$65 Follow-up
Dislocations & Fractures	\$100 - \$6,000	\$125 - \$7,500
Medical Imaging	\$200	\$250
Ambulance	\$200 Ground/ \$2,000 Air	\$300 Ground/ \$2,000 Air
Burns	\$1,000 - \$12,000	\$2,000 - \$18,000
Lacerations	\$30 - \$600	\$30 - \$600
Hospitalizations	\$1,000 Admission + \$250 Daily	\$1,500 Admission + \$300 Daily
Accidental Death	\$40,000	\$50,000
Annual Wellness	\$50	\$50
Election	Payroll Deduction	Payroll Deduction
Employee only	\$10.85	\$13.53
Employee & Spouse	\$16.32	\$20.32
Employee & Child(ren)	\$18.48	\$22.42
Family	\$23.72	\$28.90

### SHORT TERM DISABILITY

Maximum Monthly Benefit	Lesser of 60% of monthly earnings or \$6500				
Benefit Elimination/ Duration	0 day Accident, 7 day Sickness/ up to 3 months				
Coverage	Off-Job Injuries, Illnesses, Pregnancy				
Issue Age	\$800 Per Month	\$1000 Per Month	\$1200 Per Month	\$1500 Per Month	\$2000 Per Month
17-49	\$12.76	\$15.95	\$19.14	\$23.93	\$31.90
50-64	\$15.60	\$19.50	\$23.40	\$29.25	\$39.00
65-74	\$18.88	\$23.60	\$28.32	\$35.40	\$47.20

### INDIVIDUAL MEDICAL BRIDGE

Benefits	Option 1 Payouts	Option 2 Payouts
Hospital Confinement (1 x annual)	\$1,500	\$1,500
Inpatient Rehabilitation Unit (following hospital confinement)	\$100 per day (up to 30 days)	\$100 per day (up to 30 days)
Outpatient Surgical Procedure (max of \$2500 annual)	N/A	\$750/\$1500
Wellness Benefit	\$50 annual	\$50 annual

Option 1 Payroll Deductions				
Age	Employee	Employee & Spouse	Employee & Children	Employee & Family
17-49	\$10.45	\$19.63	\$13.70	\$22.88
50-59	\$14.08	\$26.48	\$17.33	\$29.73
60-64	\$18.75	\$35.35	\$22.00	\$38.60
65-74	\$24.50	\$46.28	\$27.75	\$49.53

Option 2 Payroll Deductions				
Age	Employee	Employee & Spouse	Employee & Children	Employee & Family
17-49	\$15.33	\$28.88	\$20.08	\$33.63
50-59	\$21.21	\$40.03	\$25.96	\$44.78
60-64	\$27.45	\$51.88	\$32.20	\$56.63
65-74	\$34.85	\$65.96	\$39.60	\$70.71

**CANCER PLAN**

Sample Benefits Paid	Level 2	Level 3
Radiation/Chemotherapy (medical personnel assisted)	\$500 per week	\$750 per week
Radiation/Chemotherapy (self-injected, pump, topical)	\$200 per week	\$300 per week
Surgical Procedures	Up to \$3,000 per procedure	Up to \$5,000 per procedure
Outpatient Surgical Center	\$200 per day	\$300 per day
Hospital Confinement	\$150 per day (30 days or less) \$300 per day (31 days or more)	\$250 per day (30 days or less) \$500 per day (31 days or more)
Experimental Treatments	\$250 per day	\$300 per day
Ambulance	\$250 per trip (ground) \$2,000 per trip (air)	\$250 per trip (ground) \$2,000 per trip (air)
Medical Imaging	\$125 per study	\$175 per study
Lodging/ Transportation	\$50 per day/ Up to \$1,000 per trip	\$75 per day/ Up to \$1,200 per trip
Skin Cancer Initial Diagnosis	\$300	\$400
Annual Wellness	\$75	\$75
Election	Payroll Deduction	Payroll Deduction
Employee only	\$9.88	\$12.38
Employee & Spouse	\$15.45	\$20.73
Employee & Child(ren)	\$10.03	\$12.60
Family	\$15.60	\$20.95

