

ABC Insurance Trust Directory of Programs and Services



The **Associated Builders and Contractors**

Insurance Trust exclusively serves ABC

member contractors. We provide cost-effective

plans that help you attract and retain skilled

labor. We understand contractors' business

needs and will help you with profitable and

consistent growth. These group benefits

solutions are delivered through customizable

group employee benefits and prevailing

wage programs tailored specifically for the

construction industry.

ABC Insurance Trust Is Making Health Insurance Easier

ABC's insurance program was established in 1957 to help ABC member contractors attract and retain skilled workers through competitive employee benefit plans. The program has grown to become one of the leading association plans in the country.

Over 60 Years of Commitment to ABC Members

Market-Based, Competitive Health Plans

Self-Funded Health Plans

Dental Coverage

Vision Care

Life Insurance

Dollar Bank/Prevailing Wage Programs

Composite Premium Plans

The ABC Insurance Trust offers market-based health plans to ABC members, from local, national and regional carriers. We continue to operate for the exclusive benefit of ABC members, providing contractors with outstanding employee benefit programs.

PERSONAL SUPPORT

ABC Insurance Trust is a total benefits resource for ABC members. Your firm is relieved of the administrative burden of shopping for the most competitive rates and managing insurance related problems. You can join the many ABC contractors who turn to ABC to handle a variety of benefit issues for their employees.

Visit ABCInsuranceTrust.org or call (800) 621-2993 for more information.

ABC INSURANCE TRUST TRUSTEES

Our program is directed by ABC member trustees who come from across the country. Their companies participate in ABC's insurance plans, and their involvement assures you that the program is operating in your company's best interests.

SPECIAL SERVICES TO HELP YOU SAVE TIME AND MONEY

ABC Insurance Trust offers special administrative services to ABC members. Some are specifically developed for the construction industry:

- ABC's Dollar Bank enables you to pay for benefits on an hourly basis.
- The composite premium plan blends rates and helps avoid ACA issues.
- Sales and support representatives provide quick access to a variety of health insurance carriers.



- ABC's toll-free customer service department responds promptly to any insurance and benefit concerns faced by you or your employees.
- ABC's complimentary virtual HR assistant portal, Mineral
- Benefits administration systems

COMPREHENSIVE INSURANCE PLANS

ABC members have a wide range of employee benefit needs. Your company may be small with limited financial resources or large with multistate locations. ABC Insurance Trust works for you to find the right insurance plan design to help achieve your specific goals. Available insurance coverages include:

- Health plans with funding options
- Dental plans
- Vision plans
- Short- and long-term disability plans
- Group life insurance plans
- Supplemental life insurance options
- Voluntary coverages
- HRAs/HSAs/FSAs
- Prevailing wage retirement plans

COMMITTED TO MERIT SHOP CONTRACTORS

ABC Insurance Trust specializes in working with contractors. With a national presence, we have the resources to offer the highest level of personal support. Our sole commitment is to serve you and others in the ABC member community.

We help to advance the merit shop philosophy by strengthening ABC's position as the leading employee benefits purchasing resource for your company and the construction industry.

Visit ABCInsuranceTrust.org or call (800) 621-2993 for more information.

Health Insurance

The ABC Insurance Trust program applies ABC's more than 60 years of insurance industry experience to help members find competitively priced, proprietary market or national -based health plan options. We provide access to trusts and self-funded administrators that specialize in the construction industry.

We review the marketplace.

We comparison shop for your firm.

We find solutions that fit your business.



YOUR INSURANCE RESOURCE

Our expertise enables us to:

- Work with multiple health insurance providers and funding options to best serve your needs
- Offer complete flexibility and choice of products to design your insurance plan
- Represent national, regional and local carriers across the country

The ABC Insurance Trust gives you access to powerful business tools that deliver maximum value for your insurance dollar.

As an ABC member, you can look to the ABC Insurance Trust as your one-stop resource for all your health insurance needs. No two businesses are the same. We put our resources and expertise to work to find you the best solution for your unique insurance needs, based on your location(s), demographics, size, industry specialty and business objectives.

More Than 60 National and Regional Carriers

Multiple Network Options

Dollar Bank Program

Self-Funded Expertise

Multistate Support

Competitive, Market-Based Rates

ENHANCED SERVICES FOR ABC MEMBERS

We take the hassle out of administering your health insurance program by providing:

- Personal support – By freeing you to focus on your business, it's like having your own health insurance department.
- Multistate administration – Our national resources handle the special needs of larger firms with multiple locations.
- Dollar Bank administration – To help pay employee benefits by the hour.
- 800 support line – Our staff is ready to answer your insurance questions and help to promptly resolve any problems.

