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# BENEFITS GUIDE

The Health and Wellness Connection



# MEDICAL MEANS MORE

Your medical insurance from BCBS includes bundled behavioral health from Aetna, but the benefits don't stop there! Every medical election is packed with **NO COST** benefits for you and your family.



*Every medical insurance election includes FREE plan enhancements from the partners shown here.*

## The Right Care at the Right Cost

ICUBA's benefits are designed to identify and treat chronic conditions before they become a problem. That's why we have many **NO COST** programs like **\$0 COPAY** for Total Care and Embold Health designated providers, and **NO COST** services like adult and child immunizations, mammograms, and preventive care without needing to meet your deductible.

With a prescription, you can receive **FREE** diabetic supplies including meters, lancing devices, lancets, test strips, control solution, needles, and syringes.

Other **FREE** items include prescribed aspirin for adults, prescribed generic folic acid, and generic prenatal vitamins for pregnancy.

**Your Deductible Only Applies to Major Services**



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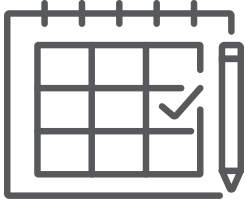
# EMPLOYEE

## Health & Welfare Benefits

We appreciate your commitment to our success. We're equally committed to providing you with competitive, affordable, health and wellbeing benefits to help you take care of yourself and your family.

Please read this guide carefully as it includes a summary of your options and helpful tips for getting the most value from your benefit plans. We understand that you may have questions about your benefit enrollment, and we'll do our best to help you understand your options and guide you through the process.

This guide is not your only resource. Anytime you have questions about benefits or the enrollment process, you can contact the Florida Tech Office of Human Resources, visit [fit.edu/hr/employee-benefits](https://fit.edu/hr/employee-benefits), or visit [ICUBAbenefits.org](https://ICUBAbenefits.org). Although this guide contains an overview of benefits, for complete information about the plans available to you, please see the summary plan description (SPD).



## New Hire Enrollment

New Hire Enrollment is your first opportunity to enroll in benefits for you and your

eligible dependents. As a new employee, you must make your benefit elections within 30 days of your hire date. Once you have enrolled in benefits, your elections are binding for the remainder of the plan year.

Mid-year changes to your benefits are permitted when you or a family member experiences a Qualifying Life Event, or during Annual Enrollment for benefits. Annual Enrollment is your opportunity to review your coverage and make changes to your benefits without a Qualifying Life Event. During annual enrollment, you can add or remove coverage and eligible dependents in your family to your benefits effective at the beginning of the next plan year.

## Eligibility Requirements

### EMPLOYEE

Full time employees of Florida Tech.

### DEPENDENTS

Your eligible dependents include: your legally recognized spouse or qualified domestic partner and your legal child dependent(s) including natural child, legally adopted child, stepchild, child required to be covered pursuant to a Qualified Medical Child Support Order, child with proof of legal guardianship who resides with you, or a foster child. Dependent children may remain on the ICUBA plan until the end of the calendar year in which age 26 is attained.

### WAITING PERIOD

Eligible on 1st of the month following or coinciding with the date of hire.

## Qualifying Life Events

The Health Insurance Portability and Accountability Act 1996 (HIPAA), allows you to make certain changes to your benefits when you experience a Qualifying Life Event outside of your new hire or annual enrollment periods. Qualifying life events permit you to make changes to your benefits, provided you notify your employer, make your benefit elections online, and provide documentation to support the changes within 30 days of the event.

The following events are considered Qualifying Life Events that would enable you to make changes to your benefits:

- Marriage or divorce
- Birth, adoption or placement for adoption.  
*Eligible employees and other dependents who previously did not elect to be covered under the plan may also enroll at the time the new dependent is enrolled.*
- Gain of other coverage and enrollment into another plan.
- Loss of other coverage.
- A court has ordered coverage be provided for a spouse or minor child under this plan.

For further information on eligible qualifying events, please refer to the ICUBA Plan Document or contact your Human Resources Department.

The Plan Document can be found in the Content Library at [ICUBAbenefits.org](https://www.icubabenefits.org).