**CRITICAL ILLNESS PLAN**

Diagnosis	Benefit Amount
Heart Attack (Myocardial Infarction), Stroke, Major Organ Failure, End Stage Kidney Failure, Permanent Paralysis due to covered accident, Coma, Blindness, Occupational Infectious HIV or Hepatitis B, C, D	\$15,000 Employee \$7,500 Spouse \$3,750 Child(ren)
Coronary Artery Bypass Graft Surgery	\$3,750
Annual Wellness	\$50

Payroll Deductions				
Age	Employee	Employee & Spouse	Employee & Children	Employee & Family
17-24	\$2.88	\$4.35	\$2.88	\$4.35
25-29	\$3.41	\$5.25	\$3.41	\$5.25
30-34	\$4.01	\$6.23	\$4.01	\$6.23
35-39	\$5.81	\$8.93	\$5.81	\$8.93
40-44	\$7.01	\$10.73	\$7.01	\$10.73
45-49	\$9.26	\$14.18	\$9.26	\$14.18
50-54	\$11.96	\$18.38	\$11.96	\$18.38
55-59	\$14.88	\$22.80	\$14.88	\$22.80
60-64	\$18.56	\$28.50	\$18.56	\$28.50
65-70	\$22.61	\$34.73	\$22.61	\$34.73

**LIFE INSURANCE – (rates available upon request)**

Employee Benefits	
<b>Term Life</b>	10, 15, 20, or 30 year terms available
<b>Whole Life</b>	Paid off at either 70 or 100 years of age. Accumulates cash value that can be used for policy loans.
<i>Both Plans Included:</i>	<ul style="list-style-type: none"> <li>* Fixed Rates - rate does not change</li> <li>* Level Death Benefit – death benefit amount does not change</li> <li>* Coverage is portable with no increase in rates, no decrease in benefit amount, and no health questions</li> <li>* Plans available for dependents</li> </ul>

# IMPORTANT NOTICES

## **Important Notice from Greater Opportunities of the Permian Basic, Inc. (GOPB) 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 GOPB, Inc. 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. GOPB has determined that the prescription drug coverage offered by the GOPB Group Health 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.**

### **CMS Form 10182-CC**

According to the Paperwork Reduction Act of 1995, no persons are required to respond to a collection of information unless it displays a valid OMB control number. The valid OMB control number for this information collection is 0938-0990. The time required to complete this information collection is estimated to average 8 hours per response initially, including the time to review instructions, search existing data resources, gather the data needed, and complete and review the information collection. If you have comments concerning the accuracy of the time estimate(s) or suggestions for improving this form, please write to: CMS, 7500 Security Boulevard, Attn: PRA Reports Clearance Officer, Mail Stop C4-26-05, Baltimore, Maryland 21244-1850.

### **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 GOPB coverage will not be affected. [See pages 7- 9 of the CMS Disclosure of Creditable Coverage To Medicare Part D Eligible Individuals Guidance (available at <http://www.cms.hhs.gov/CreditableCoverage/>), which outlines the prescription drug plan provisions/options that Medicare eligible individuals may have available to them when they become eligible for Medicare Part D.

If you do decide to join a Medicare drug plan and drop your current GOPB coverage, be aware that you and your dependents will 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 GOPB 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 GOPB 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](http://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](http://www.socialsecurity.gov), or call them at 1-800-772-1213 (TTY 1-800-325-0778).

**CMS Form 10182-CC**

**Updated April 1, 2011**

According to the Paperwork Reduction Act of 1995, no persons are required to respond to a collection of information unless it displays a valid OMB control number. The valid OMB control number for this information collection is 0938-0990. The time required to complete this information collection is estimated to average 8 hours per response initially, including the time to review instructions, search existing data resources, gather the data needed, and complete and review the information collection. If you have comments concerning the accuracy of the time estimate(s) or suggestions for improving this form, please write to: CMS, 7500 Security Boulevard, Attn: PRA Reports Clearance Officer, Mail Stop C4-26-05, Baltimore, Maryland 21244-1850.