Visit ABCInsuranceTrust.org or call (800) 621-2993 for more information.

Dental Coverage

Our proprietary dental benefits can be a valuable tool for recruiting and retaining employees. ABC's proprietary dental plans, underwritten by Metropolitan Life Insurance Company (MetLife), are an effective way to enhance the value of your employee benefits program.



Multiple Deductibles, Annual Maximums and Orthodontia Options

Access to a Growing PPO Network of More than 180,000 Participating Dental Offices Nationwide

Group and Voluntary Plans Available

Dual Option Plans Available

Materials Available in Spanish

- \$10,000 Annual Maximum Available
- Rates Guaranteed Until 2024
- \$2,000 Adult and Child Orthodontics Maximum

All of MetLife's dental benefits plans give your employees the freedom to choose any dentist, even if that dentist does not participate in MetLife's PDP network.

With each plan option, your employees can choose to visit a participating PDP dentist to lower their out-of-pocket expenses. These in-plan providers

agree to accept negotiated fees that are 30 to 40% below the average charges in your area.

ABC's dental plans can be offered on a group basis or on a voluntary, employee-pay-all basis. This provides maximum flexibility in designing your employee dental plan.

Visit ABCInsuranceTrust.org or call (800) 621-2993 for more information.

Our Most Popular Dental Plan

Rates Guaranteed until 2024

| | |
|---|--------------------------|
| Calendar Year Deductible: | |
| Individual | \$50 |
| Family | x3 |
| Maximum Benefit: | |
| Per Insured, Per Calendar Year | \$10,000 |
| Orthodontic Services: | |
| (for children and adults) Exams, Cephalometric Film, Orthodontic Appliance | 50% ¹ |
| Lifetime Orthodontia Benefit: Per Insured | |
| | \$2,000 |
| Preventive Care: | |
| Oral Exams, Routine Teeth Cleaning, Fluoride Treatments, X-Rays | 100% no deductible |
| Basic Care: | |
| Basic Fillings, Repair of Bridges and Dentures, Recementing of Crowns and Bridges, Simple Extractions | 80% ¹ |
| Major Care: | |
| Crowns, Implants, Surgical Extractions, Bridges, Root Canal Therapy, Dentures, Periodontics | 50% ¹ |

¹ Reimbursements for participating PDP dentists are based on the PDP fee which refers to the negotiated PDP (Preferred Dental Program) fee schedule. Benefits are limited to the amount of the PDP fee.

Reimbursements for non-participating PDP dentists are based on the R&C (Reasonable and Customary) charge which is based on the lesser of (1) the provider's actual charge, (2) the provider's usual charge for the same or similar services; or (3) the usual charges of most providers in the same area for the same or similar services as determined by MetLife.

Like most group dental insurance policies, MetLife group dental insurance policies contain certain exceptions, waiting periods, reductions, limitations and terms for keeping them in force. For costs and complete details of coverage, call or write your ABC Insurance Trust representative or MetLife.

ABC's Dollar Bank Program

A Flexible Accounting System for Prevailing Wage, Commercial Jobs and More

ABC's Dollar Bank program is a flexible accounting system that enables your company to pay and account for its health plan premiums on an hourly basis. Contractors performing any amount of Davis-Bacon state prevailing wage or commercial work can benefit from the simplification of their health plan administration, a ready-made audit trail and compliance support.

KEY BENEFITS OF THE DOLLAR BANK

- Enables health plan premiums to be paid and accounted for on an hourly basis.
- Excess hours worked can be used in future months to prevent employees and their families from experiencing a lapse in coverage.
- Health plan premiums are paid only for hours worked, eliminating the potential for overpayment.
- Provides an airtight audit trail for the payment of fringe benefit requirements on Davis-Bacon and prevailing wage projects.
- Terminated employees can use Dollar Bank balances to pay for the high cost of COBRA.

- Dollar Bank thresholds can be adapted to seasonal changes in your business.
- Dollar Bank facilitates completion of certified payroll reports.
- It's easy to administer, to explain and for your employees to understand.

CONSIDER THESE DOLLAR BANK® ADVANTAGES

Easy to Administer The program is fully administered by ABC's team of insurance professionals. We'll help you solve many of the problems that can result from employee turnover, breaks in work due to seasonal demands, and dealing with premiums for employees no longer with the company.

