Discovery SPM Export

Interface Requirements Specification

# ND Paper

# SR #: SR-2020-00268396

# Contact Information

## Customer Contact

|  |  |  |
| --- | --- | --- |
| **Name** | **Tel** | **Email** |
| Rebecca Miller  Patricia Parra | (304) 333-6179 | rebecca.miller@us.ndpaper.com  630-748-5680/Patricia.parra@us.ndpaper.com |

## Vendor Contact

|  |  |  |
| --- | --- | --- |
| **Name** | **Tel** | **Email** |
| Sarah Bibeau  Robin Roberts | 701-239-6454 | sbibeau@discoverybenefits.com  rroberts@discoverybenefits.com |

## Vendor SFTP Contact

|  |  |  |
| --- | --- | --- |
| **Name**  Sarah Bibeau | **Tel**  701-239-6454 | **Email**  sbibeau@discoverybenefits.com |

## Integration Contact

|  |  |  |
| --- | --- | --- |
| **Name** | **Tel** | **Email** |
| Maribel Hernandez | 863-678-3815 | maribel\_hernandez@UltimateSoftware.com |

# Revision History

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Date** | **Version** | **Revision Description** | **Comments** | **Environment** | **Author** |
| **1** | 2/11/2020 | 1.01 | Initial Draft |  | Prod  Test | M Hernandez |
| **2** | 3/20/2020  5/26/2020 | 1.02 | Analysis Call 1 & 2 |  | Prod  Test | M Hernandez |
| **3** |  |  |  |  | Prod  Test |  |
| **4** |  |  |  |  | Prod  Test |  |

# 

# File Information

|  |  |  |  |
| --- | --- | --- | --- |
| **File Type** | Changes File Only  Sort Order by EepSSN | **Output Type** | Comma Delimited  **Delimiter Handling (if applicable)**  Enclose output values in double-quotes  Remove delimiters from output values  Other |
| **Interface Decommissioning** | Are there current / otherinterfaces that this interface is replacing?):  No  Yes: *Customer must open a Support Ticket to request that current interface is turned off* | **File Name** | **Production Filename:**  **PRODUCTION:**  YYYYMMDD\_NDPaper\_SPM\_36815.txt  **TEST:**  \_TEST\_YYYYMMDD\_NDPaper\_SPM\_36815.txt  Where YYYYMMDD is the file run date  CustomerNumber: 36815  CustomerName: ND Paper Inc 36815 |
| **Frequency** | Nightly maintenance window: 12a-2am EST  Run On-Demand  Scheduled to run: Every Friday at 7:20 am EST  \*Open Enrollment files are always run On-Demand, even if other files are Scheduled | | |
| **Is automated Transmission required?** | No, file will be sent manually  Yes | **Email address for Summary/ Transmission Emails** | [myusabenefits@us.ndpaper.com](mailto:myusabenefits@us.ndpaper.com)  [Rebecca.Delbridge@us.ndpaper.com](mailto:Rebecca.Delbridge@us.ndpaper.com) |
| **Global Formats** | Dates: MM/DD/YYYY  Phone Numbers: 9999999999  Zip Code: 99999  Amount Fields: With decimal place  SSN: 999999999  The Field Names with the “o” prefix and the orange shaded fields must match the current data for the SPM/plan in the system. They are used as identifying markers and will return an error of “SPM does not exist…” or “Plan could not be found…” and the updates will not be made.  Y – Any value in the “Required” column that shows Y is a field that has to be included on the file and has to have a value.  N\* - Any value in the “Required” column that shows N\* is a field that is not required, but if used on the file must have a value entered. The value cannot be left blank or null.  N – Any value in the “Required” column that shows N is a field that is not required, but if used on the file can have a value of blank or null. | **Special Formatting** | Are Special characters required (UTF-8 formatting)?  Yes  No |
| **Export Selection Criteria Functionality** | **Select all that apply:** | **Qualifier Notes:** | |
| Pay Period Range | Used for determining the percontrols for inclusion, when needed | |
| Company Selector | To be selected on export | |
| Data Selector | Optional filtering based on OrgLevel, PayGroups, or Locations | |
| **Special Instructions** | Will Audit Functionality be used?  No  Yes based on changes to fields in the following detail records of the SPM file:  SPMUpdate, SPMDependentPlanUpdate, and SPMPlanMemberSpecificRateUpdate | | |
| SaaS Environment Hosted: Saas - Deploy to Production Only | | |

# Purpose of Interface

|  |  |
| --- | --- |
| **Purpose of Interface** | To Provide ND Paper’s Cobra Administrator with SPM participants. Interface will pass names and plan data for employees who are on leave of absence but NOT terminated. SPM is for not terminated employees. |

# Business Rules - Customer Confirmation

SPM

1. Vendor Name:  
   Discovery Benefits
2. When did you start coverage with this provider:  
   1/1/2020
3. Which Employees would you like to include on this export?

Active Only Employees

All Employees with YTD Earnings

**Other:** Defined in Comments/Special Instructions section of each Detail Record set

* 1. SPMInsert
  2. SPMUpdate
  3. SPMPlanInsert
  4. SPMPlanDrop

1. Will you have employees that are active in multiple component companies?

No  Yes

1. Are there any Employee Types, Pay Groups, Org Levels, etc. that need to be excluded?

No  Yes

If Yes, please list field and values to exclude or include *(whichever is a shorter list)*:

Defined in Comments/Special Instructions section of each Detail Record set

# Business Rules - Vendor Confirmation

SPM

1. **Please confirm the following information regarding the specifications provided is accurate:**

|  |  |  |
| --- | --- | --- |
| **Type** | **Layout Name** | **Ultimate Software Project Number** |
| Initial Notification |  |  |
| Qualifying Event |  |  |
| SPM (Special Plan Members) -Direct Bill | Direct Bill File Integration Guide 2.0  Leave of Absence records  SPMInsert  SPMUpdate  SPMPlanInsert  SPMPlanDrop | SR-2020-00268396 |

|  |  |  |  |
| --- | --- | --- | --- |
| **Sample File** | *Test scnarios* | **Vendor Layout** |  |

**Export Field Definitions**

| **Header Record – SPM File** | |
| --- | --- |
| **Comments/Special Instructions** | A header record is required as defined below |

| **Header Record – SPM File** | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Item #** | **Column** | **Max Len** | **Vendor Column Heading** | **Vendor Format** | **Data Type** | **Req (Y/N)** | **Description of Data Item** | **UltiPro Data Element**  ***(For internal use Only)*** |
| 1 | 1 |  | Version Line Identifier |  | AN | Y |  | '[VERSION]' |
| 2 | 2 |  | Version Number |  | AN | Y |  | '2.0' |

| **Detail Record – [SPMINSERT] Record** | |
| --- | --- |
| **Comments/Special Instructions** | An employee record should be on the SPM file if the following is true:   * A transaction has been processed into Audit during the date range of this export to move the employee TO a Leave of Absence   (audOldValue eecEmplStatus = 'A' and audNewValue eecEmplStatus = 'L')  AND   * Employee has one or more deduction codes under Deduction Types 'MED', 'DEN', 'VIS', 'LTD', 'OPC', 'OPS', 'OPT' in the date range of the file or eligible   ((DedDedType) IN ('MED', 'DEN', 'VIS', 'LTD', 'OPC', 'OPS', 'OPT') where DedDedCode=EedDedCode)))  Record used to enter new SPM information and insert the billing type.  Example [SPMINSERT] record:  [SPMINSERT], ClientName=My Client Name, ClientDivisionName=My Client Division Name, Salutation=MR, FirstName=Bob, MiddleInitial=L, LastName=Jones, SSN=888888888, (etc.) |

| **Detail Record – [SPMINSERT] Record** | | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Item #** | **Column** | **Max Len** | **Vendor Column Heading** | **Vendor Format** | **Data Type** | **Req (Y/N)** | **Description of Data Item** | **UltiPro Data Element**  ***(For internal use Only)*** |
| 1 | 1 | 4 | Record Identifier |  | AN | Y |  | '[SPMINSERT]' |
| 2 | 2 | 100 | ClientName |  | AN | Y |  | See appendix for mapping |
| 3 | 3 | 50 | ClientDivisionName |  | AN | Y |  | See appendix for mapping |
| 4 | 4 | 35 | Salutation |  | AN | N | MR, MRS, MS, MISS, DR | Blank |
| 5 | 5 | 50 | FirstName |  | AN | Y |  | EepNameFirst |
| 6 | 6 | 1 | MiddleInitial |  | AN | N |  | Substring(EepNameMiddle,1,1) |
| 7 | 7 | 50 | LastName |  | AN | Y |  | EepNameLast |
| 8 | 8 | 11 | SSN |  | N | Y |  | EepSSN |
| 9 | 9 | 20 | IndividualID | Optional, used to store Employee ID #s or any other type of secondary identification | AN | N |  | EecEmpNo |
| 10 | 10 | 50 | Email |  | Email | N |  | Blank |
| 11 | 11 | 12 | Phone | 9999999999 | Phone | N |  | Blank |
| 12 | 12 | 12 | Phone2 | 9999999999 | Phone | N |  | Blank |
| 13 | 13 | 50 | Address1 |  | AN | Y |  | EepAddressLine1 |
| 14 | 14 | 50 | Address2 |  | AN | N |  | EepAddressLine2 |
| 15 | 15 | 50 | City |  | AN | Y |  | EepAddressCity |
| 16 | 16 | 50\* | State Or Province | State or province code of the participant’s address.  \*For US addresses only, State code should be two  letters | AN | Y |  | EepAddressState |
| 17 | 17 | 35 | Postal Code |  | AN | Y |  | EepAddressZipCode |
| 18 | 18 | 50 | Country | Leave blank if the QB resides in the USA | AN | N |  | Blank |
| 19 | 19 | 1 | Sex | M or F | AN | Y |  | EepGender |
| 20 | 20 | 10 | DOB | MM/DD/YYYY | Date | Y |  | EepDateOfBirth |
| 21 | 21 | 35 | Tobacco Use | YES, NO, UNKNOWN | AN | Y |  | 'UNKNOWN' |
| 22 | 22 | 35 | Employee Type | TE, PTE, H1B, CONSULTANT, SABBATICAL, PROBATIONARY, CONTINGENT, TELECOMMUTING, INTERN, GROUPLEADER, ASSOCIATE, PARTNER, UNKNOWN | AN | Y | Identifies employment status when participant was an active employee. | 'UNKNOWN' |
| 23 | 23 | 35 | Employee Payroll Type | EXEMPT,  NONEXEMPT,  UNKNOWN | AN | Y |  | Case jbcFLSAType  When 'N' then 'NONEXEMPT'  Else 'EXEMPT' |
| 24 | 24 |  | Years Of Service |  | N | N | Not used currently and only informational | Blank |
| 25 | 25 | 35 | Premium Coupon Type | PREMIUMNOTICE, COUPONBOOK, NONE | AN | Y |  | 'COUPONBOOK' |
|  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| 26 | 26 | 10 | Billing Start Date | UltiPro LOA Values (Y) = FMLA  LchCode LchDesc  **105 Accident & Sickness (STD Union) (Y)**  **106 LTD (Y)**  **107 STD (Y)**  **215 Layoff Unpaid**  **300 Military**  **400 Workers Comp**  **401 Workers Comp Unpaid**  100 Medical/self (Y)  102 Maternity/self (Y)  101 Personal/family medical (Y)  103 Personal/adoption (Y)  104 Personal/birth of child (Y)  200 Personal/other  201 Personal/Other Unpaid  301 Suspension Unpaid  302 Disciplinary Unpaid  Z <None> | Date | Y | Date to start billing the SPM. Billing Start Date cannot be updated once the SPMs Welcome Letter has been sent. Letter is sent the following business day upon SPM insert and plan insert | Billing Start Date mapping (Column G) of embedded spreadsheet. |
| 27 | 27 | 10 | Billing End Date |  | Date | N | Date to end billing the SPM | Blank |
| 28 | 28 | 35 | Billing Frequency | MONTHLY,  WEEKLY,  YEARLY,  BIWEEKLY,  QUARTERLY | AN | Y | The frequency for which the participant will be billed | ‘MONTHLY’ |
| 29 | 29 | 35 | Billing Type | RETIREE,  PREMIUMPAY,  FMLA,  CASHPAY, LOANREPAYMENT, LEAVEOFABSENCE, CUSTOM,  LTDPREMIUM, DISABILITYPREMIUM | AN | Y | Reason for billing the participant. | 'LEAVEOFABSENCE' |
| 30 | 30 |  | Enrollment Date | MM/DD/YYYY | Date | Y | The date of the original enrollment in SPM plan. | Enrollment Date mapping (Column G) of embedded spreadsheet. |
| 31 | 31 | 45 | SPM Grace Period NR Of Days |  | AN | Y | CLIENTDEFAULT,  IGNORE,  CUSTOM | ‘CLIENTDEFAULT’ |
| 32 | 32 |  | Grace Period Nr Of Days |  | N | N | Number of days allowed for Grace Period | Blank |
| 33 | 33 | 50 | Benefit Group |  | AN | N |  | Blank |
| 34 | 34 | 50 | Account Structure |  | AN | N |  | Blank |
| 35 | 35 | 50 | Client Specific Data |  | AN | N |  | Blank |
| 36 | 36 | 5 | Queue Welcome Letter | True, False | AN | N |  | 'TRUE' |
| 37 | 37 | 10 | Event Date | MM/DD/YYYY | Date | Y | Date the SPM’s event occurred.    Note: Date must be equal to or prior to the Billing Start Date | Event Date mapping (Column G) of embedded spreadsheet |
| 38 | 38 | 10 | Initial Grace Period Date | MM/DD/YYYY | Date | N | Date the SPM’s Initial Grace Period will start.    Note: default date will be the file import date.  Date | Blank |
| 39 | 39 | 10 | Billing Period Seed Date | MM/DD/YYYY | Date | N | 1st payroll date for SPM’s with a Billing Frequency of SemiMonthly, Weekly or Biweekly | Blank |
| 40 | 40 | 10 | Second Billing Period Seed Date | MM/DD/YYYY | Date | N | 2nd payroll date for SPM’s with a Billing Frequency of Semi-Monthly | Blank |
| 41 | 41 | 100 | Plan Category |  | AN | N | Optional customized field under Identification Information    Specific brackets “< >” are not permitted in this field. | Blank |

| **Detail Record – [SPMUPDATE] Record** | |
| --- | --- |
| **Comments/Special Instructions** | An employee record should be on the SPM file if the following is true:  When Employee returns from Leave of Absence, goes on COBRA (applicable to Union rules), or reaches direct bill duration.   * A transaction has been processed into Audit during the date range of this export to move the employee FROM Leave of Absence TO Active Status, COBRA, or   (audOldValue eecEmplStatus = 'L' and audNewValue eecEmplStatus = 'A' OR audNewValue eecEmplStatus = 'T')  AND   * Employee has one or more deduction codes under Deduction Types 'MED', 'DEN', 'VIS', 'LTD', 'OPC', 'OPS', 'OPT' in the date range of the file.   ((DedDedType) IN ('MED', 'DEN', 'VIS', 'LTD', 'OPC', 'OPS', 'OPT') where DedDedCode=EedDedCode)))  Record used to update existing SPM information.  Example [SPMUPDATE] record:  [SPMUPDATE], ClientName=My Client Name, oSSN=888888888, oBillingStartDate=01/01/2015,oBillingType=CUSTOM, FirstName=Bob, LastName=Jones, SSN=888888888, (etc.) |

