



ASIAN LAND STRATEGIES CORPORATION

To : ALL REGULAR EMPLOYEES
From : Human Resources and Admin Department
Date : February 29, 2024
Cc : MANCOM / File
Ref./Rev : HRD-2024-006/Rev-000
RE : DEPENDENTS : HMO COVERAGE FROM APRIL 1, 2024 – MARCH 31, 2025

Please be informed that the HMO coverage for DEPENDENTS has been renewed under INTELLICARE effective April 1, 2024. Cost of the annual premium of each dependent to be enrolled shall be for the account of the principal employee member but can be paid out through salary deduction in 24 equal payouts or 1 year. Following are the rates and coverage benefit.

ROOM & BOARD	TOTAL ANNUAL FEES	MAXIMUM BENEFIT LIMIT (MBL)	DEDUCTION PER PAY DAY
Per Immediate Dependent (SPOUSE/CHILD)			
Semi Private	P20,683.04	110,000.00	P861.79
Per Immediate Dependent (PARENT up to 65 years old)			
Semi Private	P22,482.88	110,000.00	P936.79

*No access to Healthway Medical Clinics.
*No APE coverage for the dependents.

MEMBERSHIP ELIGIBILITY :

DEPENDENT:	HIERARCHY RULE:
A. Married Principals	spouse first, aged 65 years old & below, followed by eldest to the youngest child, aged 30 days old up to 21 years old.
B. Single/Unmarried Principals	acknowledged natural children first aged 30 days old up to 21 years old, parents aged 65 years old and below, then siblings, eldest brother/sister to the youngest child aged 30 days old up to 21 years old.
C. Widow / Widower Principal	Biological children who are unmarried, unemployed, at least fifteen days old and not more than twenty-one years old who are unmarried, unemployed, wholly dependent financially upon the member.

Pre-existing conditions shall be covered as follows:

- For **EXISTING** dependent members – up to **fifty percent (50%)** of the maximum benefit limit.
- For **NEW/ADDITIONAL** dependents – up to **fifteen thousand pesos (P15,000.00)** only on the first year of membership.

Employees who wish to enroll dependents may inform HR-Compensation & Benefits Section until March 14, 2024.

Please be guided accordingly.


MA. SHEILA G. MANALO
Chief Human Resources Officer

Noted by:

JAVIER FELIPE E. QUINTOS
Chief Executive Officer