Cost Effective You pay for benefits only when the employee is working, not in periods of down time. Every dollar that you pay in benefits, instead of cash wages, reduces your taxable wage base which lowers your payroll taxes.

Flexible Dollar Bank works equally well for both commercial and prevailing wage work. If your firm does prevailing wage work, you provide fringe benefits as an offset to your prevailing wage responsibilities. On commercial jobs, the program enables you to pay for benefits based on the hours each employee works.

Simple for Employees to Understand One hour of insurance credit is deposited to an employee’s Dollar Bank account for each hour worked. Coverage becomes effective the month after the employee has deposited the required number of hours into their account. Any extra hours the employee works-beyond the monthly base level-will accumulate in their account. Extra hours can be used to provide benefits during times of reduced work.

Multiple Carriers You have access to more than 60 different insurance carriers with hundreds of plan options.

DOLLAR BANK FEATURES

Whether your company does prevailing wage jobs, commercial jobs or a combination of both, Dollar Bank can work for you.

| Dollar Bank | Prevailing Wage Job | Commercial Job |
|--|---------------------|----------------|
| Easy for employees to understand | ✓ | ✓ |
| Variety of plans and coverage levels | ✓ | ✓ |
| Benefits only paid for hours worked | ✓ | ✓ |
| Accumulates additional hours to pay COBRA coverage | ✓ | ✓ |
| Adapts to seasonal demands | ✓ | ✓ |
| Reporting by employee for your payroll (Certified Payroll for prevailing wage) | ✓ | ✓ |
| Payments made to a bona fide third party trust | ✓ | ✓ |
| Reduces your payroll burden by lowering payroll taxes | ✓ | ✓ |
| Offsets payment of required fringe benefits for the prevailing wage | ✓ | |

Visit ABCInsuranceTrust.org or call (800) 621-2993 for more information.

Group Life Program

ABC’s group and voluntary life plans, underwritten by MetLife, provide \$10,000 or more of life insurance coverage.

Low cost benefit to include with your medical or dental plan

Coverage from \$10,000 to \$100,000

Accelerated Benefits Option and Accidental Death and Dismemberment included

Employee Assistance Program included with life plans

The plans include Accidental Death and Dismemberment and an Accelerated Benefits Option for employees and dependents who become terminally ill and whose life expectancy is certified by a physician to be six months or less.

Select the plan schedule that will work best for your company and then decide on the level of coverage you want to offer:

- Flat – Coverage from \$10,000 to \$50,000
- Earnings – Benefits based on annual income
- Class – Benefits determined by employee class

| Life Insurance | Flat Schedule | Earnings Schedule | Class Schedule |
|---------------------------------------|--|---|--|
| Plan Design* | Flat amount is the same for all employees. Benefits selected in increments of \$5,000. | Amount based on employee earnings (rounded to the next higher \$1,000). | Flat amount as determined by employee class. Benefit levels available in increments of \$5,000. |
| Life Benefit by Employee Class | All Employees \$10,000 to \$50,000 | All Employees 1X base annual earnings to \$50,000 or 1X base annual earnings to \$100,000 or 2X base annual earnings to \$100,000 | General Employees \$10,000 to \$25,000 Supervisors \$10,000 to \$50,000 Executives or Owners \$10,000 to \$100,000 |

Like most group life coverage, MetLife group life insurance policies contain certain exceptions, waiting periods, reductions, limitations and terms for keeping them in force. For costs and complete details of coverage, call or email ABC Insurance Trust.

* Life plans require a \$10,000 benefit minimum.

EMPLOYEE ASSISTANCE PROGRAM

Basic group life insurance automatically includes an Employee Assistance Program (EAP) to help make sure your employees get the resources they need so they can perform at their full potential.

EAP benefits are available 24 hours a day, 7 days a week through a toll-free phone number or web access. Work and life services include child care, elder

assistance, and financial, legal and daily living services. Clinical support is offered for a broad range of services including marriage, relationship, family problems, stress, anxiety, problems at work, and health and wellness programs.

Services are supplied by MHN, Inc., a national provider of EAP services.

Short-Term Disability Plans

The financial consequences of disability can be devastating. That's why protecting the ability to earn an income is a vital component of a complete employee benefits program.

Helps Protect Income due to Disability, Injury or Illness

Affordable

Group and Voluntary Plans Available

PROTECTION AT GROUP RATES

Short term disability income insurance, underwritten by MetLife, helps protect your business and your employees' income in the event of a disability, injury or illness.