| **Detail Record – [SPMUPDATE] Record** | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Item #** | **Column** | **Max Len** | **Vendor Column Heading** | **Vendor Format** | **Data Type** | **Req (Y/N)** | **Description of Data Item** | **UltiPro Data Element**  ***(For internal use Only)*** |
| 1 | 1 | 4 | Record Identifier |  | AN | Y |  | '[SPMUPDATE]' |
| 2 | 2 | 100 | ClientName |  | AN | Y |  | 'ND Paper Inc 36815' |
| 3 | 3 | 11 | oSSN | Note: An “o” has to be included in front of the field name. | N | Y | Social Security Number of the participant. | EepSSN |
| 4 | 4 | 10 | oBilling Start Date | Note: An “o” has to be included in front of the field name.  MM/DD/YYYY | Date | Y | Date to start billing the participant. | oBilling Start Date mapping (Column G) of embedded spreadsheet. The Billing Start Date of SPMInsert record when the employee went on Leave of absence. |
| 5 | 5 | 35 | oBilling Type | Note: An “o” has to be included in front of the field name.  RETIREE,  PREMIUMPAY,  FMLA,  CASHPAY, LOANREPAYMENT, LEAVEOFABSENCE, CUSTOM,  LTDPREMIUM, DISABILITYPREMIUM | AN | Y | Reason for billing the participant. | 'LEAVEOFABSENCE' |
| 6 | 6 | 35 | oBilling Frequency | Note: An “o” has to be included in front of the field name.  MONTHLY, WEEKLY, BIWEEKLY, QUARTERLY, YEARLY, SEMIMONTHLY |  | Y | The frequency for which the participant will be billed. | 'MONTHLY' |
| 7 | 7 | 35 | Salutation |  | AN | N | MR, MRS, MS, MISS, DR | Blank |
| 8 | 8 | 50 | FirstName |  | AN | N\* |  | EepNameFirst |
| 9 | 9 | 1 | MiddleInitial |  | AN | N |  | Substring(EepNameMiddle,1,1) |
| 10 | 10 | 50 | LastName |  | AN | N\* |  | EepNameLast |
| 11 | 11 | 11 | SSN | Social Security Number of the participant – can include dashes. | N | N\* |  | EepSSN |
| 12 | 12 | 20 | IndividualID |  | AN | N | Optional, used to store Employee ID #s or any other type of secondary identification | EecEmpNo |
| 13 | 13 | 50 | Email |  | Email | N |  | Blank |
| 14 | 14 | 12 | Phone | 9999999999 | Phone | N | 0000000000 | Blank |
| 15 | 15 | 12 | Phone2 | 9999999999 | Phone | N |  | Blank |
| 16 | 16 | 50 | Address1 |  | AN | N\* |  | EepAddressLine1 |
| 17 | 17 | 50 | Address2 |  | AN | N |  | EepAddressLine2 |
| 18 | 18 | 50 | City |  | AN | N\* |  | EepAddressCity |
| 19 | 19 | 50 | State Or Province |  | AN | N\* |  | EepAddressState |
| 20 | 20 | 35 | Postal Code |  | AN | N\* |  | EepAddressZipCode |
| 21 | 21 | 50 | Country |  | AN | N | Leave blank if the QB resides in the USA | Blank |
| 22 | 22 | 1 | Sex | M, F | AN | N |  | EepGender |
| 23 | 23 | 10 | DOB | MM/DD/YYYY | Date | N\* |  | EepDateOfBirth |
| 24 | 24 | 35 | Tobacco Use | YES, NO, UNKNOWN | AN | N\* |  | 'UNKNOWN' |
| 25 | 25 | 35 | Employee Type | TE, PTE, H1B, CONSULTANT, SABBATICAL, PROBATIONARY, CONTINGENT, TELECOMMUTING, INTERN, GROUPLEADER, ASSOCIATE, PARTNER, UNKNOWN | AN | N\* | Identifies employment status when participant was an active employee. | 'UNKNOWN' |
| 26 | 26 | 35 | Employee Payroll Type | EXECUTIVE, EXEMPT, HOURLY, NONEXEMPT, SALARY, UNKNOWN | AN | N\* |  | Case jbcFLSAType  When 'N' then 'NONEXEMPT'  Else 'EXEMPT' |
| 27 | 27 |  | Years Of Service |  | N | N | \*Required if plans are broken out by years of service | Blank |
| 28 | 28 | 35 | Premium Coupon Type | PREMIUMNOTICE, COUPONBOOK, NONE | AN | N\* |  | 'COUPONBOOK' |
| 29 | 29 | 10 | Billing Start Date |  | Date | N\* | Date to start billing the SPM | Blank |
| 30 | 30 | 10 | Billing End Date | UltiPro LOA Values  LchCode LchDesc  **105 Accident & Sickness (STD Union) (Y)**  **106 LTD (Y)**  **107 STD (Y)**  **215 Layoff Unpaid**  **300 Military**  **400 Workers Comp**  **401 Workers Comp Unpaid**  100 Medical/self (Y)  102 Maternity/self (Y)  101 Personal/family medical (Y)  103 Personal/adoption (Y)  104 Personal/birth of child (Y)  200 Personal/other  201 Personal/Other Unpaid  301 Suspension Unpaid  302 Disciplinary Unpaid  Z <None> | Date | N | Date to end billing the SPM | See Billing End Date mapping of embedded spreadsheet.  Employee return from leave (Active) (Column H)  Employee terminated (Termination) (Column H)  Employee Direct Bill Duration expired (column F) |
| 31 | 31 | 35 | Billing Frequency | MONTHLY,  WEEKLY,  YEARLY,  BIWEEKLY,  QUARTERLY | AN | N\* | The frequency for which the participant will be billed | ‘MONTHLY’ |
| 32 | 32 | 35 | Billing Type | RETIREE,  PREMIUMPAY,  FMLA,  CASHPAY, LOANREPAYMENT, LEAVEOFABSENCE, CUSTOM,  LTDPREMIUM, DISABILITYPREMIUM | AN | N\* | Reason for billing the participant. | 'LEAVEOFABSENCE' |
| 33 | 33 | 10 | Enrollment Date | MM/DD/YYYY | Date | N | The date of the original enrollment in SPM plan. | Blank |
| 34 | 34 | 45 | SPM Grace Period NR Of Days |  | AN | N\* | CLIENTDEFAULT,  IGNORE,  CUSTOM | ‘CLIENTDEFAULT’ |
| 35 | 35 |  | Grace Period Nr Of Days |  | N | N\* | Number of days allowed for Grace Period | Blank |
| 36 | 36 | 50 | Benefit Group |  | AN | N |  | Blank |
| 37 | 37 | 50 | Account Structure |  | AN | N |  | Blank |
| 38 | 38 | 50 | Client Specific Data |  | AN | N |  | Blank |
| 39 | 39 | 5 | Queue Welcome Letter | True, False | AN | N |  | 'TRUE' |
| 40 | 40 | 10 | Event Date | MM/DD/YYYY | Date | Y | Date the SPM’s event occurred.    Note: Date must be equal to or prior to the Billing Start Date | Blank |
| 41 | 41 | 10 | Initial Grace Period Date | MM/DD/YYYY | Date | N | Date the SPM’s Initial Grace Period will start.    Note: default date will be the file import date.  Date | Blank |
| 42 | 42 | 10 | Billing Period Seed Date | MM/DD/YYYY | Date | N | 1st payroll date for SPM’s with a Billing Frequency of SemiMonthly, Weekly or Biweekly | Blank |
| 43 | 43 | 10 | Second Billing Period Seed Date | MM/DD/YYYY | Date | N | 2nd payroll date for SPM’s with a Billing Frequency of Semi-Monthly | Blank |
| 44 | 44 | 100 | Plan Category |  | AN | N | Optional customized field under Identification Information    Specific brackets “< >” are not permitted in this field. | Blank |

| **Detail Record – [SPMPLANINSERT] Record** | |
| --- | --- |
| **Comments/Special Instructions** | An employee record, per plan should be on the SPMPLANINSERT record if the following is true (may be multiple lines):  When employee goes on leave (SPMInsert), this plan record (SPMPLANINSERT) will pass the plans/deductions subject to direct bill.   * A transaction has been processed into Audit during the date range of this export to move the employee TO a Leave of Absence   (audOldValue eecEmplStatus = 'A' and audNewValue eecEmplStatus = 'L')  AND   * Employee has one or more deduction codes under Deduction Types 'MED', 'DEN', 'VIS', 'LTD', 'OPC', 'OPS', 'OPT' in the date range of the file.   ((DedDedType) IN ('MED', 'DEN', 'VIS', 'LTD', 'OPC', 'OPS', 'OPT') where DedDedCode=EedDedCode)))  Example [SPMPLANINSERT] record:  [SPMPLANINSERT], ClientName=My Client Name, oSSN=888888888, oBillingStartDate=01/01/2015, oBillingType=CUSTOM, PlanName=Arrears Billing, StartDate=01/01/2015, CoverageLevel=EE, (etc.) |

| **Detail Record – [SPMPLANINSERT] Record** | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Item #** | **Column** | **Max Len** | **Vendor Column Heading** | **Vendor Format** | **Data Type** | **Req (Y/N)** | **Description of Data Item** | **UltiPro Data Element**  ***(For internal use Only)*** |
| 1 | 1 | 50 | Record Identifier |  | AN | Y |  | '[SPMPLANINSERT]' |
| 2 | 2 | 100 | ClientName |  | AN | Y |  | 'ND Paper Inc 36815' |
| 3 | 3 | 11 | oSSN | Note: An “o” has to be included in front of the field name. | N | Y | Social Security Number of the participant. | EepSSN |
| 4 | 4 | 10 | oBilling Start Date | Note: An “o” has to be included in front of the field name.  MM/DD/YYYY | Date | Y | Date to start billing the participant. | oBilling Start Date mapping (Column G) of embedded spreadsheet. The Billing Start Date of SPMInsert record when the employee went on Leave of absence. |
| 5 | 5 | 35 | oBilling Type | Note: An “o” has to be included in front of the field name.  RETIREE,  PREMIUMPAY,  FMLA,  CASHPAY, LOANREPAYMENT, LEAVEOFABSENCE, CUSTOM,  LTDPREMIUM, DISABILITYPREMIUM | AN | Y | Reason for billing the participant. | 'LEAVEOFABSENCE' |
| 6 | 6 | 35 | oBilling Frequency | Note: An “o” has to be included in front of the field name.  MONTHLY, WEEKLY, BIWEEKLY, QUARTERLY, YEARLY, SEMIMONTHLY |  | Y | The frequency for which the participant will be billed. | 'MONTHLY' |
| 7 | 7 | 10 | Plan Name |  | Date | N\* | The unique Client plan Name | If EedDedCode – see appendix for mapping |
| 8 | 8 | 10 | Start Date | MM/DD/YYYY | Date | Y | The start date the SPM will begin coverage on this plan. | oBilling Start Date mapping (Column G) of embedded spreadsheet. The Billing Start Date of SPMInsert record when the employee went on Leave of absence. |
| 9 | 9 | 10 | End Date | MM/DD/YYYY | Date | N | Optional, the end date the SPM will cease coverage on this plan | Blank |
| 10 | 10 | 35 | Coverage Level |  | AN | Y | QB Only  QB+CHILDREN  QB+CHILD  QB+SPOUSE  QB+Domestic Partner  QB+FAMILY | If eedBenOption – see appendix for mapping |
| 11 | 11 | 10 | First Day Of | MM/DD/YYYY | Date | N | The First Day of Coverage. Unless this is an open enrollment plan, this field should be left blank. The system will determine first day of coverage | Blank |
| 12 | 12 | 10 | Last Day Of | MM/DD/YYYY | Date | N | The Last Day of Coverage. Unless this is an open enrollment plan, this field should be left blank. The system will determine last day of coverage | Blank |
| 13 | 13 |  | Number Of Units |  | N | N\* | Sets the # of units for this plan. Required if plan is units based. (e.g. life) | Blank |
| 14 | 14 | 50 | Plan Bundle Name |  | AN | N | \*Required only for bundled (embedded) plans. | Blank |
| 15 | 15 | 5 | Queue Plan Letter Change | True, False | AN | N |  | Blank |

| **Detail Record – [SPMPLANDROP] Record** | |
| --- | --- |
| **Comments/Special Instructions** | An employee record should be on the SPMPLANDROP file if the following is true:  When employees drops one or more plans and remain on other coverage.   * Employee is on Leave of absence, but drops a benefit in the date range of the file, based on   Where EedBenStopDate IS NOT NULL  AND   * Employee has one or more deduction codes under Deduction Types 'MED', 'DEN', 'VIS', 'LTD', 'OPC', 'OPS', 'OPT' in the date range of the file.   ((DedDedType) IN ('MED', 'DEN', 'VIS', 'LTD', 'OPC', 'OPS', 'OPT') where DedDedCode=EedDedCode)))  Record used to end a plan on a specified date.  Example [SPMPLANDROP] record:  [SPMPLANDROP], ClientName=My Client Name, oSSN=888888888,  oBillingStartDate=01/01/2015, oBillingType=CUSTOM, PlanName=Arrears Billing, StartDate=01/01/2015, EffectiveDate=02/01/2015 |

| **Detail Record – [SPMPLANDROP] Record** | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Item #** | **Column** | **Max Len** | **Vendor Column Heading** | **Vendor Format** | **Data Type** | **Req (Y/N)** | **Description of Data Item** | **UltiPro Data Element**  ***(For internal use Only)*** |
| 1 | 1 | 50 | Record Identifier |  | AN | Y |  | '[SPMPLANDROP]' |
| 2 | 2 | 100 | ClientName |  | AN | Y |  | 'ND Paper Inc 36815' |
| 3 | 3 | 11 | oSSN | Note: An “o” has to be included in front of the field name. | N | Y | Social Security Number of the participant. | EepSSN |
| 4 | 4 | 10 | oBilling Start Date | Note: An “o” has to be included in front of the field name.  MM/DD/YYYY | Date | Y | Date to start billing the participant. | Billing Start Date mapping (Column G) of embedded spreadsheet. |
| 5 | 5 | 35 | oBilling Type | Note: An “o” has to be included in front of the field name.  RETIREE,  PREMIUMPAY,  FMLA,  CASHPAY, LOANREPAYMENT, LEAVEOFABSENCE, CUSTOM,  LTDPREMIUM, DISABILITYPREMIUM | AN | Y | Reason for billing the participant. | 'LEAVEOFABSENCE' |
| 6 | 6 | 35 | oBilling Frequency | Note: An “o” has to be included in front of the field name.  MONTHLY, WEEKLY, BIWEEKLY, QUARTERLY, YEARLY, SEMIMONTHLY |  | Y | The frequency for which the participant will be billed. | 'MONTHLY' |
| 7 | 7 | 10 | Plan Name |  | Date | Y | The unique Client plan Name | If EedDedCode – see appendix for mapping |
| 8 | 8 | 10 | Start Date | MM/DD/YYYY | Date | Y | The start date the SPM will begin coverage on this plan. | EedBenStartDate |
| 9 | 9 | 10 | Effective Date | MM/DD/YYYY | Date | N | The effective date of the change. The dated entered provides coverage on that date. | TODAY() |

| **Trailer Record –SPM File** | |
| --- | --- |
| **Comments/Special Instructions** | A trailer record is not required |

**Mapping**

**Client Name**

|  |  |  |
| --- | --- | --- |
| **UltiPro Field** | **Value** | **Discovery Value (Client Name)** |
|  |  | ND Paper Inc 36815 |

