

MEDICAL PLAN

Anthem Blue Cross/Blue Shield Benefit*



We are providing this information so that you have an overview of upcoming changes to your Medical Benefit Plan. Please contact your Benefits Administrator with questions.

MEDICAL BENEFIT Q&A

What is changing with our medical plan?	We are changing from Blue Cross Blue Shield of Texas to Anthem Blue Cross Blue Shield (BCBS).
When does this change take effect?	January 1, 2010
Why are we making this change?	A steering committee of HR and finance personnel researched various benefit plans to find a comprehensive, cost-efficient medical plan that will best serve the needs of our employees and provide the strongest network in the nation.
Will I have to change doctors?	If currently taking advantage of the BCBS provider network, you can continue to use your same doctors as long as they continue to participate in the BCBS network.
Will my employee portion of the medical plan premium change in 2010?	Your employee portion of the medical plan premium is based upon your specific company's medical plan experience rating and other factors and that specific information will be provided to you later this fall.
What is the spousal surcharge?	If your spouse is eligible for health benefits elsewhere, there will be a spousal surcharge of \$50 per month for coverage under the Company plan. If your spouse is neither employed nor eligible for benefits, you must complete an affidavit to waive this surcharge.
What if I am in a union plan?	You may or may not qualify depending on your union contract. Your local Benefits Administrator will advise you.
Do I need to enroll in the new plan?	If you are participating in the current plan as of the date of the change, you will be automatically enrolled in the new plan.
Will I receive a new card?	Yes you will receive a new card. You will need to dispose of your old card.
When will I have the opportunity to learn more?	Information regarding open enrollment will be communicated by your local Benefits Administrator.

*Please note that this information is subject to change.