PLAN DESIGNS

Choose the plan design that best meets your needs:

- Fixed schedule – Select the same benefit payment for all employees of \$200 to \$1,500 a week.
- Earnings schedule – Benefits based on 60% of an employee's weekly income, with payments as high as \$1,500 per week for qualifying incomes.

BENEFIT PAYMENTS AND DURATION

Benefits are paid during the period an employee is disabled due to a nonoccupational accident or illness. Payments begin the first day, if the disability is due to an accident, or the eighth day, if the disability is due to illness-and are payable for up to 13 or 26 weeks.

Similar to most group disability insurance policies, MetLife group disability insurance policies contain certain exceptions, waiting periods, reductions, limitations and terms for keeping them in force. For costs and complete details of coverage, call or email ABC Insurance Trust.

Visit ABCInsuranceTrust.org or call (800) 621-2993 for more information.



| Short-Term Disability | Fixed Schedule | Earnings Schedule |
|-----------------------------|---|---|
| Benefit Payment | Fixed amount | Percentage of income |
| Weekly Benefit | \$200 to \$1500 in \$10 increments | 60% of base weekly earnings |
| Disability Payment Begins | First day due to accident and Eighth day due to illness | First day due to accident and Eighth day due to illness |
| Disability Payment Duration | 13 weeks or 26 weeks | 13 weeks or 26 weeks |
| Maximum Payment | Lesser of fixed amount or 60% of base earnings | Up to \$1,500 per week |
| Maternity | Treated like illness | Treated like illness |

Long-Term Disability Benefits

In the event of a long-term disability, most employees don't have enough savings to cover their monthly expenses over an extended period of time. Disability insurance provides the financial protection they need.

Financial Protection for
You and Your Employees



| Long-Term Disability | Earnings Schedule |
|---------------------------------|--|
| Type of Plan | Based on earnings |
| Monthly Benefit Payment | 60% of base monthly earnings |
| Disability Payment Begins | After 6 months of total disability |
| Disability Payment Duration | Up to age 70 |
| Maximum Monthly Benefit Payment | All employees up to \$10,000 per month depending on monthly income |

FINANCIAL PROTECTION

Long-term disability insurance doesn't pay full wages, but it does pay up to 60% of base earnings. That 60% helps provide a steady income until an employee can recover and return to work. While the cost of coverage does increase for older employees, so does the possibility of experiencing a disability.

- Monthly benefit payments end when the participant recovers from disability or reaches age 65, whichever is sooner. (Active employees older than 60 are covered up to age 70, according to a benefit schedule.)
- Benefit payments are not reduced by any individual disability insurance a participant may have.

PLAN DESIGN FEATURES

- 60% of incomes, up to \$200,000 annually, can be fully covered.
- Premiums may be paid by the employee, by the employer or the cost may be shared.
- Benefit payments begin after six months of total disability.

Long-term disability plans are underwritten by Reliance Standard Life.

Visit ABCInsuranceTrust.org or call (800) 621-2993 for more information.

Additional Insurance Plans

You can help your employees supplement their insurance protection needs by offering them one of ABC's additional insurance plans.

Supplemental Life

Voluntary Benefits

SUPPLEMENTAL LIFE

Enables employers to offer employees additional life insurance coverage options. Employees can buy competitively priced group insurance to fit their needs—paying all or part of the premium through the convenience of payroll deduction.

An employee with combined group life and supplemental life coverage that exceeds the following is subject to evidence of insurability: less than 15 insured employees, \$20,000; 15 to 49 employees, \$50,000; 50-plus employees, \$100,000. Life insurance coverages are underwritten by MetLife.

DEPENDENT LIFE

Employer-paid protection for all employees with dependents. Choose from two schedules.

SPECIAL AD&D

Employer-paid plan that provides up to \$250,000 of 24-hour accidental death and dismemberment coverage.

Special AD&D is underwritten by AIG Insurance Company.