**Client Division Name**

|  |  |  |  |
| --- | --- | --- | --- |
| **UltiPro Field** | **UltiPro Value** | **UltiPro Value Description** | **Discovery Value (Client Division)** |
| EecUnionLocal | IAM655 | IAMAW 655 | NQ7 Biron Union IAM 655 LOA |
| EecUnionLocal | USW294 | USW 2-94 | NQ7 Biron Union USW 2-94 LOA |
| EecUnionLocal | USW2187 | USW 2-187 | NQ7 Biron Union USW 2-187 LOA |
| EecUnionLocal | UA434, UAJ434 | UAJAPP 434, UAJ 434 | NQ7 Biron Union UAJ 434 LOA |
| EecUnionLocal | OPEIU39 | OPEIU 39 | NQ7 Biron Union OPEIU 95 LOA |
| EecUnionLocal | IBEW1147, IBEW1147BA | IBEW 1147 SP, IBEW 1147 LC | NQ7 Biron Union IBEW 1147 LOA |
| EecUnionLocal | USW900 | USW 900 | NQ4 Rumford Union USW 900 LOA |
| EecUnionLocal | IBEW2144 | IBEW 2144 | NQ4 Rumford Union IBEW 2144 LOA |
| EecPayGroup | NQ5 | Rumford Salary | NQ5 Rumford Salary LOA |
| EecPayGroup | NQ6 | Biron Salary | NQ6 Biron Salary LOA |
| EecPayGroup | NQB | Corporate Salary | NQB Corporate Salary LOA |
| EecPayGroup | NQC, NQCH | Fairmont Salary, Fairmont Hourly | NQC Fairmont LOA |
| EecPayGroup | NQD, NQDH | Old Town Salary, Old Town Hourly | NQD Old Town LOA |
| EecPayGroup | NQP, NQPH | Packaging Salary, Packaging Hourly | NQP ND Packaging LOA |