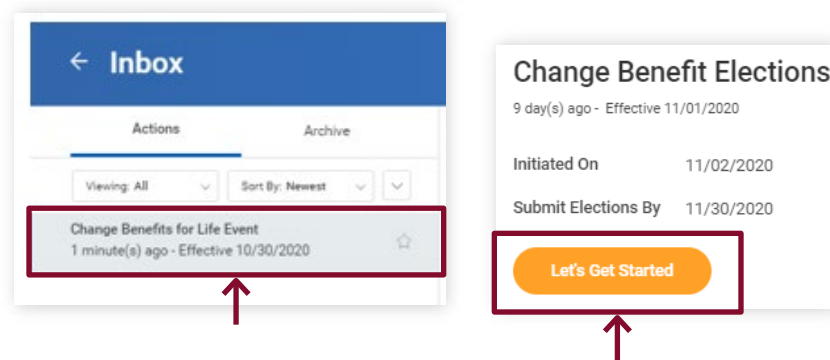


# HOW TO ENROLL

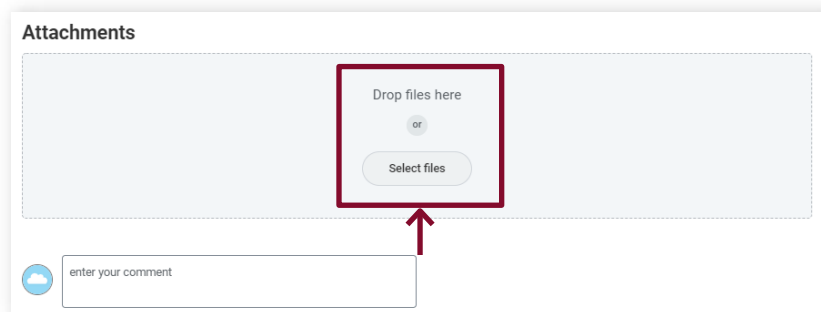
Complete your enrollment online with Workday.

**Step 1.** Login to Workday using your TRACKS username and password.

**Step 2.** Select the **Change Benefits** task from your Workday Inbox. Click on **Change Benefit** and then **Let's Get Started**.



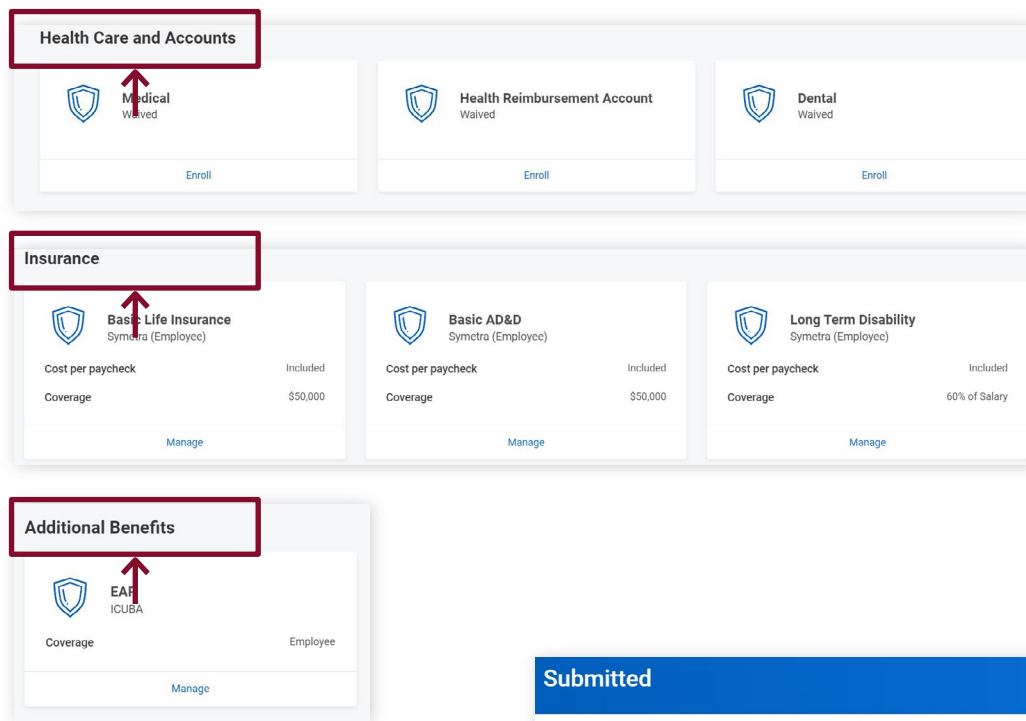
**Step 3.** If you are adding dependents to your benefits you must upload the supporting documents during this process. Document Examples – Marriage Certificate, Birth Certificate, last year's Tax Return with dependents listed (black out financial information).