EMPLOYEE VOLUNTARY BENEFITS PROGRAM

Allows you to offer your employees more benefit choices without impacting your group benefits budget. ABC Insurance Trust offers voluntary benefits from top-rated insurance carriers and will help you choose a program for your company. Voluntary benefits include:

- Accident/disability
- Dental
- Hospital confinement indemnity
- Limited medical
- Hospital intensive care
- Life
- Critical illness

| Life Insurance | Supplemental Life | Dependent Life | | Special AD&D |
|------------------------------|--|---|---------------------------|---|
| Plan Design | Fixed amount as determined by employee class. Benefit levels available in increments of \$5,000. | Fixed amount as determined by relationship to employee. (Children over 6 months old are covered.) | | Fixed amount as determined by employee class. |
| Life Benefit by Class | Employees \$10,000 to \$25,000 | Child \$2,500 | Child \$5,000 | Hourly Employees \$25,000 |
| | Supervisors \$10,000 to \$50,000 | Spouse \$5,000 | Spouse \$10,000 | Salaried Employees \$50,000 |
| | Executives or Owners \$10,000 to \$100,000 | | | Officer or Owner \$100,000 or \$250,000 |

Visit ABCInsuranceTrust.org or call (800) 621-2993 for more information.

Section 125 Plan (Payroll Tax Savings Plan)

ABC's Section 125 Plan lets your employees pay their portion of insurance premiums on a pre-tax rather than an after-tax basis. ABC provides you with a complete IRS-approved Payroll Tax Savings Plan that is fully compliant with Internal Revenue Code Section 125. Everything you need is provided in your customized start-up kit.

Immediate Tax Reduction

IRS-Approved

Easy to Set Up

Free Support

LET THE IRS HELP PAY FOR YOUR BENEFIT PROGRAM

Your employees don't pay social security and federal taxes on money used to pay for their portion of employer-sponsored insurance premiums. As a result, employees increase their take-home pay because less taxes are taken out of their paychecks. Most states also permit full deductibility, resulting in even greater tax savings.

At the same time, the Section 125 Plan reduces your company's taxable payroll by the amount that employees deduct from their paycheck, for group insurance benefits. Lower taxable payroll means lower payroll taxes.

ABC PROVIDES EVERYTHING YOU NEED

ABC's Payroll Tax Savings Plan (Section 125 Plan) is easy to set up. You'll receive a free customized start-up kit which contains everything you need. Plus, our team will help you set up your plan.

Visit ABCInsuranceTrust.org or call
(800) 621-2993 for more information.

Do you share the **cost of health coverage** with your employees?

Discover the actual **tax savings** for you and your employees.

First determine your company savings...

Your company saves nearly 8% on every dollar your employees contribute through payroll deductions to pay for their share of medical, dental and vision insurance premiums.

Annual deductions by all employees

Social Security and Medicare tax rate x .0765

Total company payroll tax savings

Then determine your employee savings...

When you combine Social Security, federal and state taxes, each employee saves at least 30% on every dollar deducted from their pay for the cost of group insurance.

Annual share of insurance payment

Social Security, federal and state taxes x .30

Total employee income tax savings



Vision Care

ABC's vision coverage enables you to enhance your employee benefit program with a plan that will be appreciated by every employee. Our vision plans cover prescription safety lenses.

Vision coverage includes eye exams, lenses and frames. In-network benefits include a copay for exams and materials, and there are no claims to file. There are more than 119,000 participating practice access points, including private and retail center locations.

Members can check the provider network by going online to www.metlife.com/vision or by calling 1-855-MET-EYE (1-855-638-3931). The plan is fully insured, underwritten by MetLife.

Low Cost

Prescription Safety Lenses

Disposable Contact Lenses

Transition Lenses

Lasik Surgery Discounts

Group and Voluntary Plans Available

| Benefits | Network* | Out-of-Network |
|---------------------------------|-------------|-------------------------|
| Eye Exams | 100% | Up to \$50 |
| Spectacle Lenses | | |
| Single Vision | 100% | Up to \$55 |
| Bifocal | 100% | Up to \$75 |
| Trifocal | 100% | Up to \$95 |
| Lenticular | 100% | Up to \$125 |
| Polycarb Lenses (Safety) | 100% | Covered as above |
| Frames | 100% | Up to \$80 |
| Elective Contact Lenses | | |
| Covered-in-full contacts | 100% | Up to \$150 |
| All other elective contacts | Up to \$150 | Up to \$150 |
| Necessary Contact Lenses | 100% | Up to \$210 |
| Copays | | |
| Exams | \$10 | \$0 |
| Materials | \$25 | \$0 |

* 100% after applicable copays up to the maximum allowance as defined in the benefit description.

ABC Insurance Trust knows the challenges you face in the construction industry. For more than 60 years, we've been providing expert insurance solutions for merit shop contractors. You can be confident that you'll always get the right solution for your business.

Our focus is straightforward: research the market to find you the best insurance value for your unique needs and provide you with outstanding service and support. We are committed to working for you.

Visit ABCInsuranceTrust.org or call (800) 621-2993 for more information.



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