**Deduction Codes & Benefit Options Mapping**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| ***UltiPro EedDedCode*** | ***EecUnionLocal*** | ***EecPayGroup*** | ***Plan Name(s)***: | ***EedBenOption*** | ***Coverage Level***: |
| HRARU | IBEW2144 |  | DB Anthem IL Med HRA Union/Rx LOA | SELF | EE |
| HRARU | IBEW2144 |  | DB Anthem IL Med HRA Union/Rx LOA | SELFS | EE+SPOUSE |
| HRARU | IBEW2144 |  | DB Anthem IL Med HRA Union/Rx LOA | SELFCH | EE+CHILDREN |
| HRARU | IBEW2144 |  | DB Anthem IL Med HRA Union/Rx LOA | SELFF | EE+FAMILY |
| DNTSC | IBEW2144 |  | DB Cigna Dental Schedule LOA | SELF | EE |
| DNTSC | IBEW2144 |  | DB Cigna Dental Schedule LOA | SELFF | EE+FAMILY |
| DNTUC | IBEW2144 |  | DB Cigna Dental URC LOA | SELF | EE |
| DNTUC | IBEW2144 |  | DB Cigna Dental URC LOA | SELFF | EE+FAMILY |
| SLFRU | IBEW2144 |  | DB Prudential Supp Life Rumford Union 0-69 |  | EE |
| SLFRU | IBEW2144 |  | DB Prudential Supp Life Rumford Union 70-74 |  | EE |
| SLFRU | IBEW2144 |  | DB Prudential Supp Life Rumford Union 75+ |  | EE |
| VSP | IBEW2144 |  | DB VSP Vision Voluntary LOA | SELF | EE |
| VSP | IBEW2144 |  | DB VSP Vision Voluntary LOA | SELFS | EE+SPOUSE |
| VSP | IBEW2144 |  | DB VSP Vision Voluntary LOA | SELFCH | EE+CHILDREN |
| VSP | IBEW2144 |  | DB VSP Vision Voluntary LOA | SELFF | EE+FAMILY |
| LTDRB, LTDUB | IBEW2144 |  | DB Prudential LTD Biron and Rumford Union |  | EE |
| LTDRB, LTDUB | USW900 |  | DB Prudential LTD Biron and Rumford Union |  | EE |
| HRARU | USW900 |  | DB Anthem IL Med HRA Union/Rx LOA | SELFS | EE+SPOUSE |
| HRARU | USW900 |  | DB Anthem IL Med HRA Union/Rx LOA | SELFCH | EE+CHILDREN |
| HRARU | USW900 |  | DB Anthem IL Med HRA Union/Rx LOA | SELFF | EE+FAMILY |
| DNTSC | USW900 |  | DB Cigna Dental Schedule LOA | SELF | EE |
| DNTSC | USW900 |  | DB Cigna Dental Schedule LOA | SELFF | EE+FAMILY |
| DNTUC | USW900 |  | DB Cigna Dental URC LOA | SELF | EE |
| DNTUC | USW900 |  | DB Cigna Dental URC LOA | SELFF | EE+FAMILY |
| SLFRU | USW900 |  | DB Prudential Supp Life Rumford Union 0-69 |  | EE |
| SLFRU | USW900 |  | DB Prudential Supp Life Rumford Union 70-74 |  | EE |
| SLFRU | USW900 |  | DB Prudential Supp Life Rumford Union 75+ |  | EE |
| VSP | USW900 |  | DB VSP Vision Voluntary LOA | SELF | EE |
| VSP | USW900 |  | DB VSP Vision Voluntary LOA | SELFS | EE+SPOUSE |
| VSP | USW900 |  | DB VSP Vision Voluntary LOA | SELFCH | EE+CHILDREN |
| VSP | USW900 |  | DB VSP Vision Voluntary LOA | SELFF | EE+FAMILY |
| LTDNB |  | NQ5 | DB Prudential LTD Salaried/Non Union |  | EE |
| HRAFN, SMOKE, WELLF |  | NQ5 | Anthem IL Medical LOA HRA + 2 Wellness & 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE |
| HRAFN, SMOKE, WELLF |  | NQ5 | Anthem IL Medical LOA HRA + 2 Wellness & 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE+CHILDREN |
| HRAFN, SMOKE, WELLF |  | NQ5 | Anthem IL Medical LOA HRA + 2 Wellness & 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE+FAMILY |
| HRAFN, SMOKE |  | NQ5 | Anthem IL Medical LOA HRA + 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE+SPOUSE |
| HRAFN, SMOKE |  | NQ5 | Anthem IL Medical LOA HRA + 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE |
| HRAFN, SMOKE |  | NQ5 | Anthem IL Medical LOA HRA + 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE+CHILDREN |
| HRAFN, SMOKE |  | NQ5 | Anthem IL Medical LOA HRA + 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE+FAMILY |
| HRAFN, WELLF |  | NQ5 | Anthem IL Medical LOA HRA + 1 Wellness | SMOKE 1, SMOKE 2, SMOKE 5 | EE+SPOUSE |
| HRAFN, WELLF |  | NQ5 | Anthem IL Medical LOA HRA + 1 Wellness | WELL 2, WELL 3, WELL 6 | EE |
| HRAFN, WELLF |  | NQ5 | Anthem IL Medical LOA HRA + 1 Wellness | WELL 2, WELL 3, WELL 6 | EE+CHILDREN |
| HRAFN, WELLF |  | NQ5 | Anthem IL Medical LOA HRA + 1 Wellness | WELL 2, WELL 3, WELL 6 | EE+FAMILY |
| HRAFN, SMOKE, WELLF |  | NQ5 | Anthem IL Medical LOA HRA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6 | EE+SPOUSE |
| HRAFN, SMOKE, WELLF |  | NQ5 | Anthem IL Medical LOA HRA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE |
| HRAFN, SMOKE, WELLF |  | NQ5 | Anthem IL Medical LOA HRA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE+CHILDREN |
| HRAFN, SMOKE, WELLF |  | NQ5 | Anthem IL Medical LOA HRA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE+FAMILY |
| HRAFN, SMOKE, WELLF |  | NQ5 | Anthem IL Medical LOA HRA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE+SPOUSE |
| HRAFN, SMOKE, WELLF |  | NQ5 | Anthem IL Medical LOA HRA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE |
| HRAFN, SMOKE, WELLF |  | NQ5 | Anthem IL Medical LOA HRA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE+CHILDREN |
| HRAFN, SMOKE, WELLF |  | NQ5 | Anthem IL Medical LOA HRA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE+FAMILY |
| HRAFN, SMOKE |  | NQ5 | Anthem IL Medical LOA HRA + 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE+SPOUSE |
| HRAFN, SMOKE |  | NQ5 | Anthem IL Medical LOA HRA + 2 Smoker | SMOKE 4 | EE |
| HRAFN, SMOKE |  | NQ5 | Anthem IL Medical LOA HRA + 2 Smoker | SMOKE 4 | EE+CHILDREN |
| HRAFN, SMOKE |  | NQ5 | Anthem IL Medical LOA HRA + 2 Smoker | SMOKE 4 | EE+FAMILY |
| HRAFN, WELLF |  | NQ5 | Anthem IL Medical LOA HRA + 2 Wellness | SMOKE 4 | EE+SPOUSE |
| HRAFN, WELLF |  | NQ5 | Anthem IL Medical LOA HRA + 2 Wellness | WELL 4 | EE |
| HRAFN, WELLF |  | NQ5 | Anthem IL Medical LOA HRA + 2 Wellness | WELL 4 | EE+CHILDREN |
| HRAFN, WELLF |  | NQ5 | Anthem IL Medical LOA HRA + 2 Wellness | WELL 4 | EE+FAMILY |
| HRAFN, SMOKE, WELLF |  | NQ5 | Anthem IL Medical LOA HRA + 2 Wellness & 2 Smoker | WELL 4 | EE+SPOUSE |
| HRAFN, SMOKE, WELLF |  | NQ5 | Anthem IL Medical LOA HRA + 2 Wellness & 2 Smoker | SMOKE 4, WELL 4 | EE |
| HRAFN, SMOKE, WELLF |  | NQ5 | Anthem IL Medical LOA HRA + 2 Wellness & 2 Smoker | SMOKE 4, WELL 4 | EE+CHILDREN |
| HRAFN, SMOKE, WELLF |  | NQ5 | Anthem IL Medical LOA HRA + 2 Wellness & 2 Smoker | SMOKE 4, WELL 4 | EE+FAMILY |
| HSAFN, SMOKE |  | NQ5 | Anthem IL Medical LOA HSA + 1 Smoker | SMOKE 4, WELL 4 | EE+SPOUSE |
| HSAFN, SMOKE |  | NQ5 | Anthem IL Medical LOA HSA + 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE |
| HSAFN, SMOKE |  | NQ5 | Anthem IL Medical LOA HSA + 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE+CHILDREN |
| HSAFN, SMOKE |  | NQ5 | Anthem IL Medical LOA HSA + 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE+FAMILY |
| HSAFN, SMOKE, WELLF |  | NQ5 | Anthem IL Medical LOA HSA + 1 Wellness & 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE+SPOUSE |
| HSAFN, SMOKE, WELLF |  | NQ5 | Anthem IL Medical LOA HSA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE |
| HSAFN, SMOKE, WELLF |  | NQ5 | Anthem IL Medical LOA HSA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE+CHILDREN |
| HSAFN, SMOKE, WELLF |  | NQ5 | Anthem IL Medical LOA HSA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE+FAMILY |
| HSAFN, SMOKE, WELLF |  | NQ5 | Anthem IL Medical LOA HSA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE+SPOUSE |
| HSAFN, SMOKE, WELLF |  | NQ5 | Anthem IL Medical LOA HSA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE |
| HSAFN, SMOKE, WELLF |  | NQ5 | Anthem IL Medical LOA HSA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE+CHILDREN |
| HSAFN, SMOKE, WELLF |  | NQ5 | Anthem IL Medical LOA HSA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE+FAMILY |
| HSAFN, WELLF |  | NQ5 | Anthem IL Medical LOA HSA + 1 Wellness | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE+SPOUSE |
| HSAFN, WELLF |  | NQ5 | Anthem IL Medical LOA HSA + 1 Wellness | WELL 2, WELL 3, WELL 6 | EE |
| HSAFN, WELLF |  | NQ5 | Anthem IL Medical LOA HSA + 1 Wellness | WELL 2, WELL 3, WELL 6 | EE+CHILDREN |
| HSAFN, WELLF |  | NQ5 | Anthem IL Medical LOA HSA + 1 Wellness | WELL 2, WELL 3, WELL 6 | EE+FAMILY |
| HSAFN, SMOKE |  | NQ5 | Anthem IL Medical LOA HSA + 2 Smoker | WELL 2, WELL 3, WELL 6 | EE+SPOUSE |
| HSAFN, SMOKE |  | NQ5 | Anthem IL Medical LOA HSA + 2 Smoker | SMOKE 4 | EE |
| HSAFN, SMOKE |  | NQ5 | Anthem IL Medical LOA HSA + 2 Smoker | SMOKE 4 | EE+CHILDREN |
| HSAFN, SMOKE |  | NQ5 | Anthem IL Medical LOA HSA + 2 Smoker | SMOKE 4 | EE+FAMILY |
| HSAFN, WELLF |  | NQ5 | Anthem IL Medical LOA HSA + 2 Wellness | SMOKE 4 | EE+SPOUSE |
| HSAFN, WELLF |  | NQ5 | Anthem IL Medical LOA HSA + 2 Wellness | WELL 4 | EE |
| HSAFN, WELLF |  | NQ5 | Anthem IL Medical LOA HSA + 2 Wellness | WELL 4 | EE+CHILDREN |
| HSAFN, WELLF |  | NQ5 | Anthem IL Medical LOA HSA + 2 Wellness | WELL 4 | EE+FAMILY |
| HSAFN, SMOKE, WELLF |  | NQ5 | Anthem IL Medical LOA HSA + 2 Wellness & 1 Smoker | WELL 4 | EE+SPOUSE |
| HSAFN, SMOKE, WELLF |  | NQ5 | Anthem IL Medical LOA HSA + 2 Wellness & 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE |
| HSAFN, SMOKE, WELLF |  | NQ5 | Anthem IL Medical LOA HSA + 2 Wellness & 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE+CHILDREN |
| HSAFN, SMOKE, WELLF |  | NQ5 | Anthem IL Medical LOA HSA + 2 Wellness & 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE+FAMILY |
| HSAFN, SMOKE, WELLF |  | NQ5 | Anthem IL Medical LOA HSA + 2 Wellness & 2 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE+SPOUSE |
| HSAFN, SMOKE, WELLF |  | NQ5 | Anthem IL Medical LOA HSA + 2 Wellness & 2 Smoker | SMOKE 4, WELL 4 | EE |
| HSAFN, SMOKE, WELLF |  | NQ5 | Anthem IL Medical LOA HSA + 2 Wellness & 2 Smoker | SMOKE 4, WELL 4 | EE+CHILDREN |
| HSAFN, SMOKE, WELLF |  | NQ5 | Anthem IL Medical LOA HSA + 2 Wellness & 2 Smoker | SMOKE 4, WELL 4 | EE+FAMILY |
| HRAFN |  | NQ5 | DB Anthem IL Med HRA/Rx LOA | SELFS | EE+SPOUSE |
| HRAFN |  | NQ5 | DB Anthem IL Med HRA/Rx LOA | SELF | EE |
| HRAFN |  | NQ5 | DB Anthem IL Med HRA/Rx LOA | SELFS | EE+SPOUSE |
| HRAFN |  | NQ5 | DB Anthem IL Med HRA/Rx LOA | SELFCH | EE+CHILDREN |
| HSAFN |  | NQ5 | DB Anthem IL Med HSA/Rx LOA | SELFF | EE+FAMILY |
| HSAFN |  | NQ5 | DB Anthem IL Med HSA/Rx LOA | SELF | EE |
| HSAFN |  | NQ5 | DB Anthem IL Med HSA/Rx LOA | SELFS | EE+SPOUSE |
| HSAFN |  | NQ5 | DB Anthem IL Med HSA/Rx LOA | SELFCH | EE+CHILDREN |
| DNTBA |  | NQ5 | DB Cigna Dental Basic PPO LOA | SELFF | EE+FAMILY |
| DNTBA |  | NQ5 | DB Cigna Dental Basic PPO LOA | SELF | EE |
| DNTBA |  | NQ5 | DB Cigna Dental Basic PPO LOA | SELFS | EE+SPOUSE |
| DNTBA |  | NQ5 | DB Cigna Dental Basic PPO LOA | SELFCH | EE+CHILDREN |
| DNTCM |  | NQ5 | DB Cigna Dental Comprehensive PPO LOA | SELFF | EE+FAMILY |
| DNTCM |  | NQ5 | DB Cigna Dental Comprehensive PPO LOA | SELF | EE |
| DNTCM |  | NQ5 | DB Cigna Dental Comprehensive PPO LOA | SELFS | EE+SPOUSE |
| DNTCM |  | NQ5 | DB Cigna Dental Comprehensive PPO LOA | SELFCH | EE+CHILDREN |
| ADNU |  | NQ5 | DB Prudential AD&D Supplemental Employee |  | EE |
| LTDNB |  | NQ5 | DB Prudential LTD Salaried/Non Union |  | EE |
| SCADD |  | NQ5 | DB Prudential Supp AD&D SlrdNonU Hrly CH $10k | 10K | CHILDRENONLY |
| SCADD |  | NQ5 | DB Prudential Supp AD&D SlrdNonU Hrly CH $15k | 15K | CHILDRENONLY |
| SCADD |  | NQ5 | DB Prudential Supp AD&D SlrdNonU Hrly CH $5k | 5K | CHILDRENONLY |
| SADDS |  | NQ5 | DB Prudential Supp AD&D SlrdNonU Hrly SP $25k | 25K | SPOUSEONLY |
| SADDS |  | NQ5 | DB Prudential Supp AD&D SlrdNonU Hrly SP $50k | 50K | SPOUSEONLY |
| SADDS |  | NQ5 | DB Prudential Supp AD&D SlrdNonU Hrly SP 10k | 10K | SPOUSEONLY |
| SLFFG, SLFFN |  | NQ5 | DB Prudential Supp Life EE Non Tobacco |  | EE |
| SLFFG, SLFFN |  | NQ5 | DB Prudential Supp Life EE Tobacco |  | EE |
| SCLFE |  | NQ5 | DB Prudential Supp Life SlrdNonU Hrly CH $10k | 10K | CHILDRENONLY |
| SCLFE |  | NQ5 | DB Prudential Supp Life SlrdNonU Hrly CH $15k | 15K | CHILDRENONLY |
| SCLFE |  | NQ5 | DB Prudential Supp Life SlrdNonU Hrly CH $5k | 5K | CHILDRENONLY |
| SSPLF |  | NQ5 | DB Prudential Supp Life SlrdNonU Hrly SP $10k | 10K | SPOUSEONLY |
| SSPLF |  | NQ5 | DB Prudential Supp Life SlrdNonU Hrly SP $25k | 25K | SPOUSEONLY |
| SSPLF |  | NQ5 | DB Prudential Supp Life SlrdNonU Hrly SP $50k | 50K | SPOUSEONLY |
| VSP |  | NQ5 | DB VSP Vision Voluntary LOA | SELF | EE |
| VSP |  | NQ5 | DB VSP Vision Voluntary LOA | SELFS | EE+SPOUSE |
| VSP |  | NQ5 | DB VSP Vision Voluntary LOA | SELFCH | EE+CHILDREN |
| VSP |  | NQ5 | DB VSP Vision Voluntary LOA | SELFF | EE+FAMILY |
| HRAFN, SMOKE, WELLF |  | NQ6 | Anthem IL Medical LOA HRA + 2 Wellness & 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE |
| HRAFN, SMOKE, WELLF |  | NQ6 | Anthem IL Medical LOA HRA + 2 Wellness & 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE+CHILDREN |
| HRAFN, SMOKE, WELLF |  | NQ6 | Anthem IL Medical LOA HRA + 2 Wellness & 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE+FAMILY |
| HRAFN, SMOKE, WELLF |  | NQ6 | Anthem IL Medical LOA HRA + 2 Wellness & 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE+SPOUSE |
| HRAFN, SMOKE |  | NQ6 | Anthem IL Medical LOA HRA + 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE |
| HRAFN, SMOKE |  | NQ6 | Anthem IL Medical LOA HRA + 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE+CHILDREN |
| HRAFN, SMOKE |  | NQ6 | Anthem IL Medical LOA HRA + 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE+FAMILY |
| HRAFN, SMOKE |  | NQ6 | Anthem IL Medical LOA HRA + 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE+SPOUSE |
| HRAFN, WELLF |  | NQ6 | Anthem IL Medical LOA HRA + 1 Wellness | WELL 2, WELL 3, WELL 6 | EE |
| HRAFN, WELLF |  | NQ6 | Anthem IL Medical LOA HRA + 1 Wellness | WELL 2, WELL 3, WELL 6 | EE+CHILDREN |
| HRAFN, WELLF |  | NQ6 | Anthem IL Medical LOA HRA + 1 Wellness | WELL 2, WELL 3, WELL 6 | EE+FAMILY |
| HRAFN, WELLF |  | NQ6 | Anthem IL Medical LOA HRA + 1 Wellness | WELL 2, WELL 3, WELL 6 | EE+SPOUSE |
| HRAFN, SMOKE, WELLF |  | NQ6 | Anthem IL Medical LOA HRA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE |
| HRAFN, SMOKE, WELLF |  | NQ6 | Anthem IL Medical LOA HRA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE+CHILDREN |
| HRAFN, SMOKE, WELLF |  | NQ6 | Anthem IL Medical LOA HRA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE+FAMILY |
| HRAFN, SMOKE, WELLF |  | NQ6 | Anthem IL Medical LOA HRA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE+SPOUSE |
| HRAFN, SMOKE, WELLF |  | NQ6 | Anthem IL Medical LOA HRA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE |
| HRAFN, SMOKE, WELLF |  | NQ6 | Anthem IL Medical LOA HRA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE+CHILDREN |
| HRAFN, SMOKE, WELLF |  | NQ6 | Anthem IL Medical LOA HRA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE+FAMILY |
| HRAFN, SMOKE, WELLF |  | NQ6 | Anthem IL Medical LOA HRA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE+SPOUSE |
| HRAFN, SMOKE |  | NQ6 | Anthem IL Medical LOA HRA + 2 Smoker | SMOKE 4 | EE |
| HRAFN, SMOKE |  | NQ6 | Anthem IL Medical LOA HRA + 2 Smoker | SMOKE 4 | EE+CHILDREN |
| HRAFN, SMOKE |  | NQ6 | Anthem IL Medical LOA HRA + 2 Smoker | SMOKE 4 | EE+FAMILY |
| HRAFN, SMOKE |  | NQ6 | Anthem IL Medical LOA HRA + 2 Smoker | SMOKE 4 | EE+SPOUSE |
| HRAFN, WELLF |  | NQ6 | Anthem IL Medical LOA HRA + 2 Wellness | WELL 4 | EE |
| HRAFN, WELLF |  | NQ6 | Anthem IL Medical LOA HRA + 2 Wellness | WELL 4 | EE+CHILDREN |
| HRAFN, WELLF |  | NQ6 | Anthem IL Medical LOA HRA + 2 Wellness | WELL 4 | EE+FAMILY |
| HRAFN, WELLF |  | NQ6 | Anthem IL Medical LOA HRA + 2 Wellness | WELL 4 | EE+SPOUSE |
| HRAFN, SMOKE, WELLF |  | NQ6 | Anthem IL Medical LOA HRA + 2 Wellness & 2 Smoker | SMOKE 4, WELL 4 | EE |
| HRAFN, SMOKE, WELLF |  | NQ6 | Anthem IL Medical LOA HRA + 2 Wellness & 2 Smoker | SMOKE 4, WELL 4 | EE+CHILDREN |
| HRAFN, SMOKE, WELLF |  | NQ6 | Anthem IL Medical LOA HRA + 2 Wellness & 2 Smoker | SMOKE 4, WELL 4 | EE+FAMILY |
| HRAFN, SMOKE, WELLF |  | NQ6 | Anthem IL Medical LOA HRA + 2 Wellness & 2 Smoker | SMOKE 4, WELL 4 | EE+SPOUSE |
| HSAFN, SMOKE |  | NQ6 | Anthem IL Medical LOA HSA + 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE |
| HSAFN, SMOKE |  | NQ6 | Anthem IL Medical LOA HSA + 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE+CHILDREN |
| HSAFN, SMOKE |  | NQ6 | Anthem IL Medical LOA HSA + 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE+FAMILY |
| HSAFN, SMOKE |  | NQ6 | Anthem IL Medical LOA HSA + 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE+SPOUSE |
| HSAFN, SMOKE, WELLF |  | NQ6 | Anthem IL Medical LOA HSA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE |
| HSAFN, SMOKE, WELLF |  | NQ6 | Anthem IL Medical LOA HSA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE+CHILDREN |
| HSAFN, SMOKE, WELLF |  | NQ6 | Anthem IL Medical LOA HSA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE+FAMILY |
| HSAFN, SMOKE, WELLF |  | NQ6 | Anthem IL Medical LOA HSA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE+SPOUSE |
| HSAFN, SMOKE, WELLF |  | NQ6 | Anthem IL Medical LOA HSA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE |
| HSAFN, SMOKE, WELLF |  | NQ6 | Anthem IL Medical LOA HSA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE+CHILDREN |
| HSAFN, SMOKE, WELLF |  | NQ6 | Anthem IL Medical LOA HSA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE+FAMILY |
| HSAFN, SMOKE, WELLF |  | NQ6 | Anthem IL Medical LOA HSA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE+SPOUSE |
| HSAFN, WELLF |  | NQ6 | Anthem IL Medical LOA HSA + 1 Wellness | WELL 2, WELL 3, WELL 6 | EE |
| HSAFN, WELLF |  | NQ6 | Anthem IL Medical LOA HSA + 1 Wellness | WELL 2, WELL 3, WELL 6 | EE+CHILDREN |
| HSAFN, WELLF |  | NQ6 | Anthem IL Medical LOA HSA + 1 Wellness | WELL 2, WELL 3, WELL 6 | EE+FAMILY |
| HSAFN, WELLF |  | NQ6 | Anthem IL Medical LOA HSA + 1 Wellness | WELL 2, WELL 3, WELL 6 | EE+SPOUSE |
| HSAFN, SMOKE |  | NQ6 | Anthem IL Medical LOA HSA + 2 Smoker | SMOKE 4 | EE |
| HSAFN, SMOKE |  | NQ6 | Anthem IL Medical LOA HSA + 2 Smoker | SMOKE 4 | EE+CHILDREN |
| HSAFN, SMOKE |  | NQ6 | Anthem IL Medical LOA HSA + 2 Smoker | SMOKE 4 | EE+FAMILY |
| HSAFN, SMOKE |  | NQ6 | Anthem IL Medical LOA HSA + 2 Smoker | SMOKE 4 | EE+SPOUSE |
| HSAFN, WELLF |  | NQ6 | Anthem IL Medical LOA HSA + 2 Wellness | WELL 4 | EE |
| HSAFN, WELLF |  | NQ6 | Anthem IL Medical LOA HSA + 2 Wellness | WELL 4 | EE+CHILDREN |