**Remember: 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**

Date: October 1, 2025

Name of Entity/Sender: Greater Opportunities of the Permian Basin

Contact: Delma Lozano, Human Resources

Address: 206 West 5th Street, Odessa, TX 79761

Phone Number: 432-337-1352

---

### **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 the insurance issuer for prescribing a length of stay not in excess of 48 hours (or 96 hours).

### **Women's Health and 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;
- Prosthesis; and
- Treatment of physical complication 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 this plan.

### **SPECIAL ENROLLMENT NOTICE**

This notice is being provided to make certain that you understand your right to apply for group health coverage. You should read this notice even if you plan to waive health coverage at this time.

### **Loss of Other Coverage**

If you are declining coverage for yourself or your dependents (including your spouse) because of other health insurance or group health plan coverage, 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).

Example: You waived coverage under this Plan because you were covered under a plan offered by your spouse's employer. Your spouse terminates employment. If you notify your employer within 30 days of the date coverage ends, you and your eligible dependents may apply for coverage under this Plan.

### **Marriage, Birth or Adoption**

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

Example: When you were hired, you were single and chose not to elect health insurance benefits. One year later, you marry. You and your eligible dependents are entitled to enroll in this Plan. However, you must apply within 30 days from the date of your marriage.

## 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](http://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](http://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](http://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, 2025. Contact your State for more information on eligibility –**

### **ALABAMA – Medicaid** Website: <http://myalhipp.com/>

Phone: 1-855-692-5447

### **ALASKA – Medicaid**

The AK Health Insurance Premium Payment Program

Website: <http://myakhipp.com/>

Phone: 1-866-251-4861

Email: [CustomerService@MyAKHIPP.com](mailto:CustomerService@MyAKHIPP.com)

Medicaid Eligibility: <https://health.alaska.gov/dpa/Pages/default.aspx>

### **ARKANSAS—Medicaid**

Website: <http://myarhipp.com/>

Phone: 1-855-MyARHIPP (855-692-7447)

### **CALIFORNIA – Medicaid**

Health Insurance Premium Payment (HIPP) Program Website:

<http://dhcs.ca.gov/hipp>

Phone: 916-445-8322

Fax: 916-440-5676

Email: [hipp@dhcs.ca.gov](mailto:hipp@dhcs.ca.gov)

### **COLORADO – Health First Colorado (Colorado’s Medicaid Program) & Child Health Plan Plus (CHP+)**

Health First Colorado Website: <https://www.healthfirstcolorado.com/>

Health First Colorado Member Contact Center:

1-800-221-3943/State Relay 711

CHP+: <https://hcpf.colorado.gov/child-health-plan-plus>

CHP+ Customer Service: 1-800-359-1991/State Relay 711

Health Insurance Buy-In Program (HIBI): <https://www.mycohibi.com/>

HIBI Customer Service: 1-855-692-6442

### **FLORIDA – Medicaid**

Website: <https://www.flmedicaidtprecovery.com/flmedicaidtprecovery.com/hipp/index.html>

Phone: 1-877-357-3268

### **GEORGIA – Medicaid**

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

### **INDIANA – Medicaid**

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

**IOWA – Medicaid and CHIP (Hawki)**

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

**KANSAS – Medicaid**

Website: <https://www.kancare.ks.gov/>

Phone: 1-800-792-4884

HIPP Phone: 1-800-967-4660

**KENTUCKY – Medicaid**

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: [KIHIPPPROGRAM@ky.gov](mailto:KIHIPPPROGRAM@ky.gov)

KCHIP Website: <https://kidshealth.ky.gov/Pages/index.aspx> Phone: 1-877-524-4718

Kentucky Medicaid Website: <https://chfs.ky.gov/agencies/dms>

**LOUISIANA – Medicaid**

Website: [www.medicaid.la.gov](http://www.medicaid.la.gov) or [www.ldh.la.gov/lahipp](http://www.ldh.la.gov/lahipp)

