



2019 Team Member Benefits

Benefits Enrollment for New Team Members

My Health



My Security



My Well-being



My Future



Pre-Enrollment Checklist

What's Needed Before You Enroll

Please be prepared for your enrollment. You will be asked to provide the following information:

- ☐ Your name, birth date, Employee ID and last four digits of your Social Security number
- ☐ Your mailing address and telephone number
- ☐ Eligible dependents' names, birth dates, Social Security numbers and address if different than yours
- ☐ Your life insurance beneficiaries' names, addresses, birth dates and Social Security numbers
- ☐ Desired coverage elections



**To learn about your benefits
or to enroll, visit:**

<https://login.tyson.com>



You can also call:

1-877-561-0240

Hours of Operation: Monday – Friday, 8 a.m. – 7 p.m. CT

Refer to the enclosed schedule for dates.

Benefits Enrollment for New Team Members

Welcome to Tyson Foods! As a new team member, you are eligible to enroll in insurance benefits for the 2019 plan year. Tyson offers a full selection of benefits and shares the cost of most of the benefits with you. For some benefits, you will choose between more than one option. Other benefits are provided to you automatically.



You will have a chance to enroll in:

- Traditional Preferred Provider Organization (PPO) Plan with a Health Care Flexible Spending Account, OR
- Health Investment Plan with contributions to a Health Savings Account
- Dental
- Vision
- Voluntary Life and AD&D
- Whole Life
- Critical Illness
- Hospital Indemnity
- Accident
- Dependent Care Flexible Spending Account
- Legal Plan



You will have a chance to learn more about:

- Basic Life and AD&D
- Short Term Disability
- Long Term Disability
- Long Term Care
- Telemedicine
- Commuter Program
- Employee Assistance Program



You can find your Summary Plan Descriptions at www.benefitsquest.com/tyson. Password: Tyson

How to Enroll

You will have two ways to complete your enrollment – either via the online enrollment system (Workday) or via phone with an Aon Enrollment Counselor. All benefit elections will be recorded electronically; you do not have to fill out a form to elect benefits. Enrollment sessions are scheduled according to your benefit effective date. Please use the chart below to find your enrollment window.

Option 1: Visit <https://login.tyson.com>

Log in using your user name and password.

If you don't have a Workday user name and password yet, refer to the Workday setup handout or contact your local Human Resources department for instructions on how to set up your account.

Option 2: Call 1-877-561-0240 (Monday – Friday, 8 a.m. – 7 p.m. CT)

Calling earlier in your enrollment window, rather than waiting until the last minute, reduces the chances of being placed on hold.



You **MUST** complete the enrollment process within 45 calendar days from your hire date, either online or by phone, to elect or waive benefits and to certify tobacco status for yourself and your covered spouse. If you do not participate, you will be automatically enrolled in team member-only coverage, and you **will not** qualify for the non-tobacco user incentive.

New Hire Enrollment Schedule

Date of Hire	Enrollment & Documentation Submission Window*	Benefit Effective Date
3/4/19 - 4/3/19	4/1/19 through your 45th calendar day of employment	6/1/19
4/4/19 - 5/3/19	Date of hire through your 45th calendar day of employment	7/1/19
5/4/19 - 6/3/19	Date of hire through your 45th calendar day of employment	8/1/19
6/4/19 - 7/4/19	Date of hire through your 45th calendar day of employment	9/1/19
7/5/19 - 8/3/19	Date of hire through your 45th calendar day of employment	10/1/19
8/4/19 - 9/3/19	Date of hire through your 45th calendar day of employment	11/1/19
9/4/19 - 10/3/19	Date of hire through your 45th calendar day of employment	12/1/19
10/4/19 - 11/3/19	Date of hire through your 45th calendar day of employment	1/1/20
11/4/19 - 12/4/19	Date of hire through your 45th calendar day of employment	2/1/20
12/5/19 - 1/2/20	Date of hire through your 45th calendar day of employment	3/1/20

*Your individual submission deadline can be viewed by accessing your new hire enrollment in Workday.

Documentation Requirements

Tyson Foods requires team members to submit certain forms and documentation. You can submit documents at any time within your enrollment window. However, if you enroll dependents before submitting documents for them, they may not be covered if all documents are not received within 45 calendar days from your hire date. Please review the list below to see which documents you will need to provide. Your Tyson Benefits Coordinator will provide the necessary forms for you to complete.

Here's What to Do

Complete any forms that may be required and gather your documentation. You have two options for submitting your documents.

Option 1: Scan and upload your documents directly into the Workday enrollment system.
You will need to complete the cover sheet on the back of this page.

Option 2: Scan and email or fax these items to Aon, or have your Tyson Benefits Coordinator send them for you. You will need to complete the cover sheet on the back of this page.

- Email address: Tyson.Docs@aon.com (preferred method)
- Secure fax: 1-847-953-1836

Note: Aon requires at least 2 business days to process documents. You may complete your enrollment before or after submitting documents, but any document change in the program will be displayed no later than 3 business days after receipt.



Documents must be submitted within 45 calendar days from your hire date.

Here's What to Submit

Team Member

If you want to waive the group health plan, you will need to submit:

- Proof of other medical coverage dated within the last 12 months.
- If you are covered by your Tyson Spouse or Tyson Parent, you must provide their Employee ID when enrolling

⚠️ Other medical coverage must meet the minimum essential coverage requirements under the Affordable Care Act. Remember, you **MUST** visit the website or call in to waive coverage, or you will be auto-enrolled.