| HSAFN, WELLF |  | NQ6 | Anthem IL Medical LOA HSA + 2 Wellness | WELL 4 | EE+FAMILY |
| HSAFN, WELLF |  | NQ6 | Anthem IL Medical LOA HSA + 2 Wellness | WELL 4 | EE+SPOUSE |
| HSAFN, SMOKE, WELLF |  | NQ6 | Anthem IL Medical LOA HSA + 2 Wellness & 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE |
| HSAFN, SMOKE, WELLF |  | NQ6 | Anthem IL Medical LOA HSA + 2 Wellness & 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE+CHILDREN |
| HSAFN, SMOKE, WELLF |  | NQ6 | Anthem IL Medical LOA HSA + 2 Wellness & 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE+FAMILY |
| HSAFN, SMOKE, WELLF |  | NQ6 | Anthem IL Medical LOA HSA + 2 Wellness & 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE+SPOUSE |
| HSAFN, SMOKE, WELLF |  | NQ6 | Anthem IL Medical LOA HSA + 2 Wellness & 2 Smoker | SMOKE 4, WELL 4 | EE |
| HSAFN, SMOKE, WELLF |  | NQ6 | Anthem IL Medical LOA HSA + 2 Wellness & 2 Smoker | SMOKE 4, WELL 4 | EE+CHILDREN |
| HSAFN, SMOKE, WELLF |  | NQ6 | Anthem IL Medical LOA HSA + 2 Wellness & 2 Smoker | SMOKE 4, WELL 4 | EE+FAMILY |
| HSAFN, SMOKE, WELLF |  | NQ6 | Anthem IL Medical LOA HSA + 2 Wellness & 2 Smoker | SMOKE 4, WELL 4 | EE+SPOUSE |
| HRAFN |  | NQ6 | DB Anthem IL Med HRA/Rx LOA | SELF | EE |
| HRAFN |  | NQ6 | DB Anthem IL Med HRA/Rx LOA | SELFS | EE+SPOUSE |
| HRAFN |  | NQ6 | DB Anthem IL Med HRA/Rx LOA | SELFCH | EE+CHILDREN |
| HRAFN |  | NQ6 | DB Anthem IL Med HRA/Rx LOA | SELFF | EE+FAMILY |
| HSAFN |  | NQ6 | DB Anthem IL Med HSA/Rx LOA | SELF | EE |
| HSAFN |  | NQ6 | DB Anthem IL Med HSA/Rx LOA | SELFS | EE+SPOUSE |
| HSAFN |  | NQ6 | DB Anthem IL Med HSA/Rx LOA | SELFCH | EE+CHILDREN |
| HSAFN |  | NQ6 | DB Anthem IL Med HSA/Rx LOA | SELFF | EE+FAMILY |
| DNTBA |  | NQ6 | DB Cigna Dental Basic PPO LOA | SELF | EE |
| DNTBA |  | NQ6 | DB Cigna Dental Basic PPO LOA | SELFS | EE+SPOUSE |
| DNTBA |  | NQ6 | DB Cigna Dental Basic PPO LOA | SELFCH | EE+CHILDREN |
| DNTBA |  | NQ6 | DB Cigna Dental Basic PPO LOA | SELFF | EE+FAMILY |
| DNTCM |  | NQ6 | DB Cigna Dental Comprehensive PPO LOA | SELF | EE |
| DNTCM |  | NQ6 | DB Cigna Dental Comprehensive PPO LOA | SELFS | EE+SPOUSE |
| DNTCM |  | NQ6 | DB Cigna Dental Comprehensive PPO LOA | SELFCH | EE+CHILDREN |
| DNTCM |  | NQ6 | DB Cigna Dental Comprehensive PPO LOA | SELFF | EE+FAMILY |
| SCLFE |  | NQ6 | DB Prudential Supp Life SlrdNonU Hrly CH $10k | 10K | CHILDRENONLY |
| SCLFE |  | NQ6 | DB Prudential Supp Life SlrdNonU Hrly CH $15k | 15K | CHILDRENONLY |
| SCLFE |  | NQ6 | DB Prudential Supp Life SlrdNonU Hrly CH $5k | 5K | CHILDRENONLY |
| SSPLF |  | NQ6 | DB Prudential Supp Life SlrdNonU Hrly SP $10k | 10K | SPOUSEONLY |
| SSPLF |  | NQ6 | DB Prudential Supp Life SlrdNonU Hrly SP $25k | 25K | SPOUSEONLY |
| SSPLF |  | NQ6 | DB Prudential Supp Life SlrdNonU Hrly SP $50k | 50K | SPOUSEONLY |
| VSP |  | NQ6 | DB VSP Vision Voluntary LOA | SELF | EE |
| VSP |  | NQ6 | DB VSP Vision Voluntary LOA | SELFS | EE+SPOUSE |
| VSP |  | NQ6 | DB VSP Vision Voluntary LOA | SELFCH | EE+CHILDREN |
| VSP |  | NQ6 | DB VSP Vision Voluntary LOA | SELFF | EE+FAMILY |
| ADNU |  | NQ6 | DB Prudential AD&D Supplemental Employee |  | EE |
| LTDNB |  | NQ6 | DB Prudential LTD Salaried/Non Union |  | EE |
| SCADD |  | NQ6 | DB Prudential Supp AD&D SlrdNonU Hrly CH $10k | 10K | CHILDRENONLY |
| SCADD |  | NQ6 | DB Prudential Supp AD&D SlrdNonU Hrly CH $15k | 15K | CHILDRENONLY |
| SCADD |  | NQ6 | DB Prudential Supp AD&D SlrdNonU Hrly CH $5k | 5K | CHILDRENONLY |
| SADDS |  | NQ6 | DB Prudential Supp AD&D SlrdNonU Hrly SP $25k | 25K | SPOUSEONLY |
| SADDS |  | NQ6 | DB Prudential Supp AD&D SlrdNonU Hrly SP $50k | 50K | SPOUSEONLY |
| SADDS |  | NQ6 | DB Prudential Supp AD&D SlrdNonU Hrly SP 10k | 10K | SPOUSEONLY |
| SLFFG, SLFFN |  | NQ6 | DB Prudential Supp Life EE Non Tobacco |  | EE |
| SLFFG, SLFFN |  | NQ6 | DB Prudential Supp Life EE Tobacco |  | EE |
| HRABC | IAM655 |  | DB Anthem IL Med HRA Union/Rx LOA | SELF | EE |
| HRABC | IAM655 |  | DB Anthem IL Med HRA Union/Rx LOA | SELFS | EE+SPOUSE |
| HRABC | IAM655 |  | DB Anthem IL Med HRA Union/Rx LOA | SELFCH | EE+CHILDREN |
| HRABC | IAM655 |  | DB Anthem IL Med HRA Union/Rx LOA | SELFF | EE+FAMILY |
| DNTBI | IAM655 |  | DB Cigna Dental North Union PPO LOA | SELF | EE |
| DNTBI | IAM655 |  | DB Cigna Dental North Union PPO LOA | SELFS | EE+SPOUSE |
| DNTBI | IAM655 |  | DB Cigna Dental North Union PPO LOA | SELFCH | EE+CHILDREN |
| DNTBI | IAM655 |  | DB Cigna Dental North Union PPO LOA | SELFF | EE+FAMILY |
| LTDUB | IAM655 |  | DB Prudential LTD Biron and Rumford Union |  | EE |
| LTDUB | IAM655 |  | DB Prudential LTD Biron and Rumford Union |  | EE+FAMILY |
| SLFBI | IAM655 |  | DB Prudential Supp Life Biron Union 0-59 |  | EE |
| SLFBI | IAM655 |  | DB Prudential Supp Life Biron Union 60-64 |  | EE |
| SLFBI | IAM655 |  | DB Prudential Supp Life Biron Union 65-69 |  | EE |
| SLFBI | IAM655 |  | DB Prudential Supp Life Biron Union 70-74 |  | EE |
| SLFBI | IAM655 |  | DB Prudential Supp Life Biron Union 75-79 |  | EE |
| SLFBI | IAM655 |  | DB Prudential Supp Life Biron Union 80+ |  | EE |
| VSP | IAM655 |  | DB VSP Vision Voluntary LOA | SELF | EE |
| VSP | IAM655 |  | DB VSP Vision Voluntary LOA | SELFS | EE+SPOUSE |
| VSP | IAM655 |  | DB VSP Vision Voluntary LOA | SELFCH | EE+CHILDREN |
| VSP | IAM655 |  | DB VSP Vision Voluntary LOA | SELFF | EE+FAMILY |
| HRABC | IBEW1147, IBEW1147BA |  | DB Anthem IL Med HRA Union/Rx LOA | SELF | EE |
| HRABC | IBEW1147, IBEW1147BA |  | DB Anthem IL Med HRA Union/Rx LOA | SELFS | EE+SPOUSE |
| HRABC | IBEW1147, IBEW1147BA |  | DB Anthem IL Med HRA Union/Rx LOA | SELFCH | EE+CHILDREN |
| HRABC | IBEW1147, IBEW1147BA |  | DB Anthem IL Med HRA Union/Rx LOA | SELFF | EE+FAMILY |
| DNTBI | IBEW1147, IBEW1147BA |  | DB Cigna Dental North Union PPO LOA | SELF | EE |
| DNTBI | IBEW1147, IBEW1147BA |  | DB Cigna Dental North Union PPO LOA | SELFS | EE+SPOUSE |
| DNTBI | IBEW1147, IBEW1147BA |  | DB Cigna Dental North Union PPO LOA | SELFCH | EE+CHILDREN |
| DNTBI | IBEW1147, IBEW1147BA |  | DB Cigna Dental North Union PPO LOA | SELFF | EE+FAMILY |
| LTDUB | IBEW1147, IBEW1147BA |  | DB Prudential LTD Biron and Rumford Union |  | EE |
| LTDUB | IBEW1147, IBEW1147BA |  | DB Prudential LTD Biron and Rumford Union |  | EE+FAMILY |
| SLFBI | IBEW1147, IBEW1147BA |  | DB Prudential Supp Life Biron Union 0-59 |  | EE |
| SLFBI | IBEW1147, IBEW1147BA |  | DB Prudential Supp Life Biron Union 60-64 |  | EE |
| SLFBI | IBEW1147, IBEW1147BA |  | DB Prudential Supp Life Biron Union 65-69 |  | EE |
| SLFBI | IBEW1147, IBEW1147BA |  | DB Prudential Supp Life Biron Union 70-74 |  | EE |
| SLFBI | IBEW1147, IBEW1147BA |  | DB Prudential Supp Life Biron Union 75-79 |  | EE |
| SLFBI | IBEW1147, IBEW1147BA |  | DB Prudential Supp Life Biron Union 80+ |  | EE |
| VSP | IBEW1147, IBEW1147BA |  | DB VSP Vision Voluntary LOA | SELF | EE |
| VSP | IBEW1147, IBEW1147BA |  | DB VSP Vision Voluntary LOA | SELFS | EE+SPOUSE |
| VSP | IBEW1147, IBEW1147BA |  | DB VSP Vision Voluntary LOA | SELFCH | EE+CHILDREN |
| VSP | IBEW1147, IBEW1147BA |  | DB VSP Vision Voluntary LOA | SELFF | EE+FAMILY |
| HRABU | OPEIU39 |  | DB Anthem IL Med HRA Union/Rx LOA | SELF | EE |
| HRABU | OPEIU39 |  | DB Anthem IL Med HRA Union/Rx LOA | SELFS | EE+SPOUSE |
| HRABU | OPEIU39 |  | DB Anthem IL Med HRA Union/Rx LOA | SELFCH | EE+CHILDREN |
| HRABU | OPEIU39 |  | DB Anthem IL Med HRA Union/Rx LOA | SELFF | EE+FAMILY |
| DNTBI | OPEIU39 |  | DB Cigna Dental North Union PPO LOA | SELF | EE |
| DNTBI | OPEIU39 |  | DB Cigna Dental North Union PPO LOA | SELFS | EE+SPOUSE |
| DNTBI | OPEIU39 |  | DB Cigna Dental North Union PPO LOA | SELFCH | EE+CHILDREN |
| DNTBI | OPEIU39 |  | DB Cigna Dental North Union PPO LOA | SELFF | EE+FAMILY |
| LTDUB | OPEIU39 |  | DB Prudential LTD Biron and Rumford Union |  | EE |
| LTDUB | OPEIU39 |  | DB Prudential LTD Biron and Rumford Union |  | EE+FAMILY |
| SLFBI | OPEIU39 |  | DB Prudential Supp Life Biron Union 0-59 |  | EE |
| SLFBI | OPEIU39 |  | DB Prudential Supp Life Biron Union 60-64 |  | EE |
| SLFBI | OPEIU39 |  | DB Prudential Supp Life Biron Union 65-69 |  | EE |
| SLFBI | OPEIU39 |  | DB Prudential Supp Life Biron Union 70-74 |  | EE |
| SLFBI | OPEIU39 |  | DB Prudential Supp Life Biron Union 75-79 |  | EE |
| SLFBI | OPEIU39 |  | DB Prudential Supp Life Biron Union 80+ |  | EE |
| VSP | OPEIU39 |  | DB VSP Vision Voluntary LOA | SELF | EE |
| VSP | OPEIU39 |  | DB VSP Vision Voluntary LOA | SELFS | EE+SPOUSE |
| VSP | OPEIU39 |  | DB VSP Vision Voluntary LOA | SELFCH | EE+CHILDREN |
| VSP | OPEIU39 |  | DB VSP Vision Voluntary LOA | SELFF | EE+FAMILY |
| HRABC | UA434, UAJ434 |  | DB Anthem IL Med HRA Union/Rx LOA | SELF | EE |
| HRABC | UA434, UAJ434 |  | DB Anthem IL Med HRA Union/Rx LOA | SELFS | EE+SPOUSE |
| HRABC | UA434, UAJ434 |  | DB Anthem IL Med HRA Union/Rx LOA | SELFCH | EE+CHILDREN |
| HRABC | UA434, UAJ434 |  | DB Anthem IL Med HRA Union/Rx LOA | SELFF | EE+FAMILY |
| DNTBI | UA434, UAJ434 |  | DB Cigna Dental North Union PPO LOA | SELF | EE |
| DNTBI | UA434, UAJ434 |  | DB Cigna Dental North Union PPO LOA | SELFS | EE+SPOUSE |
| DNTBI | UA434, UAJ434 |  | DB Cigna Dental North Union PPO LOA | SELFCH | EE+CHILDREN |
| DNTBI | UA434, UAJ434 |  | DB Cigna Dental North Union PPO LOA | SELFF | EE+FAMILY |
| LTDUB | UA434, UAJ434 |  | DB Prudential LTD Biron and Rumford Union |  | EE |
| LTDUB | UA434, UAJ434 |  | DB Prudential LTD Biron and Rumford Union |  | EE+FAMILY |
| SLFBI | UA434, UAJ434 |  | DB Prudential Supp Life Biron Union 0-59 |  | EE |
| SLFBI | UA434, UAJ434 |  | DB Prudential Supp Life Biron Union 60-64 |  | EE |
| SLFBI | UA434, UAJ434 |  | DB Prudential Supp Life Biron Union 65-69 |  | EE |
| SLFBI | UA434, UAJ434 |  | DB Prudential Supp Life Biron Union 70-74 |  | EE |
| SLFBI | UA434, UAJ434 |  | DB Prudential Supp Life Biron Union 75-79 |  | EE |
| SLFBI | UA434, UAJ434 |  | DB Prudential Supp Life Biron Union 80+ |  | EE |
| VSP | UA434, UAJ434 |  | DB VSP Vision Voluntary LOA | SELF | EE |
| VSP | UA434, UAJ434 |  | DB VSP Vision Voluntary LOA | SELFS | EE+SPOUSE |
| VSP | UA434, UAJ434 |  | DB VSP Vision Voluntary LOA | SELFCH | EE+CHILDREN |
| VSP | UA434, UAJ434 |  | DB VSP Vision Voluntary LOA | SELFF | EE+FAMILY |
| HRABU | USW2187 |  | DB Anthem IL Med HRA Union/Rx LOA | SELF | EE |
| HRABU | USW2187 |  | DB Anthem IL Med HRA Union/Rx LOA | SELFS | EE+SPOUSE |
| HRABU | USW2187 |  | DB Anthem IL Med HRA Union/Rx LOA | SELFCH | EE+CHILDREN |
| HRABU | USW2187 |  | DB Anthem IL Med HRA Union/Rx LOA | SELFF | EE+FAMILY |
| DNTBI | USW2187 |  | DB Cigna Dental North Union PPO LOA | SELF | EE |
| DNTBI | USW2187 |  | DB Cigna Dental North Union PPO LOA | SELFS | EE+SPOUSE |
| DNTBI | USW2187 |  | DB Cigna Dental North Union PPO LOA | SELFCH | EE+CHILDREN |
| DNTBI | USW2187 |  | DB Cigna Dental North Union PPO LOA | SELFF | EE+FAMILY |
| LTDUB | USW2187 |  | DB Prudential LTD Biron and Rumford Union |  | EE |
| LTDUB | USW2187 |  | DB Prudential LTD Biron and Rumford Union |  | EE+FAMILY |
| SLFBI | USW2187 |  | DB Prudential Supp Life Biron Union 0-59 |  | EE |
| SLFBI | USW2187 |  | DB Prudential Supp Life Biron Union 60-64 |  | EE |
| SLFBI | USW2187 |  | DB Prudential Supp Life Biron Union 65-69 |  | EE |
| SLFBI | USW2187 |  | DB Prudential Supp Life Biron Union 70-74 |  | EE |
| SLFBI | USW2187 |  | DB Prudential Supp Life Biron Union 75-79 |  | EE |
| SLFBI | USW2187 |  | DB Prudential Supp Life Biron Union 80+ |  | EE |
| VSP | USW2187 |  | DB VSP Vision Voluntary LOA | SELF | EE |
| VSP | USW2187 |  | DB VSP Vision Voluntary LOA | SELFS | EE+SPOUSE |
| VSP | USW2187 |  | DB VSP Vision Voluntary LOA | SELFCH | EE+CHILDREN |
| VSP | USW2187 |  | DB VSP Vision Voluntary LOA | SELFF | EE+FAMILY |
| HRABU | USW294 |  | DB Anthem IL Med HRA Union/Rx LOA | SELF | EE |
| HRABU | USW294 |  | DB Anthem IL Med HRA Union/Rx LOA | SELFS | EE+SPOUSE |
| HRABU | USW294 |  | DB Anthem IL Med HRA Union/Rx LOA | SELFCH | EE+CHILDREN |
| HRABU | USW294 |  | DB Anthem IL Med HRA Union/Rx LOA | SELFF | EE+FAMILY |
| DNTBI | USW294 |  | DB Cigna Dental North Union PPO LOA | SELF | EE |
| DNTBI | USW294 |  | DB Cigna Dental North Union PPO LOA | SELFS | EE+SPOUSE |
| DNTBI | USW294 |  | DB Cigna Dental North Union PPO LOA | SELFCH | EE+CHILDREN |
| DNTBI | USW294 |  | DB Cigna Dental North Union PPO LOA | SELFF | EE+FAMILY |
| LTDUB | USW294 |  | DB Prudential LTD Biron and Rumford Union |  | EE |
| LTDUB | USW294 |  | DB Prudential LTD Biron and Rumford Union |  | EE+FAMILY |
| SLFBI | USW294 |  | DB Prudential Supp Life Biron Union 0-59 |  | EE |
| SLFBI | USW294 |  | DB Prudential Supp Life Biron Union 60-64 |  | EE |
| SLFBI | USW294 |  | DB Prudential Supp Life Biron Union 65-69 |  | EE |
| SLFBI | USW294 |  | DB Prudential Supp Life Biron Union 70-74 |  | EE |
| SLFBI | USW294 |  | DB Prudential Supp Life Biron Union 75-79 |  | EE |
| SLFBI | USW294 |  | DB Prudential Supp Life Biron Union 80+ |  | EE |
| VSP | USW294 |  | DB VSP Vision Voluntary LOA | SELF | EE |
| VSP | USW294 |  | DB VSP Vision Voluntary LOA | SELFS | EE+SPOUSE |
| VSP | USW294 |  | DB VSP Vision Voluntary LOA | SELFCH | EE+CHILDREN |
| VSP | USW294 |  | DB VSP Vision Voluntary LOA | SELFF | EE+FAMILY |
| HRAFN, SMOKE, WELLF |  | NQB | Anthem IL Medical LOA HRA + 2 Wellness & 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE |
| HRAFN, SMOKE, WELLF |  | NQB | Anthem IL Medical LOA HRA + 2 Wellness & 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE+CHILDREN |
| HRAFN, SMOKE, WELLF |  | NQB | Anthem IL Medical LOA HRA + 2 Wellness & 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE+FAMILY |
| HRAFN, SMOKE, WELLF |  | NQB | Anthem IL Medical LOA HRA + 2 Wellness & 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE+SPOUSE |
| HRAFN, SMOKE |  | NQB | Anthem IL Medical LOA HRA + 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE |
| HRAFN, SMOKE |  | NQB | Anthem IL Medical LOA HRA + 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE+CHILDREN |
| HRAFN, SMOKE |  | NQB | Anthem IL Medical LOA HRA + 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE+FAMILY |
| HRAFN, SMOKE |  | NQB | Anthem IL Medical LOA HRA + 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE+SPOUSE |
| HRAFN, WELLF |  | NQB | Anthem IL Medical LOA HRA + 1 Wellness | WELL 2, WELL 3, WELL 6 | EE |
| HRAFN, WELLF |  | NQB | Anthem IL Medical LOA HRA + 1 Wellness | WELL 2, WELL 3, WELL 6 | EE+CHILDREN |
| HRAFN, WELLF |  | NQB | Anthem IL Medical LOA HRA + 1 Wellness | WELL 2, WELL 3, WELL 6 | EE+FAMILY |
| HRAFN, WELLF |  | NQB | Anthem IL Medical LOA HRA + 1 Wellness | WELL 2, WELL 3, WELL 6 | EE+SPOUSE |
| HRAFN, SMOKE, WELLF |  | NQB | Anthem IL Medical LOA HRA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE |
| HRAFN, SMOKE, WELLF |  | NQB | Anthem IL Medical LOA HRA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE+CHILDREN |
| HRAFN, SMOKE, WELLF |  | NQB | Anthem IL Medical LOA HRA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE+FAMILY |
| HRAFN, SMOKE, WELLF |  | NQB | Anthem IL Medical LOA HRA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE+SPOUSE |
| HRAFN, SMOKE, WELLF |  | NQB | Anthem IL Medical LOA HRA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE |
| HRAFN, SMOKE, WELLF |  | NQB | Anthem IL Medical LOA HRA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE+CHILDREN |
| HRAFN, SMOKE, WELLF |  | NQB | Anthem IL Medical LOA HRA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE+FAMILY |
| HRAFN, SMOKE, WELLF |  | NQB | Anthem IL Medical LOA HRA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE+SPOUSE |
| HRAFN, SMOKE |  | NQB | Anthem IL Medical LOA HRA + 2 Smoker | SMOKE 4 | EE |
| HRAFN, SMOKE |  | NQB | Anthem IL Medical LOA HRA + 2 Smoker | SMOKE 4 | EE+CHILDREN |
| HRAFN, SMOKE |  | NQB | Anthem IL Medical LOA HRA + 2 Smoker | SMOKE 4 | EE+FAMILY |
| HRAFN, SMOKE |  | NQB | Anthem IL Medical LOA HRA + 2 Smoker | SMOKE 4 | EE+SPOUSE |
| HRAFN, WELLF |  | NQB | Anthem IL Medical LOA HRA + 2 Wellness | WELL 4 | EE |
| HRAFN, WELLF |  | NQB | Anthem IL Medical LOA HRA + 2 Wellness | WELL 4 | EE+CHILDREN |
| HRAFN, WELLF |  | NQB | Anthem IL Medical LOA HRA + 2 Wellness | WELL 4 | EE+FAMILY |
| HRAFN, WELLF |  | NQB | Anthem IL Medical LOA HRA + 2 Wellness | WELL 4 | EE+SPOUSE |
| HRAFN, SMOKE, WELLF |  | NQB | Anthem IL Medical LOA HRA + 2 Wellness & 2 Smoker | SMOKE 4, WELL 4 | EE |
| HRAFN, SMOKE, WELLF |  | NQB | Anthem IL Medical LOA HRA + 2 Wellness & 2 Smoker | SMOKE 4, WELL 4 | EE+CHILDREN |
| HRAFN, SMOKE, WELLF |  | NQB | Anthem IL Medical LOA HRA + 2 Wellness & 2 Smoker | SMOKE 4, WELL 4 | EE+FAMILY |
| HRAFN, SMOKE, WELLF |  | NQB | Anthem IL Medical LOA HRA + 2 Wellness & 2 Smoker | SMOKE 4, WELL 4 | EE+SPOUSE |
| HSAFN, SMOKE |  | NQB | Anthem IL Medical LOA HSA + 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE |
| HSAFN, SMOKE |  | NQB | Anthem IL Medical LOA HSA + 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE+CHILDREN |
| HSAFN, SMOKE |  | NQB | Anthem IL Medical LOA HSA + 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE+FAMILY |
| HSAFN, SMOKE |  | NQB | Anthem IL Medical LOA HSA + 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE+SPOUSE |
| HSAFN, SMOKE, WELLF |  | NQB | Anthem IL Medical LOA HSA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE |
| HSAFN, SMOKE, WELLF |  | NQB | Anthem IL Medical LOA HSA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE+CHILDREN |
| HSAFN, SMOKE, WELLF |  | NQB | Anthem IL Medical LOA HSA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE+FAMILY |
| HSAFN, SMOKE, WELLF |  | NQB | Anthem IL Medical LOA HSA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE+SPOUSE |
| HSAFN, SMOKE, WELLF |  | NQB | Anthem IL Medical LOA HSA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE |
| HSAFN, SMOKE, WELLF |  | NQB | Anthem IL Medical LOA HSA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE+CHILDREN |
| HSAFN, SMOKE, WELLF |  | NQB | Anthem IL Medical LOA HSA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE+FAMILY |
| HSAFN, SMOKE, WELLF |  | NQB | Anthem IL Medical LOA HSA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE+SPOUSE |