Phone: 1-888-342-6207 (Medicaid hotline) or 1-855-618-5488 (LaHIPP)

**MAINE – Medicaid**

Enrollment Website: [https://www.mymaineconnection.gov/benefits/?language=en\\_US](https://www.mymaineconnection.gov/benefits/?language=en_US)

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

**MASSACHUSETTS – Medicaid and CHIP Website:**

<https://www.mass.gov/masshealth/pa>

Phone: 1-800-862-4840 TTY: 711

Email: [masspremassistance@accenture.com](mailto:masspremassistance@accenture.com)

**MINNESOTA – Medicaid**

Website: <https://mn.gov/dhs/people-we-serve/children-and-families/health-care/health-care-programs/programs-and-services/other-insurance.jsp>

Phone: 1-800-657-3739

**MISSOURI – Medicaid**

Website: <http://www.dss.mo.gov/mhd/participants/pages/hipp.htm>

Phone: 573-751-2005

**MONTANA – Medicaid**

Website: <http://dphhs.mt.gov/MontanaHealthcarePrograms/HIPP>

Phone: 1-800-694-3084

Email: [HSHIPPProgram@mt.gov](mailto:HSHIPPProgram@mt.gov)

**NEBRASKA – Medicaid**

Website: <http://www.ACCESSNebraska.ne.gov>

Phone: 1-855-632-7633

Lincoln: 402-473-7000

Omaha: 402-595-1178

**NEVADA – Medicaid**

Medicaid Website: <http://dhcfp.nv.gov> Medicaid Phone: 1-800-992-0900

**NEW HAMPSHIRE – Medicaid**

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

**NEW JERSEY – Medicaid and CHIP**

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

**NEW YORK – Medicaid**

Website: [https://www.health.ny.gov/health\\_care/medicaid/](https://www.health.ny.gov/health_care/medicaid/)

Phone: 1-800-541-2831

**NORTH CAROLINA – Medicaid Website:** <https://medicaid.ncdhhs.gov/>

Phone: 919-855-4100

**NORTH DAKOTA – Medicaid**

Website: <https://www.hhs.nd.gov/healthcare>

Phone: 1-844-854-4825

**OKLAHOMA – Medicaid and CHIP Website:**

<http://www.insureoklahoma.org> Phone: 1-888-365-3742

**OREGON – Medicaid**

Website: <http://healthcare.oregon.gov/Pages/index.aspx>

Phone: 1-800-699-9075

**PENNSYLVANIA – Medicaid and CHIP**

Website: <https://www.dhs.pa.gov/Services/Assistance/Pages/HIPP-Program.aspx>

Phone: 1-800-692-7462

CHIP Website: [Children's Health Insurance Program \(CHIP\) \(pa.gov\)](http://www.dhs.pa.gov/Services/Assistance/Pages/HIPP-Program.aspx)

CHIP Phone: 1-800-986-KIDS (5437)

**RHODE ISLAND – Medicaid and CHIP**

Website: <http://www.eohhs.ri.gov/>  
Phone: 1-855-697-4347, or 401-462-0311 (Direct Rlte Share Line)

**SOUTH CAROLINA – Medicaid** Website: <https://www.scdhhs.gov>  
Phone: 1-888-549-0820

**SOUTH DAKOTA – Medicaid** Website: <http://dss.sd.gov>  
Phone: 1-888-828-0059

**TEXAS – Medicaid**

Website: [www.Health Insurance Premium Payment \(HIPP\) Program | Texas Health and Human Services](http://www.Health Insurance Premium Payment (HIPP) Program | Texas Health and Human Services)  
Phone: 1-800-440-0493

**UTAH – Medicaid and CHIP**

Medicaid Website: <https://medicaid.utah.gov/>  
CHIP Website: <http://health.utah.gov/chip>  
Phone: 1-877-543-7669

**VERMONT– Medicaid**

Website: [Health Insurance Premium Payment \(HIPP\) Program | Department of Vermont Health Access](http://Health Insurance Premium Payment (HIPP) Program | Department of Vermont Health Access)  
Phone: 1-800-250-8427

