

New Hire ----sign up date & time_____

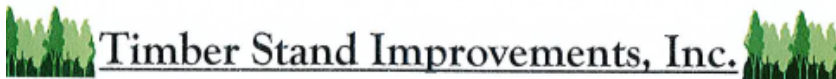
Physical/drug test_____

Must bring the following:

- Valid Driver's License or ID card
- Social Security card
- Dependents (spouse and/or children) social security # & DOB
- Beneficiary information
- Direct deposit information
- Steel toe shoes
- Lunch & thermos
- Immigration Card
- I766 & I551 (if applicable)



Jordan Timberlands, Inc.



Quality Is Our Product

2022 Benefits Summary

Insurance Contacts



Refer to this list when you need to contact one of your benefit vendors. For general information, contact Human Resources.

MEDICAL

Blue Cross & Blue Shield of NC
Network: Blue Options PPO
877.258.3334
www.bcbsnc.com



LIFE & VOLUNTARY LIFE

American United Life Insurance Company
800.553.3522
Fax: (317) 285-7666
E-mail:
LifeClaims.employeebenefits@oneamerica.com

DENTAL

Ameritas
Network: Ameritas Classic PPO
800.487.5553
www.ameritas.com

Your dedicated benefits advocates:

Marsh & McLennan Agency
Employee Benefits Services
855-313-1075
ebsservices@marshmma.com

Your Costs in 2022

Medical

BCBC of NC

EMPLOYEE WEEKLY DEDUCTIONS				
	Employee Only	Employee & Spouse	Employee & Children	Employee & Family
Wellness Rates	\$32.14	\$112.51	\$63.28	\$133.73
Non-Wellness Rates	\$72.14	\$152.51	\$103.28	\$173.73

Dental

Ameritas

EMPLOYEE WEEKLY DEDUCTIONS			
Employee Only	Employee & Spouse	Employee & Children	Employee & Family
\$5.85	\$12.21	\$11.76	\$19.55

Benefits Eligibility

If you are a full-time employee working 30 or more hours per week, you are eligible to enroll in the benefits described in this guide on the first of the month following 60 days of service for medical and dental and first of the month following 90 days of service for life and disability. Your dependent family members are eligible for medical, dental and life coverage. Children are covered up to age 26 for medical and dental and up to age 26 if a full time student for life coverage.

Pre-Tax Advantage: Section 125 Plan

Your share of medical and/or dental payroll deductions are taken on a pre-tax basis through an IRS Section 125 Plan. This saves you approximately 30% in taxes. However, due to Section 125 Plan rules, you may only make changes in your payroll deductions at the annual Open Enrollment or at the time of a Qualifying Event such as marriage, divorce, birth of a child, loss of insurance, or court order. Any Qualifying Event must be reported to Human Resources within 30 days of the event. If there has not been a Qualifying Event, you may not make any changes to your payroll deductions until Open Enrollment for 2022. These are Internal Revenue Service rules and there can be no exceptions. Contact Human Resources for more information.

Services	In Network You Pay:
Deductible (Calendar Year)* - Individual - Family	\$3,500 \$7,000
Out-of-Pocket Max* - Individual - Family	\$6,350 \$12,700
Primary Care Office Visit	\$25 copay
Specialist Office Visit	\$100 copay
Preventive Care	Covered at 100%
MRI, CAT, PET Scans any location	Deductible, then 50%
Outpatient hospital services	Deductible, then 50%
Inpatient Hospital Admission	\$250 copay per admission, then deductible then 30%
Emergency Room Urgent Care	Deductible, then 50% Deductible, then 50%
Out-of-Network Deductible Coinsurance Out-of-Pocket Maximum	\$7,000 Ind / \$14,000 Fam 60% after deductible \$12,700 Ind / \$25,400 Fam
Prescription Drugs - Tier 1 - Tier 2 - Tier 3 - Tier 4	\$4 copay \$40 copay \$55 copay 25% coinsurance (\$50 minimum, \$100 maximum)

*Embedded Plan: Each member of a family plan will have their own deductible and coinsurance to meet up to the total family out of pocket maximum.

2022 Jordan Lumber Wellness Program

At Jordan Lumber we want all employees to take care of themselves. Your health is critical to the job you do every day. Our Wellness Program is designed to assist you with being as healthy as you can be. All participants in Wellness complete the biometric screening in November 2020 and receive a letter with their screening results. The letter lets the participant know how many clinic visits should be completed during 2022 to continue to receive the Wellness rate. Clinic visits are either once per year, every six months or quarterly. The compliance periods are listed below. To continue to receive the Wellness Rate, participants have to maintain compliance.

Compliance Quarters:

- Q1: January 1 - March 31
- Q2: April 1 - June 30
- Q3: July 1 - September 30
- Q4: October 1 - December 31

Jordan Lumber Health and Wellness Center

The most important thing you can do for you and your family is to stay healthy. Our onsite health and wellness center will help you meet your goals. The clinic is open to all **Jordan Lumber** employees, spouses and dependents over age 18 on the Jordan Lumber medical plan. The center is staffed by a physician's assistant and offers a variety of health and wellness services. Call the scheduling line and make your appointment today!