| HSAFN, WELLF |  | NQB | Anthem IL Medical LOA HSA + 1 Wellness | WELL 2, WELL 3, WELL 6 | EE |
| HSAFN, WELLF |  | NQB | Anthem IL Medical LOA HSA + 1 Wellness | WELL 2, WELL 3, WELL 6 | EE+CHILDREN |
| HSAFN, WELLF |  | NQB | Anthem IL Medical LOA HSA + 1 Wellness | WELL 2, WELL 3, WELL 6 | EE+FAMILY |
| HSAFN, WELLF |  | NQB | Anthem IL Medical LOA HSA + 1 Wellness | WELL 2, WELL 3, WELL 6 | EE+SPOUSE |
| HSAFN, SMOKE |  | NQB | Anthem IL Medical LOA HSA + 2 Smoker | SMOKE 4 | EE |
| HSAFN, SMOKE |  | NQB | Anthem IL Medical LOA HSA + 2 Smoker | SMOKE 4 | EE+CHILDREN |
| HSAFN, SMOKE |  | NQB | Anthem IL Medical LOA HSA + 2 Smoker | SMOKE 4 | EE+FAMILY |
| HSAFN, SMOKE |  | NQB | Anthem IL Medical LOA HSA + 2 Smoker | SMOKE 4 | EE+SPOUSE |
| HSAFN, WELLF |  | NQB | Anthem IL Medical LOA HSA + 2 Wellness | WELL 4 | EE |
| HSAFN, WELLF |  | NQB | Anthem IL Medical LOA HSA + 2 Wellness | WELL 4 | EE+CHILDREN |
| HSAFN, WELLF |  | NQB | Anthem IL Medical LOA HSA + 2 Wellness | WELL 4 | EE+FAMILY |
| HSAFN, WELLF |  | NQB | Anthem IL Medical LOA HSA + 2 Wellness | WELL 4 | EE+SPOUSE |
| HSAFN, SMOKE, WELLF |  | NQB | Anthem IL Medical LOA HSA + 2 Wellness & 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE |
| HSAFN, SMOKE, WELLF |  | NQB | Anthem IL Medical LOA HSA + 2 Wellness & 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE+CHILDREN |
| HSAFN, SMOKE, WELLF |  | NQB | Anthem IL Medical LOA HSA + 2 Wellness & 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE+FAMILY |
| HSAFN, SMOKE, WELLF |  | NQB | Anthem IL Medical LOA HSA + 2 Wellness & 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE+SPOUSE |
| HSAFN, SMOKE, WELLF |  | NQB | Anthem IL Medical LOA HSA + 2 Wellness & 2 Smoker | SMOKE 4, WELL 4 | EE |
| HSAFN, SMOKE, WELLF |  | NQB | Anthem IL Medical LOA HSA + 2 Wellness & 2 Smoker | SMOKE 4, WELL 4 | EE+CHILDREN |
| HSAFN, SMOKE, WELLF |  | NQB | Anthem IL Medical LOA HSA + 2 Wellness & 2 Smoker | SMOKE 4, WELL 4 | EE+FAMILY |
| HSAFN, SMOKE, WELLF |  | NQB | Anthem IL Medical LOA HSA + 2 Wellness & 2 Smoker | SMOKE 4, WELL 4 | EE+SPOUSE |
| HRAFN |  | NQB | DB Anthem IL Med HRA/Rx LOA | SELF | EE |
| HRAFN |  | NQB | DB Anthem IL Med HRA/Rx LOA | SELFS | EE+SPOUSE |
| HRAFN |  | NQB | DB Anthem IL Med HRA/Rx LOA | SELFCH | EE+CHILDREN |
| HRAFN |  | NQB | DB Anthem IL Med HRA/Rx LOA | SELFF | EE+FAMILY |
| HSAFN |  | NQB | DB Anthem IL Med HSA/Rx LOA | SELF | EE |
| HSAFN |  | NQB | DB Anthem IL Med HSA/Rx LOA | SELFS | EE+SPOUSE |
| HSAFN |  | NQB | DB Anthem IL Med HSA/Rx LOA | SELFCH | EE+CHILDREN |
| HSAFN |  | NQB | DB Anthem IL Med HSA/Rx LOA | SELFF | EE+FAMILY |
| DNTBA |  | NQB | DB Cigna Dental Basic PPO LOA | SELF | EE |
| DNTBA |  | NQB | DB Cigna Dental Basic PPO LOA | SELFS | EE+SPOUSE |
| DNTBA |  | NQB | DB Cigna Dental Basic PPO LOA | SELFCH | EE+CHILDREN |
| DNTBA |  | NQB | DB Cigna Dental Basic PPO LOA | SELFF | EE+FAMILY |
| DNTCM |  | NQB | DB Cigna Dental Comprehensive PPO LOA | SELF | EE |
| DNTCM |  | NQB | DB Cigna Dental Comprehensive PPO LOA | SELFS | EE+SPOUSE |
| DNTCM |  | NQB | DB Cigna Dental Comprehensive PPO LOA | SELFCH | EE+CHILDREN |
| DNTCM |  | NQB | DB Cigna Dental Comprehensive PPO LOA | SELFF | EE+FAMILY |
| ADNU |  | NQB | DB Prudential AD&D Supplemental Employee |  | EE |
| LTDNB |  | NQB | DB Prudential LTD Salaried/Non Union |  | EE |
| SCADD |  | NQB | DB Prudential Supp AD&D SlrdNonU Hrly CH $10k | 10K | CHILDRENONLY |
| SCADD |  | NQB | DB Prudential Supp AD&D SlrdNonU Hrly CH $15k | 15K | CHILDRENONLY |
| SCADD |  | NQB | DB Prudential Supp AD&D SlrdNonU Hrly CH $5k | 5K | CHILDRENONLY |
| SADDS |  | NQB | DB Prudential Supp AD&D SlrdNonU Hrly SP $25k | 25K | SPOUSEONLY |
| SADDS |  | NQB | DB Prudential Supp AD&D SlrdNonU Hrly SP $50k | 50K | SPOUSEONLY |
| SADDS |  | NQB | DB Prudential Supp AD&D SlrdNonU Hrly SP 10k | 10K | SPOUSEONLY |
| SLFFG, SLFFN |  | NQB | DB Prudential Supp Life EE Non Tobacco |  | EE |
| SLFFG, SLFFN |  | NQB | DB Prudential Supp Life EE Tobacco |  | EE |
| SCLFE |  | NQB | DB Prudential Supp Life SlrdNonU Hrly CH $10k | 10K | CHILDRENONLY |
| SCLFE |  | NQB | DB Prudential Supp Life SlrdNonU Hrly CH $15k | 15K | CHILDRENONLY |
| SCLFE |  | NQB | DB Prudential Supp Life SlrdNonU Hrly CH $5k | 5K | CHILDRENONLY |
| SSPLF |  | NQB | DB Prudential Supp Life SlrdNonU Hrly SP $10k | 10K | SPOUSEONLY |
| SSPLF |  | NQB | DB Prudential Supp Life SlrdNonU Hrly SP $25k | 25K | SPOUSEONLY |
| SSPLF |  | NQB | DB Prudential Supp Life SlrdNonU Hrly SP $50k | 50K | SPOUSEONLY |
| VSP |  | NQB | DB VSP Vision Voluntary LOA | SELF | EE |
| VSP |  | NQB | DB VSP Vision Voluntary LOA | SELFS | EE+SPOUSE |
| VSP |  | NQB | DB VSP Vision Voluntary LOA | SELFCH | EE+CHILDREN |
| VSP |  | NQB | DB VSP Vision Voluntary LOA | SELFF | EE+FAMILY |
| HRAFN, SMOKE, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HRA + 2 Wellness & 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE |
| HRAFN, SMOKE, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HRA + 2 Wellness & 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE+CHILDREN |
| HRAFN, SMOKE, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HRA + 2 Wellness & 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE+FAMILY |
| HRAFN, SMOKE, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HRA + 2 Wellness & 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE+SPOUSE |
| HRAFN, SMOKE |  | NQC, NQCH | Anthem IL Medical LOA HRA + 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE |
| HRAFN, SMOKE |  | NQC, NQCH | Anthem IL Medical LOA HRA + 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE+CHILDREN |
| HRAFN, SMOKE |  | NQC, NQCH | Anthem IL Medical LOA HRA + 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE+FAMILY |
| HRAFN, SMOKE |  | NQC, NQCH | Anthem IL Medical LOA HRA + 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE+SPOUSE |
| HRAFN, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HRA + 1 Wellness | WELL 2, WELL 3, WELL 6 | EE |
| HRAFN, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HRA + 1 Wellness | WELL 2, WELL 3, WELL 6 | EE+CHILDREN |
| HRAFN, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HRA + 1 Wellness | WELL 2, WELL 3, WELL 6 | EE+FAMILY |
| HRAFN, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HRA + 1 Wellness | WELL 2, WELL 3, WELL 6 | EE+SPOUSE |
| HRAFN, SMOKE, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HRA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE |
| HRAFN, SMOKE, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HRA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE+CHILDREN |
| HRAFN, SMOKE, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HRA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE+FAMILY |
| HRAFN, SMOKE, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HRA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE+SPOUSE |
| HRAFN, SMOKE, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HRA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE |
| HRAFN, SMOKE, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HRA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE+CHILDREN |
| HRAFN, SMOKE, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HRA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE+FAMILY |
| HRAFN, SMOKE, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HRA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE+SPOUSE |
| HRAFN, SMOKE |  | NQC, NQCH | Anthem IL Medical LOA HRA + 2 Smoker | SMOKE 4 | EE |
| HRAFN, SMOKE |  | NQC, NQCH | Anthem IL Medical LOA HRA + 2 Smoker | SMOKE 4 | EE+CHILDREN |
| HRAFN, SMOKE |  | NQC, NQCH | Anthem IL Medical LOA HRA + 2 Smoker | SMOKE 4 | EE+FAMILY |
| HRAFN, SMOKE |  | NQC, NQCH | Anthem IL Medical LOA HRA + 2 Smoker | SMOKE 4 | EE+SPOUSE |
| HRAFN, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HRA + 2 Wellness | WELL 4 | EE |
| HRAFN, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HRA + 2 Wellness | WELL 4 | EE+CHILDREN |
| HRAFN, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HRA + 2 Wellness | WELL 4 | EE+FAMILY |
| HRAFN, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HRA + 2 Wellness | WELL 4 | EE+SPOUSE |
| HRAFN, SMOKE, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HRA + 2 Wellness & 2 Smoker | SMOKE 4, WELL 4 | EE |
| HRAFN, SMOKE, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HRA + 2 Wellness & 2 Smoker | SMOKE 4, WELL 4 | EE+CHILDREN |
| HRAFN, SMOKE, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HRA + 2 Wellness & 2 Smoker | SMOKE 4, WELL 4 | EE+FAMILY |
| HRAFN, SMOKE, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HRA + 2 Wellness & 2 Smoker | SMOKE 4, WELL 4 | EE+SPOUSE |
| HSAFN, SMOKE |  | NQC, NQCH | Anthem IL Medical LOA HSA + 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE |
| HSAFN, SMOKE |  | NQC, NQCH | Anthem IL Medical LOA HSA + 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE+CHILDREN |
| HSAFN, SMOKE |  | NQC, NQCH | Anthem IL Medical LOA HSA + 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE+FAMILY |
| HSAFN, SMOKE |  | NQC, NQCH | Anthem IL Medical LOA HSA + 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE+SPOUSE |
| HSAFN, SMOKE, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HSA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE |
| HSAFN, SMOKE, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HSA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE+CHILDREN |
| HSAFN, SMOKE, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HSA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE+FAMILY |
| HSAFN, SMOKE, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HSA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE+SPOUSE |
| HSAFN, SMOKE, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HSA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE |
| HSAFN, SMOKE, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HSA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE+CHILDREN |
| HSAFN, SMOKE, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HSA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE+FAMILY |
| HSAFN, SMOKE, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HSA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE+SPOUSE |
| HSAFN, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HSA + 1 Wellness | WELL 2, WELL 3, WELL 6 | EE |
| HSAFN, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HSA + 1 Wellness | WELL 2, WELL 3, WELL 6 | EE+CHILDREN |
| HSAFN, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HSA + 1 Wellness | WELL 2, WELL 3, WELL 6 | EE+FAMILY |
| HSAFN, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HSA + 1 Wellness | WELL 2, WELL 3, WELL 6 | EE+SPOUSE |
| HSAFN, SMOKE |  | NQC, NQCH | Anthem IL Medical LOA HSA + 2 Smoker | SMOKE 4 | EE |
| HSAFN, SMOKE |  | NQC, NQCH | Anthem IL Medical LOA HSA + 2 Smoker | SMOKE 4 | EE+CHILDREN |
| HSAFN, SMOKE |  | NQC, NQCH | Anthem IL Medical LOA HSA + 2 Smoker | SMOKE 4 | EE+FAMILY |
| HSAFN, SMOKE |  | NQC, NQCH | Anthem IL Medical LOA HSA + 2 Smoker | SMOKE 4 | EE+SPOUSE |
| HSAFN, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HSA + 2 Wellness | WELL 4 | EE |
| HSAFN, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HSA + 2 Wellness | WELL 4 | EE+CHILDREN |
| HSAFN, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HSA + 2 Wellness | WELL 4 | EE+FAMILY |
| HSAFN, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HSA + 2 Wellness | WELL 4 | EE+SPOUSE |
| HSAFN, SMOKE, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HSA + 2 Wellness & 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE |
| HSAFN, SMOKE, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HSA + 2 Wellness & 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE+CHILDREN |
| HSAFN, SMOKE, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HSA + 2 Wellness & 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE+FAMILY |
| HSAFN, SMOKE, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HSA + 2 Wellness & 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE+SPOUSE |
| HSAFN, SMOKE, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HSA + 2 Wellness & 2 Smoker | SMOKE 4, WELL 4 | EE |
| HSAFN, SMOKE, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HSA + 2 Wellness & 2 Smoker | SMOKE 4, WELL 4 | EE+CHILDREN |
| HSAFN, SMOKE, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HSA + 2 Wellness & 2 Smoker | SMOKE 4, WELL 4 | EE+FAMILY |
| HSAFN, SMOKE, WELLF |  | NQC, NQCH | Anthem IL Medical LOA HSA + 2 Wellness & 2 Smoker | SMOKE 4, WELL 4 | EE+SPOUSE |
| HRAFN |  | NQC, NQCH | DB Anthem IL Med HRA/Rx LOA | SELF | EE |
| HRAFN |  | NQC, NQCH | DB Anthem IL Med HRA/Rx LOA | SELFS | EE+SPOUSE |
| HRAFN |  | NQC, NQCH | DB Anthem IL Med HRA/Rx LOA | SELFCH | EE+CHILDREN |
| HRAFN |  | NQC, NQCH | DB Anthem IL Med HRA/Rx LOA | SELFF | EE+FAMILY |
| HSAFN |  | NQC, NQCH | DB Anthem IL Med HSA/Rx LOA | SELF | EE |
| HSAFN |  | NQC, NQCH | DB Anthem IL Med HSA/Rx LOA | SELFS | EE+SPOUSE |
| HSAFN |  | NQC, NQCH | DB Anthem IL Med HSA/Rx LOA | SELFCH | EE+CHILDREN |
| HSAFN |  | NQC, NQCH | DB Anthem IL Med HSA/Rx LOA | SELFF | EE+FAMILY |
| DNTBA |  | NQC, NQCH | DB Cigna Dental Basic PPO LOA | SELF | EE |
| DNTBA |  | NQC, NQCH | DB Cigna Dental Basic PPO LOA | SELFS | EE+SPOUSE |
| DNTBA |  | NQC, NQCH | DB Cigna Dental Basic PPO LOA | SELFCH | EE+CHILDREN |
| DNTBA |  | NQC, NQCH | DB Cigna Dental Basic PPO LOA | SELFF | EE+FAMILY |
| DNTCM |  | NQC, NQCH | DB Cigna Dental Comprehensive PPO LOA | SELF | EE |
| DNTCM |  | NQC, NQCH | DB Cigna Dental Comprehensive PPO LOA | SELFS | EE+SPOUSE |
| DNTCM |  | NQC, NQCH | DB Cigna Dental Comprehensive PPO LOA | SELFCH | EE+CHILDREN |
| DNTCM |  | NQC, NQCH | DB Cigna Dental Comprehensive PPO LOA | SELFF | EE+FAMILY |
| ADNU |  | NQC, NQCH | DB Prudential AD&D Supplemental Employee |  | EE |
| LTDNB |  | NQC, NQCH | DB Prudential LTD Salaried/Non Union |  | EE |
| SCADD |  | NQC, NQCH | DB Prudential Supp AD&D SlrdNonU Hrly CH $10k | 10K | CHILDRENONLY |
| SCADD |  | NQC, NQCH | DB Prudential Supp AD&D SlrdNonU Hrly CH $15k | 15K | CHILDRENONLY |
| SCADD |  | NQC, NQCH | DB Prudential Supp AD&D SlrdNonU Hrly CH $5k | 5K | CHILDRENONLY |
| SADDS |  | NQC, NQCH | DB Prudential Supp AD&D SlrdNonU Hrly SP $25k | 25K | SPOUSEONLY |
| SADDS |  | NQC, NQCH | DB Prudential Supp AD&D SlrdNonU Hrly SP $50k | 50K | SPOUSEONLY |
| SADDS |  | NQC, NQCH | DB Prudential Supp AD&D SlrdNonU Hrly SP 10k | 10K | SPOUSEONLY |
| SLFFG, SLFFN |  | NQC, NQCH | DB Prudential Supp Life EE Non Tobacco |  | EE |
| SLFFG, SLFFN |  | NQC, NQCH | DB Prudential Supp Life EE Tobacco |  | EE |
| SCLFE |  | NQC, NQCH | DB Prudential Supp Life SlrdNonU Hrly CH $10k | 10K | CHILDRENONLY |
| SCLFE |  | NQC, NQCH | DB Prudential Supp Life SlrdNonU Hrly CH $15k | 15K | CHILDRENONLY |
| SCLFE |  | NQC, NQCH | DB Prudential Supp Life SlrdNonU Hrly CH $5k | 5K | CHILDRENONLY |
| SSPLF |  | NQC, NQCH | DB Prudential Supp Life SlrdNonU Hrly SP $10k | 10K | SPOUSEONLY |
| SSPLF |  | NQC, NQCH | DB Prudential Supp Life SlrdNonU Hrly SP $25k | 25K | SPOUSEONLY |
| SSPLF |  | NQC, NQCH | DB Prudential Supp Life SlrdNonU Hrly SP $50k | 50K | SPOUSEONLY |
| VSP |  | NQC, NQCH | DB VSP Vision Voluntary LOA | SELF | EE |
| VSP |  | NQC, NQCH | DB VSP Vision Voluntary LOA | SELFS | EE+SPOUSE |
| VSP |  | NQC, NQCH | DB VSP Vision Voluntary LOA | SELFCH | EE+CHILDREN |
| VSP |  | NQC, NQCH | DB VSP Vision Voluntary LOA | SELFF | EE+FAMILY |
| HRAFN, SMOKE, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HRA + 2 Wellness & 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE |
| HRAFN, SMOKE, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HRA + 2 Wellness & 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE+CHILDREN |
| HRAFN, SMOKE, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HRA + 2 Wellness & 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE+FAMILY |
| HRAFN, SMOKE, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HRA + 2 Wellness & 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE+SPOUSE |
| HRAFN, SMOKE |  | NQD, NQDH | Anthem IL Medical LOA HRA + 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE |
| HRAFN, SMOKE |  | NQD, NQDH | Anthem IL Medical LOA HRA + 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE+CHILDREN |
| HRAFN, SMOKE |  | NQD, NQDH | Anthem IL Medical LOA HRA + 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE+FAMILY |
| HRAFN, SMOKE |  | NQD, NQDH | Anthem IL Medical LOA HRA + 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE+SPOUSE |
| HRAFN, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HRA + 1 Wellness | WELL 2, WELL 3, WELL 6 | EE |
| HRAFN, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HRA + 1 Wellness | WELL 2, WELL 3, WELL 6 | EE+CHILDREN |
| HRAFN, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HRA + 1 Wellness | WELL 2, WELL 3, WELL 6 | EE+FAMILY |
| HRAFN, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HRA + 1 Wellness | WELL 2, WELL 3, WELL 6 | EE+SPOUSE |
| HRAFN, SMOKE, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HRA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE |
| HRAFN, SMOKE, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HRA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE+CHILDREN |
| HRAFN, SMOKE, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HRA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE+FAMILY |
| HRAFN, SMOKE, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HRA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE+SPOUSE |
| HRAFN, SMOKE, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HRA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE |
| HRAFN, SMOKE, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HRA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE+CHILDREN |
| HRAFN, SMOKE, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HRA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE+FAMILY |
| HRAFN, SMOKE, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HRA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE+SPOUSE |