**VIRGINIA – Medicaid and CHIP**

Website: <https://coverva.dmas.virginia.gov/learn/premium-assistance/famis-select> <https://coverva.dmas.virginia.gov/learn/premium-assistance/health-insurance-premium-payment-hipp-programs>  
Medicaid/CHIP Phone: 1-800-432-5924

**WASHINGTON – Medicaid** Website: <https://www.hca.wa.gov/>  
Phone: 1-800-562-3022

**WEST VIRGINIA – Medicaid and CHIP**

Website: <https://dhhr.wv.gov/bms/> or <http://mywvhipp.com/>  
Medicaid Phone: 304-558-1700  
CHIP Toll-free phone: 1-855-MyWVHIPP (1-855-699-8447)

**WISCONSIN – Medicaid and CHIP**

Website: <https://www.dhs.wisconsin.gov/badgercareplus/p-10095.htm>  
Phone: 1-800-362-3002

**WYOMING – Medicaid**

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, 2024, or for more information on special enrollment rights, contact either:

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

U.S. Department of Health and Human Services - Centers for Medicare & Medicaid Services  
[www.cms.hhs.gov](http://www.cms.hhs.gov) or 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](mailto:ebsa.opr@dol.gov) and reference the OMB Control Number 1210-0137.

OMB Control Number 1210-0137 (expires 1/31/2026)

# HEALTH INSURANCE MARKETPLACE

When key parts of the health care law took effect in 2014, there was a new way to buy health insurance: the **Health Insurance Marketplace**. To assist you as you evaluate options for you and your family, this notice provides some basic information about the new Marketplace.

## **What is the Health Insurance Marketplace?**

The Marketplace is designed to help you find health insurance that meets your needs and fits your budget. The Marketplace offers "one-stop shopping" to find and compare private health insurance options. You may also be eligible for a new kind of tax credit that lowers your monthly premium right away. Open enrollment through the Marketplace for health insurance coverage begins November 1, 2025 and ends December 15, 2025 for coverage starting as early as January 1, 2026.

## **Can I Save Money on my health Insurance Premiums in the Marketplace?**

You may qualify to save money and lower your monthly premium, but only if your employer does not offer coverage, or offers coverage that doesn't meet certain standards. The savings on your premium that you're eligible for depends on your household income.

## **Does Employer Health Coverage Affect Eligibility for Premium Savings through the Marketplace?**

Yes. If you have an offer of health coverage from your employer that meets certain standards, you will not be eligible for a tax credit through the Marketplace and may wish to enroll in your employer's health plan. However, you may be eligible for a tax credit that lowers your monthly premium or a reduction in certain cost-sharing if your employer does not offer coverage to you at all or does not offer coverage that meets certain standards.

If the cost of a plan from your employer that would cover you (and not any members of your family) is more than 9.02 percent of your household income for the year, or if the coverage your employer provides does not meet the "minimum value" standard set by the Affordable Care Act, you may be eligible for a tax credit. (An employer-sponsored health plan meets the "minimum value standard" if the plan's share of the total allowed benefit costs covered by the plan is no less than 60 percent of such costs.)

Note: If you purchase a health plan through the Marketplace instead of accepting health coverage offered by your employer, then you may lose the employer contribution (if any) to the employer-offered coverage - is often excluded from income for federal and state tax purposes. Your payments for coverage through the Marketplace are made on an after-tax basis.

## **How Can I Get More Information?**

For more information about your coverage offered by your employer, please check your summary plan description or contact the Benefits Administrator. The Marketplace can help you evaluate your coverage options, including your eligibility for coverage through the Marketplace and its cost. Please visit [HealthCare.gov](https://www.healthcare.gov) for more information, as well as an online application for health insurance coverage and contact information for a Health Insurance Marketplace in your area.



**Greater  
Opportunities  
of the Permian Basin, Inc.**

*Building Families Across the Permian Basin*

206 West 5th Street  
Odessa, TX 79761