Spouse

If you want to add a spouse, you will need to submit:

- Proof of current marital status:
 - Copy of marriage license/certificate AND if married for one year or more:
 - A copy of the first page of your current year's filed federal or state tax return (please blackout financial information unless needed for Spousal Surcharge Waiver), OR
 - If you cannot provide a current joint tax return, see your Tyson Benefits Coordinator to determine other acceptable documentation such as proof of joint property/asset ownership (recent mortgage, credit card or bank statements, utility bills) dated within the last 12 months
- Proof of the spouse's Social Security number or ITIN

If you want to add a common law spouse (only available in states where common law is recognized), you will need to submit:

- Proof of Common Law Marriage Form
- Most recent copies of your recently filed Federal or State income tax returns showing Married Filing Jointly or Married Filing Separately.

⚠️ Remember, you **MUST** visit the website or call in to enroll, or you will be auto-enrolled in team member-only coverage.

Spouse (continued)

If you are eligible to waive the spousal surcharge, you will need to call in or log in online to declare your intention to waive the surcharge. You will need to submit a Spousal Surcharge/Verification of Employer Coverage Form and the proper documentation depending on your election:

- A Tyson Foods Spousal Surcharge/Verification of Employer Coverage Form completed by your spouse's employer, OR
- Verification on company letterhead that your spouse is not eligible for employer-sponsored health coverage dated within the last 12 months, OR
- Other current proof that your spouse is not employed or is self-employed (i.e., most recent tax return, proof of disability, proof of unemployment pay, etc.) dated within the last 12 months
- Spouse's Employee ID if covering a spouse employed by Tyson

⚠️ Remember, you **MUST** visit the website or call in to enroll, or you will be auto-enrolled in team member-only coverage.

Dependent Children

If you want to add a dependent child, you will need to submit:

- Acceptable proof of the dependent relationship such as a birth certificate, adoption paperwork or legal guardianship papers along with the Legal Guardianship Eligibility form
- Proof of the dependent's Social Security number or ITIN

If you want to add a dependent step-child, you will need to submit the documentation listed above, AND:

- A copy of the marriage license/certificate and proof of current joint ownership to validate current marriage to the step-child's birth parent

If you want to add an incapacitated child, you will need to submit the documentation listed above, AND:

- Copy of the most recent federal or state tax filed return listing dependent
- A completed Incapacitated Child Form

⚠️ Remember, you **MUST** visit the website or call in to enroll, or you will be auto-enrolled in team member-only coverage.



Benefits Enrollment Documentation Processing Cover Sheet

1. Please place this cover sheet as your first page when uploading, emailing, or faxing your documents.
2. Be sure to clearly write the team member's name and Tyson Employee ID at the top of each page you submit.
3. Documents can be submitted at any time within the first 45 calendar days of employment.
4. Failure to use this cover sheet may result in delayed processing of documents.
5. Completion of this form is not a guarantee of coverage. You must still participate in the enrollment process as outlined in your How to Enroll document.

Team Member Name: _____ (Last Name, First Name, Middle Initial)	Employee ID: _____
You can either upload your documents into the enrollment system, or use the email or fax information below. Email Address: Tyson.Docs@aon.com Secure, Paperless Fax: 1-847-953-1836 <i>IMPORTANT: Please double check that the fax number you dialed is correct before hitting send and be sure to gather your fax confirmation sheet after your fax.</i>	Phone Number: Please provide a phone number and contact name for any outreach required. (_____) _____ (Area Code) Phone Number _____ (Contact Name – Team Member, Benefits Coordinator, Other)

By providing your signature below, you agree to receive insurance benefit or enrollment related calls from your employer's benefit enrollment center using an automated telephone dialing system and/or pre-recorded voice to any of the telephone numbers you provided above. You may withdraw your consent at any time by calling the enrollment center. Your response to this question does not impact your benefits enrollment or eligibility in any way.

Signed: _____ **Date:** _____

Enrollment Type: <input type="checkbox"/> Open Enrollment <input type="checkbox"/> New Hire	Benefit Effective Date: _____
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Type of Coverage You Wish to Elect:

- ☐ Covered by Tyson Spouse (Spouse Employee ID _____)
- ☐ Covered by Tyson Parent (Parent Employee ID _____)
- ☐ Team Member Only
- ☐ Team Member + Spouse
- ☐ Team Member + Child(ren)
- ☐ Team Member + Spouse + Child(ren)
- ☐ Waive Coverage

If you are covering dependents for health insurance, supporting documentation is required. You will receive a list of acceptable documents with your New Hire enrollment materials. Please call the Dependent Documentation Processing Center at 1-877-561-0240 (Weekdays, 8:00 a.m. to 7:00 p.m. Central Time) if you have questions or have trouble locating your documents.

Remember, you must complete your enrollment in order to qualify for the non-tobacco user incentive for yourself and your spouse and to waive the spousal surcharge if applicable.

I confirm that the information I have provided is accurate and up-to-date. I understand that failure to provide the necessary documentation will disqualify the dependent coverage and re-enrollment will not be permitted until the next plan year if eligible. I may be responsible for the full amount of the benefit claims incurred by any dropped dependent. In addition, I understand that providing false information may result in disciplinary action up to and including termination.

TEAR HERE