**Step 4.** Benefits are grouped into three sections, Health Care and Accounts, Insurance, and Additional Benefits. Click on **Enroll** or **Manage** for each benefit plan and make an election. There is help text to the right of each page to help navigate through the system.

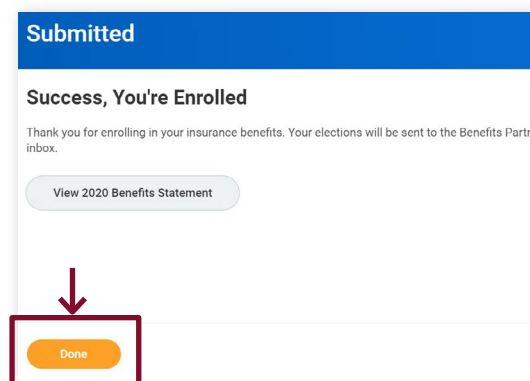
If enrolling in a Medical plan you must also enroll in the Health Reimbursement Account in order to receive your Florida Tech funded HRA monthly deposit.

Benefits provided to you at no cost will be gray and cannot be changed. However, there may be actions needed to **Manage** the benefit. For instance, when you click **Manage** on Basic Life Insurance benefit plan, you can list the name of your beneficiary.



**Step 5.** When you have finished making your benefit elections, click **Review and Sign**. After reviewing your elections, scroll down and provide your electronic signature by checking **I Accept** and click **Submit**.

Once the Submitted screen comes up click **Done**. **Congratulations, you are finished!**





# ICUBA MEDICAL PLAN OPTIONS

## Preferred PPO Plan

	Preferred PPO	
	In-Network	Out-of-Network
	<b>Employee Pays</b>	
Deductible (Individual/Family)	\$3,000/\$6,000	\$4,500/\$11,750
Coinsurance	20%	40%
Out-of-Pocket Maximum (Individual/Family) Includes all medical copays, deductibles & coinsurance	\$5,000/\$10,000	\$8,500/\$17,000
<b>HRA is funded by your Institution</b>	<b>An HRA account is funded through your Institution to help you pay for qualified expenses such as your deductible, copays, co-insurance and/or prescriptions. The Institution funds \$120 towards single/ \$240 towards employee + spouse and \$260 towards employee + child(ren) or employee + family per month.</b>	
Total Care (BDTC) (Family Practice, Internal Medicine, Pediatrics)	\$0	Not applicable
Embold (Primary Care, Pediatrics, and Specialists)*	\$0	N/A
Physician Office Visits	\$15 copay	40% after deductible
Specialist Office Visits	\$35 copay	40% after deductible
Convenient Care Clinics	\$10 copay	N/A
Independent Clinical Labs** (free standing facilities & office visits)	0%**	40% after deductible
Preventive Care	0%	Not covered
Teladoc Visit	\$5 copay	Not covered
Urgent Care Center	\$30 copay	
Emergency Room Services	0% after \$500 copay (waived if admitted)	
Ambulance	\$250 copay	
Hospital Inpatient	20% after deductible	40% after deductible
Surgery Plus	\$0	N/A

\*Embold Health Specialists include Cardiology, Endocrinology, Gastroenterology, Obstetrics, Pulmonology, Ortho-joint, Spine Health, Pediatrics & Dermatology.

\*\*Quest Diagnostic Labs is the In-Network Lab for BlueCross BlueShield of Florida.