| HRAFN, SMOKE |  | NQD, NQDH | Anthem IL Medical LOA HRA + 2 Smoker | SMOKE 4 | EE |
| HRAFN, SMOKE |  | NQD, NQDH | Anthem IL Medical LOA HRA + 2 Smoker | SMOKE 4 | EE+CHILDREN |
| HRAFN, SMOKE |  | NQD, NQDH | Anthem IL Medical LOA HRA + 2 Smoker | SMOKE 4 | EE+FAMILY |
| HRAFN, SMOKE |  | NQD, NQDH | Anthem IL Medical LOA HRA + 2 Smoker | SMOKE 4 | EE+SPOUSE |
| HRAFN, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HRA + 2 Wellness | WELL 4 | EE |
| HRAFN, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HRA + 2 Wellness | WELL 4 | EE+CHILDREN |
| HRAFN, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HRA + 2 Wellness | WELL 4 | EE+FAMILY |
| HRAFN, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HRA + 2 Wellness | WELL 4 | EE+SPOUSE |
| HRAFN, SMOKE, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HRA + 2 Wellness & 2 Smoker | SMOKE 4, WELL 4 | EE |
| HRAFN, SMOKE, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HRA + 2 Wellness & 2 Smoker | SMOKE 4, WELL 4 | EE+CHILDREN |
| HRAFN, SMOKE, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HRA + 2 Wellness & 2 Smoker | SMOKE 4, WELL 4 | EE+FAMILY |
| HRAFN, SMOKE, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HRA + 2 Wellness & 2 Smoker | SMOKE 4, WELL 4 | EE+SPOUSE |
| HSAFN, SMOKE |  | NQD, NQDH | Anthem IL Medical LOA HSA + 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE |
| HSAFN, SMOKE |  | NQD, NQDH | Anthem IL Medical LOA HSA + 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE+CHILDREN |
| HSAFN, SMOKE |  | NQD, NQDH | Anthem IL Medical LOA HSA + 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE+FAMILY |
| HSAFN, SMOKE |  | NQD, NQDH | Anthem IL Medical LOA HSA + 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE+SPOUSE |
| HSAFN, SMOKE, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HSA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE |
| HSAFN, SMOKE, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HSA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE+CHILDREN |
| HSAFN, SMOKE, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HSA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE+FAMILY |
| HSAFN, SMOKE, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HSA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE+SPOUSE |
| HSAFN, SMOKE, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HSA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE |
| HSAFN, SMOKE, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HSA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE+CHILDREN |
| HSAFN, SMOKE, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HSA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE+FAMILY |
| HSAFN, SMOKE, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HSA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE+SPOUSE |
| HSAFN, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HSA + 1 Wellness | WELL 2, WELL 3, WELL 6 | EE |
| HSAFN, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HSA + 1 Wellness | WELL 2, WELL 3, WELL 6 | EE+CHILDREN |
| HSAFN, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HSA + 1 Wellness | WELL 2, WELL 3, WELL 6 | EE+FAMILY |
| HSAFN, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HSA + 1 Wellness | WELL 2, WELL 3, WELL 6 | EE+SPOUSE |
| HSAFN, SMOKE |  | NQD, NQDH | Anthem IL Medical LOA HSA + 2 Smoker | SMOKE 4 | EE |
| HSAFN, SMOKE |  | NQD, NQDH | Anthem IL Medical LOA HSA + 2 Smoker | SMOKE 4 | EE+CHILDREN |
| HSAFN, SMOKE |  | NQD, NQDH | Anthem IL Medical LOA HSA + 2 Smoker | SMOKE 4 | EE+FAMILY |
| HSAFN, SMOKE |  | NQD, NQDH | Anthem IL Medical LOA HSA + 2 Smoker | SMOKE 4 | EE+SPOUSE |
| HSAFN, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HSA + 2 Wellness | WELL 4 | EE |
| HSAFN, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HSA + 2 Wellness | WELL 4 | EE+CHILDREN |
| HSAFN, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HSA + 2 Wellness | WELL 4 | EE+FAMILY |
| HSAFN, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HSA + 2 Wellness | WELL 4 | EE+SPOUSE |
| HSAFN, SMOKE, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HSA + 2 Wellness & 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE |
| HSAFN, SMOKE, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HSA + 2 Wellness & 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE+CHILDREN |
| HSAFN, SMOKE, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HSA + 2 Wellness & 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE+FAMILY |
| HSAFN, SMOKE, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HSA + 2 Wellness & 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE+SPOUSE |
| HSAFN, SMOKE, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HSA + 2 Wellness & 2 Smoker | SMOKE 4, WELL 4 | EE |
| HSAFN, SMOKE, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HSA + 2 Wellness & 2 Smoker | SMOKE 4, WELL 4 | EE+CHILDREN |
| HSAFN, SMOKE, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HSA + 2 Wellness & 2 Smoker | SMOKE 4, WELL 4 | EE+FAMILY |
| HSAFN, SMOKE, WELLF |  | NQD, NQDH | Anthem IL Medical LOA HSA + 2 Wellness & 2 Smoker | SMOKE 4, WELL 4 | EE+SPOUSE |
| HSAFN |  | NQD, NQDH | DB Anthem IL Med HSA/Rx LOA | SELF | EE |
| HSAFN |  | NQD, NQDH | DB Anthem IL Med HSA/Rx LOA | SELFS | EE+SPOUSE |
| HSAFN |  | NQD, NQDH | DB Anthem IL Med HSA/Rx LOA | SELFCH | EE+CHILDREN |
| HSAFN |  | NQD, NQDH | DB Anthem IL Med HSA/Rx LOA | SELFF | EE+FAMILY |
| DNTBA |  | NQD, NQDH | DB Cigna Dental Basic PPO LOA | SELF | EE |
| DNTBA |  | NQD, NQDH | DB Cigna Dental Basic PPO LOA | SELFS | EE+SPOUSE |
| DNTBA |  | NQD, NQDH | DB Cigna Dental Basic PPO LOA | SELFCH | EE+CHILDREN |
| DNTBA |  | NQD, NQDH | DB Cigna Dental Basic PPO LOA | SELFF | EE+FAMILY |
| DNTCM |  | NQD, NQDH | DB Cigna Dental Comprehensive PPO LOA | SELF | EE |
| DNTCM |  | NQD, NQDH | DB Cigna Dental Comprehensive PPO LOA | SELFS | EE+SPOUSE |
| DNTCM |  | NQD, NQDH | DB Cigna Dental Comprehensive PPO LOA | SELFCH | EE+CHILDREN |
| DNTCM |  | NQD, NQDH | DB Cigna Dental Comprehensive PPO LOA | SELFF | EE+FAMILY |
| ADNU |  | NQD, NQDH | DB Prudential AD&D Supplemental Employee |  | EE |
| LTDNB |  | NQD, NQDH | DB Prudential LTD Salaried/Non Union |  | EE |
| SCADD |  | NQD, NQDH | DB Prudential Supp AD&D SlrdNonU Hrly CH $10k | 10K | CHILDRENONLY |
| SCADD |  | NQD, NQDH | DB Prudential Supp AD&D SlrdNonU Hrly CH $15k | 15K | CHILDRENONLY |
| SCADD |  | NQD, NQDH | DB Prudential Supp AD&D SlrdNonU Hrly CH $5k | 5K | CHILDRENONLY |
| SADDS |  | NQD, NQDH | DB Prudential Supp AD&D SlrdNonU Hrly SP $25k | 25K | SPOUSEONLY |
| SADDS |  | NQD, NQDH | DB Prudential Supp AD&D SlrdNonU Hrly SP $50k | 50K | SPOUSEONLY |
| SADDS |  | NQD, NQDH | DB Prudential Supp AD&D SlrdNonU Hrly SP 10k | 10K | SPOUSEONLY |
| SLFFG, SLFFN |  | NQD, NQDH | DB Prudential Supp Life EE Non Tobacco |  | EE |
| SLFFG, SLFFN |  | NQD, NQDH | DB Prudential Supp Life EE Tobacco |  | EE |
| SCLFE |  | NQD, NQDH | DB Prudential Supp Life SlrdNonU Hrly CH $10k | 10K | CHILDRENONLY |
| SCLFE |  | NQD, NQDH | DB Prudential Supp Life SlrdNonU Hrly CH $15k | 15K | CHILDRENONLY |
| SCLFE |  | NQD, NQDH | DB Prudential Supp Life SlrdNonU Hrly CH $5k | 5K | CHILDRENONLY |
| SSPLF |  | NQD, NQDH | DB Prudential Supp Life SlrdNonU Hrly SP $10k | 10K | SPOUSEONLY |
| SSPLF |  | NQD, NQDH | DB Prudential Supp Life SlrdNonU Hrly SP $25k | 25K | SPOUSEONLY |
| SSPLF |  | NQD, NQDH | DB Prudential Supp Life SlrdNonU Hrly SP $50k | 50K | SPOUSEONLY |
| VSP |  | NQD, NQDH | DB VSP Vision Voluntary LOA | SELF | EE |
| VSP |  | NQD, NQDH | DB VSP Vision Voluntary LOA | SELFS | EE+SPOUSE |
| VSP |  | NQD, NQDH | DB VSP Vision Voluntary LOA | SELFCH | EE+CHILDREN |
| VSP |  | NQD, NQDH | DB VSP Vision Voluntary LOA | SELFF | EE+FAMILY |
| HRAFN, SMOKE, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HRA + 2 Wellness & 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE |
| HRAFN, SMOKE, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HRA + 2 Wellness & 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE+CHILDREN |
| HRAFN, SMOKE, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HRA + 2 Wellness & 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE+FAMILY |
| HRAFN, SMOKE, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HRA + 2 Wellness & 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE+SPOUSE |
| HRAFN, SMOKE |  | NQP, NQPH | Anthem IL Medical LOA HRA + 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE |
| HRAFN, SMOKE |  | NQP, NQPH | Anthem IL Medical LOA HRA + 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE+CHILDREN |
| HRAFN, SMOKE |  | NQP, NQPH | Anthem IL Medical LOA HRA + 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE+FAMILY |
| HRAFN, SMOKE |  | NQP, NQPH | Anthem IL Medical LOA HRA + 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE+SPOUSE |
| HRAFN, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HRA + 1 Wellness | WELL 2, WELL 3, WELL 6 | EE |
| HRAFN, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HRA + 1 Wellness | WELL 2, WELL 3, WELL 6 | EE+CHILDREN |
| HRAFN, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HRA + 1 Wellness | WELL 2, WELL 3, WELL 6 | EE+FAMILY |
| HRAFN, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HRA + 1 Wellness | WELL 2, WELL 3, WELL 6 | EE+SPOUSE |
| HRAFN, SMOKE, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HRA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE |
| HRAFN, SMOKE, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HRA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE+CHILDREN |
| HRAFN, SMOKE, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HRA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE+FAMILY |
| HRAFN, SMOKE, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HRA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE+SPOUSE |
| HRAFN, SMOKE, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HRA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE |
| HRAFN, SMOKE, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HRA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE+CHILDREN |
| HRAFN, SMOKE, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HRA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE+FAMILY |
| HRAFN, SMOKE, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HRA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE+SPOUSE |
| HRAFN, SMOKE |  | NQP, NQPH | Anthem IL Medical LOA HRA + 2 Smoker | SMOKE 4 | EE |
| HRAFN, SMOKE |  | NQP, NQPH | Anthem IL Medical LOA HRA + 2 Smoker | SMOKE 4 | EE+CHILDREN |
| HRAFN, SMOKE |  | NQP, NQPH | Anthem IL Medical LOA HRA + 2 Smoker | SMOKE 4 | EE+FAMILY |
| HRAFN, SMOKE |  | NQP, NQPH | Anthem IL Medical LOA HRA + 2 Smoker | SMOKE 4 | EE+SPOUSE |
| HRAFN, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HRA + 2 Wellness | WELL 4 | EE |
| HRAFN, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HRA + 2 Wellness | WELL 4 | EE+CHILDREN |
| HRAFN, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HRA + 2 Wellness | WELL 4 | EE+FAMILY |
| HRAFN, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HRA + 2 Wellness | WELL 4 | EE+SPOUSE |
| HRAFN, SMOKE, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HRA + 2 Wellness & 2 Smoker | SMOKE 4, WELL 4 | EE |
| HRAFN, SMOKE, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HRA + 2 Wellness & 2 Smoker | SMOKE 4, WELL 4 | EE+CHILDREN |
| HRAFN, SMOKE, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HRA + 2 Wellness & 2 Smoker | SMOKE 4, WELL 4 | EE+FAMILY |
| HRAFN, SMOKE, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HRA + 2 Wellness & 2 Smoker | SMOKE 4, WELL 4 | EE+SPOUSE |
| HSAFN, SMOKE |  | NQP, NQPH | Anthem IL Medical LOA HSA + 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE |
| HSAFN, SMOKE |  | NQP, NQPH | Anthem IL Medical LOA HSA + 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE+CHILDREN |
| HSAFN, SMOKE |  | NQP, NQPH | Anthem IL Medical LOA HSA + 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE+FAMILY |
| HSAFN, SMOKE |  | NQP, NQPH | Anthem IL Medical LOA HSA + 1 Smoker | SMOKE 1, SMOKE 2, SMOKE 5 | EE+SPOUSE |
| HSAFN, SMOKE, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HSA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE |
| HSAFN, SMOKE, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HSA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE+CHILDREN |
| HSAFN, SMOKE, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HSA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE+FAMILY |
| HSAFN, SMOKE, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HSA + 1 Wellness & 1 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 1, SMOKE 2, SMOKE 5 | EE+SPOUSE |
| HSAFN, SMOKE, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HSA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE |
| HSAFN, SMOKE, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HSA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE+CHILDREN |
| HSAFN, SMOKE, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HSA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE+FAMILY |
| HSAFN, SMOKE, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HSA + 1 Wellness & 2 Smoker | WELL 2, WELL 3, WELL 6, SMOKE 4 | EE+SPOUSE |
| HSAFN, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HSA + 1 Wellness | WELL 2, WELL 3, WELL 6 | EE |
| HSAFN, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HSA + 1 Wellness | WELL 2, WELL 3, WELL 6 | EE+CHILDREN |
| HSAFN, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HSA + 1 Wellness | WELL 2, WELL 3, WELL 6 | EE+FAMILY |
| HSAFN, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HSA + 1 Wellness | WELL 2, WELL 3, WELL 6 | EE+SPOUSE |
| HSAFN, SMOKE |  | NQP, NQPH | Anthem IL Medical LOA HSA + 2 Smoker | SMOKE 4 | EE |
| HSAFN, SMOKE |  | NQP, NQPH | Anthem IL Medical LOA HSA + 2 Smoker | SMOKE 4 | EE+CHILDREN |
| HSAFN, SMOKE |  | NQP, NQPH | Anthem IL Medical LOA HSA + 2 Smoker | SMOKE 4 | EE+FAMILY |
| HSAFN, SMOKE |  | NQP, NQPH | Anthem IL Medical LOA HSA + 2 Smoker | SMOKE 4 | EE+SPOUSE |
| HSAFN, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HSA + 2 Wellness | WELL 4 | EE |
| HSAFN, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HSA + 2 Wellness | WELL 4 | EE+CHILDREN |
| HSAFN, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HSA + 2 Wellness | WELL 4 | EE+FAMILY |
| HSAFN, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HSA + 2 Wellness | WELL 4 | EE+SPOUSE |
| HSAFN, SMOKE, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HSA + 2 Wellness & 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE |
| HSAFN, SMOKE, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HSA + 2 Wellness & 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE+CHILDREN |
| HSAFN, SMOKE, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HSA + 2 Wellness & 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE+FAMILY |
| HSAFN, SMOKE, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HSA + 2 Wellness & 1 Smoker | WELL 4, SMOKE 1, SMOKE 2, SMOKE 5 | EE+SPOUSE |
| HSAFN, SMOKE, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HSA + 2 Wellness & 2 Smoker | SMOKE 4, WELL 4 | EE |
| HSAFN, SMOKE, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HSA + 2 Wellness & 2 Smoker | SMOKE 4, WELL 4 | EE+CHILDREN |
| HSAFN, SMOKE, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HSA + 2 Wellness & 2 Smoker | SMOKE 4, WELL 4 | EE+FAMILY |
| HSAFN, SMOKE, WELLF |  | NQP, NQPH | Anthem IL Medical LOA HSA + 2 Wellness & 2 Smoker | SMOKE 4, WELL 4 | EE+SPOUSE |
| HSAFN |  | NQP, NQPH | DB Anthem IL Med HSA/Rx LOA | SELF | EE |
| HSAFN |  | NQP, NQPH | DB Anthem IL Med HSA/Rx LOA | SELFS | EE+SPOUSE |
| HSAFN |  | NQP, NQPH | DB Anthem IL Med HSA/Rx LOA | SELFCH | EE+CHILDREN |
| HSAFN |  | NQP, NQPH | DB Anthem IL Med HSA/Rx LOA | SELFF | EE+FAMILY |
| DNTBA |  | NQP, NQPH | DB Cigna Dental Basic PPO LOA | SELF | EE |
| DNTBA |  | NQP, NQPH | DB Cigna Dental Basic PPO LOA | SELFS | EE+SPOUSE |
| DNTBA |  | NQP, NQPH | DB Cigna Dental Basic PPO LOA | SELFCH | EE+CHILDREN |
| DNTBA |  | NQP, NQPH | DB Cigna Dental Basic PPO LOA | SELFF | EE+FAMILY |
| DNTCM |  | NQP, NQPH | DB Cigna Dental Comprehensive PPO LOA | SELF | EE |
| DNTCM |  | NQP, NQPH | DB Cigna Dental Comprehensive PPO LOA | SELFS | EE+SPOUSE |
| DNTCM |  | NQP, NQPH | DB Cigna Dental Comprehensive PPO LOA | SELFCH | EE+CHILDREN |
| DNTCM |  | NQP, NQPH | DB Cigna Dental Comprehensive PPO LOA | SELFF | EE+FAMILY |
| ADNU |  | NQP, NQPH | DB Prudential AD&D Supplemental Employee |  | EE |
| LTDNB |  | NQP, NQPH | DB Prudential LTD Salaried/Non Union |  | EE |
| SCADD |  | NQP, NQPH | DB Prudential Supp AD&D SlrdNonU Hrly CH $10k | 10K | CHILDRENONLY |
| SCADD |  | NQP, NQPH | DB Prudential Supp AD&D SlrdNonU Hrly CH $15k | 15K | CHILDRENONLY |
| SCADD |  | NQP, NQPH | DB Prudential Supp AD&D SlrdNonU Hrly CH $5k | 5K | CHILDRENONLY |
| SADDS |  | NQP, NQPH | DB Prudential Supp AD&D SlrdNonU Hrly SP $25k | 15K | SPOUSEONLY |
| SADDS |  | NQP, NQPH | DB Prudential Supp AD&D SlrdNonU Hrly SP $50k | 10K | SPOUSEONLY |
| SADDS |  | NQP, NQPH | DB Prudential Supp AD&D SlrdNonU Hrly SP 10k | 1K | SPOUSEONLY |
| SLFFG, SLFFN |  | NQP, NQPH | DB Prudential Supp Life EE Non Tobacco |  | EE |
| SLFFG, SLFFN |  | NQP, NQPH | DB Prudential Supp Life EE Tobacco |  | EE |
| SCLFE |  | NQP, NQPH | DB Prudential Supp Life SlrdNonU Hrly CH $10k | 10K | CHILDRENONLY |
| SCLFE |  | NQP, NQPH | DB Prudential Supp Life SlrdNonU Hrly CH $15k | 15K | CHILDRENONLY |
| SCLFE |  | NQP, NQPH | DB Prudential Supp Life SlrdNonU Hrly CH $5k | 5K | CHILDRENONLY |
| SSPLF |  | NQP, NQPH | DB Prudential Supp Life SlrdNonU Hrly SP $10k | 10K | SPOUSEONLY |
| SSPLF |  | NQP, NQPH | DB Prudential Supp Life SlrdNonU Hrly SP $25k | 25K | SPOUSEONLY |
| SSPLF |  | NQP, NQPH | DB Prudential Supp Life SlrdNonU Hrly SP $50k | 50K | SPOUSEONLY |
| VSP |  | NQP, NQPH | DB VSP Vision Voluntary LOA | SELF | EE |
| VSP |  | NQP, NQPH | DB VSP Vision Voluntary LOA | SELFS | EE+SPOUSE |
| VSP |  | NQP, NQPH | DB VSP Vision Voluntary LOA | SELFCH | EE+CHILDREN |
| VSP |  | NQP, NQPH | DB VSP Vision Voluntary LOA | SELFF | EE+FAMILY |

