

Dental Plan Appendix

This Appendix is effective January 1, 2009.

Who Is Eligible

All regular, active full-time employees who are represented in collective bargaining and who participate in the company's Benefits Architecture program or core dental plan.

Effective Date of Coverage

First day of the month following one month of continuous employment

Where Can I Find More Information?

UMR (formerly Fiserv Health)
1-800-343-2737 www.umar.com

Deductibles

Diagnostic and Preventive Services	None
Basic Restorative, Major Restorative and Orthodontic Services	Individual: \$50 Family: \$100

Maximum Benefits

Diagnostic, Preventive and Restorative Services Individual Annual Maximum	\$1,500
Orthodontic Services Individual Lifetime Maximum	\$1,500

Reimbursement at 100 Percent Without Satisfying the Deductible

Diagnostic and Preventive Services

Reimbursement at 80 Percent After Satisfying the Deductible

Basic Restorative Services

Reimbursement at 50 Percent After Satisfying the Deductible

Major Restorative Services
Orthodontic Services

Reinstatement of Coverage

If your employment terminates and you are rehired within one year, coverage for you and your eligible dependents can be reinstated without serving the eligibility waiting period. Reinstatement of coverage will be effective on the day you return to work, provided you make application for coverage within 31 days after the date of re-employment. If you do not make application within this 31-day period, you may enroll during annual enrollment, a special enrollment period or if you have a change in status as outlined in the section entitled How to Enroll.

If your employment terminates and you are rehired after one year, you will be considered a new employee and will be required to serve the waiting period before you are eligible to enroll for coverage.

If you are eligible for recall rights as outlined in the applicable collective bargaining agreement and you return to regular full-time employment, coverage for you and your eligible dependents can be reinstated without serving the eligibility waiting period. Reinstatement of coverage will be effective on the day you return to work, provided you make application for coverage within 31 days after the date of your re-employment. If you do not make application within this 31-day period, you may enroll during annual enrollment, a special enrollment period or if you have a change in status as outlined in the section entitled How to Enroll.

Collective Bargaining Agreements

The Plan is maintained under a collective bargaining agreement. A copy of such agreement may be obtained by participants upon written request to the plan administrator and is available for examination by participants at various work locations.