Services provided:

- Minor illness or injury treatment
- Chronic disease management
- DOT physicals, drug screens, and breath alcohol testing
- Non-DOT drug and alcohol testing
- First aid
- Health coaching and wellness education
- Lab test
- Preventative healthcare

Providers:

Jimmy Dale Patterson, PA-C

Specialties	Family Medicine
Education	Wake Forest School of Medicine (2000)
Board Certification	National Commission on Certification of Physician Assistants

Darrin G. Cutrell, PA-C

Specialties	Occupational Health & Wellness
Education	East Carolina University (1995) Duquesne University (1999)
Board Certification	National Commission on Certification of Physician Assistants

Provider in clinic Wednesday and Thursdays from 8 a.m. – 5 p.m.
Nurse in clinic Fridays from 8 a.m. – 12 p.m.

Call (910) 571-5170 to schedule an appointment

Jordan Lumber Onsite Clinic Appointments Now Available

Provider in clinic Wednesdays and Thursdays from 8 a.m. to 5 p.m.
Nurse in clinic Fridays from 8 a.m. to 12 p.m.

Wednesday



Darrin Cutrell, PA-C

Thursday



Dale Patterson, PA-C

Services provided:

- Minor Illness or Injury treatment
- Chronic Disease Management
- DOT Physicals, Drug Screens & Breath Alcohol Testing
- Non-DOT Drug and Alcohol Testing
- First Aid
- Health Coaching & Wellness Education
- Lab Test
- Preventative Healthcare

The clinic is open to all employees, and adult dependents (age 18 years and older) on the Jordan Health Plan.

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For more information or to schedule an appointment, call **(910) 571-5170.**

www.firsthealth.org/occhealth

Online appointment scheduling available soon.

This plan allows you to seek treatment from the dentist of your choice. When you go in network, your out of pocket is less.

Benefits	In Network
Preventive Services	Exams, cleanings, x-rays – covered at 100% of UCR
Deductible (Calendar Year)	Applies to basic and major services only – \$50 Individual / \$150 Family
Basic Services	Fillings, simple extractions, root canals – covered at 80% of UCR
Major Services	Crowns, inlays, onlays, bridges, dentures, implants – covered at 50% <i>12 month new enrollee waiting period</i>
Annual Maximum	\$1,000 per covered member

Flexible Spending Account

Jordan Lumber & Supply, Inc. offers you the opportunity to defer pre-tax dollars into a Flexible Spending Account (FSA) in order to pay for eligible medical, dental, and vision expenses. Funds may be used to cover expenses not covered under existing plans. Open enrollment is once per year in November and the enrollment takes effect January 1 of the following year. Employees must complete 1 year of service to be eligible. In 2022, you may defer up to \$2,750 into your healthcare FSA. FSA funds are designated as “use it or lose it.” However, at the end of the plan year, you will now have a carryover of \$500 allowed to be used into the new plan year.

Disability Income Benefits

Colonial Life

Should you experience a non-work related illness or injury that prevents you from working, disability coverage acts as income replacement to protect important assets and help you continue with some level of earnings. Benefits eligibility may be based on disability for your occupation or any occupation.

Short Term Disability (STD)

STD coverage provides a benefit equal to 66% of your earnings, up to \$3,000 per month for a period up to 6 months. The plan begins paying these after you have been absent from work for 14 consecutive days.

Cancer Insurance

Colonial offers you the opportunity to purchase coverage in the event of a cancer diagnosis and other specified diseases. Benefits can be used for indirect, non-medical costs associated with cancer, such as lost wages or living expenses. Employees can elect three (3) levels of coverage amounts.

Basic Life Insurance

AUL

Your company provides full-time employees with group life and accidental death and dismemberment (AD&D) insurance in the amount of \$10,000 and pays the full cost of this benefit. Employees can elect to cover their spouse and/or child(ren) for \$5,000 of group term life insurance for the deduction of \$0.08 per week. Contact Human Resources to update your beneficiary information.

Voluntary Life Insurance

AUL

Employees may elect to purchase additional life insurance on themselves or their dependents through the convenience of payroll deduction. If you elect when first eligible, you may elect coverage up to the Guaranteed Issue amount without having to answer any medical questions. Rates are age based. Contact Human Resources for more information.

Guaranteed Issue	Employee: \$150,000 (not to exceed 5 x salary) Spouse: \$30,000 Dependent Child: \$20,000
Employee Coverage	You may elect coverage in \$25,000 increments up to a maximum of 5 x your annual salary or \$500,000, whichever is less. This includes AD&D.
Spouse Coverage	You may elect coverage for your spouse up to a maximum of \$30,000. This includes AD&D for the spouse.
Child Coverage	You may elect coverage for your dependent child(ren) age 6 months up to age 26 in the amount of \$20,000. No AD&D for the children.

Other Benefits

Holidays:

Jordan Lumber, Inc. observes the following holidays:

Thanksgiving Day	Day after Thanksgiving
Two days at Christmas	Good Friday
Labor Day	

Employees must work their assigned shifts both before and after the holiday in order to be paid for the holiday. Unexcused absences and tardiness will affect holiday pay.

Vacation:

Please see the Employee Handbook for vacation accrual. Earn 4 hours for each full month of employment. Earned on fiscal year, July to June and taken on calendar year, January through December.

Bonus:

Monthly production bonus and safety bonus are paid according to goals set by company.

Retirement 401(k) Plans:

You are eligible for 401(k) participation after you have been employed for six months. Plan entry dates are January 1st and July 1st of each year. Certain IRA's and 401 (k) funds from a previous employer may be "rolled over" into our plan.