**Assumptions**

1. Interface programming is scheduled upon approval of this specification document.
2. Ultimate Software will create 'export sessions' for this template as noted in Section 2 of this document.
3. If applicable: For HIPAA compliance purposes, Ultimate Software cannot create and remit files to third party vendors.  The customer will produce all files during the testing process, and will remit them directly to the vendor
4. UltiPro setup tables are accurately configured to support this interface.
5. Customer will use their previously devised test cases to thoroughly test the interface file content.
6. For all interfaces, dependent/beneficiary data is loaded in UltiPro.

**Specification Approval**

I have read this specification identifying the requirements for the interface/custom program and agree with the content and the functional business requirements. By signing below, I understand and agree to the requirements as stated in this document, as well as the terms of the warranty for this custom program as stated below:

* Launch Customers: Transition to Support OR Interface promotion to Production + 30 days, whichever is later
* Post-Live Customers: 30 days from Interface promotion to Production

Additional updates or changes to the requirements detailed in this specification document will be considered a new request and will require an Interface Maintenance Service Request.

This specification must be signed and returned to the Business Analyst in order for work to begin on the interface/custom program.

**Specification** Agreed to and Authorized by:

**Specification Version:** V1.02

**ND Paper**

|  |  |  |
| --- | --- | --- |
| Approver |  | Date |