## Medical Monthly Contributions

	Employer HRA Contribution	Employer Cost	Employee Premium
Employee	\$120.00	\$705.19	\$110.81
Employee + Spouse	\$240.00	\$1,305.00	\$435.00
Employee + Child(ren)	\$260.00	\$1,103.25	\$367.75
Employee + Family	\$260.00	\$1,718.25	\$572.75





# ICUBA MEDICAL PLAN OPTIONS

## High Deductible PPO Plan

High Deductible PPO Plan		
	In-Network	Out-of-Network
	Employee Pays	
Deductible (Individual/Family)	\$4,500/\$9,000	\$8,500/\$17,000
Coinsurance	30%	50%
Out-of-Pocket Maximum (Individual/Family) Includes all medical copays, deductibles & coinsurance	\$6,350/\$12,700	\$11,700/\$23,400
<b>HRA is funded by your Institution</b>	<b>An HRA account is funded through your Institution to help you pay for qualified expenses such as your deductible, copays, co-insurance and/or prescriptions. The Institution funds \$120 towards single/ \$240 towards employee + spouse and \$260 towards employee + child(ren) or employee + family per month.</b>	
Total Care (BDTC) (Family Practice, Internal Medicine, Pediatrics)	\$0	Not applicable
Embold (Primary Care, Pediatrics, and Specialists)*	\$0	N/A
Physician Office Visits	\$15 copay	50% after deductible
Specialist Office Visits	\$35 copay	50% after deductible
Convenient Care Clinics	\$10 copay	N/A
Independent Clinical Labs** (free standing facilities & office visits)	0%**	50% after deductible
Preventive Care	0%	Not covered
Teladoc Visit	\$5 copay	Not covered
Urgent Care Center	\$30 copay	
Emergency Room Services	0% after \$500 copay (waived if admitted)	
Ambulance	\$250 copay	
Hospital Inpatient	30% after deductible	50% after deductible
Surgery Plus	\$0	N/A

\*Embold Health Specialists include Cardiology, Endocrinology, Gastroenterology, Obstetrics, Pulmonology, Ortho-joint, Spine Health, Pediatrics & Dermatology.

\*\*Quest Diagnostic Labs is the In-Network Lab for BlueCross BlueShield of Florida.

## Medical Monthly Contributions

	Employer HRA Contribution	Employer Cost	Employee Premium
Employee	\$120.00	\$699.19	\$110.81
Employee + Spouse	\$240.00	\$1,293.75	\$431.25
Employee + Child(ren)	\$260.00	\$878.25	\$292.75
Employee + Family	\$260.00	\$1,470.00	\$490.00



# ICUBA PRESCRIPTION PLAN

Tier	Prescription-Fill Copays*		
	Retail	90-day at Retail Program	Mail
	Up to a 30-day supply	Up to a 90-day supply	Up to a 90-day supply
Preferred generics at other network pharmacies	\$5	\$10	\$10
Generic drugs to treat Chronic Conditions	\$0	\$0	\$0
Non-Preferred generics	\$10	\$20	\$20
Preferred brands: brand-name medications on the Preferred Medication List (PML)	\$40	\$80	\$80
Non-Preferred brands: brand-name medications not on the Preferred Medication List	\$75	\$150	\$150
Preferred specialty at BCBS Specialty Pharmacy	\$75*	N/A	N/A
Non-Preferred specialty at BCBS Specialty Pharmacy	\$75	N/A	N/A

\*Preferred Specialty medications are eligible for copay card usage.

**The BCBS prescription plan is included with your election in an ICUBA Medical Plan.**

## Pharmacy Out-of-Pocket Maximum

In-Network Rx copays will be applied toward an individual maximum out-of-pocket of \$2,000/single and \$4,000/family. Once you reach your out-of-pocket maximum, your prescriptions will be paid for at 100% by the plan and no cost to you (\$0 copay). If you have a question about your pharmacy benefit, call the BlueCross BlueShield customer service number at 855-258-9029 or you can download the BCBS MyRxToolkit mobile app which is the same username and password you use for your BCBS MyHealthToolkit.

## Free Over the Counter Items and Diabetic Supplies

With a prescription from your provider you can receive FREE prescribed diabetic supplies including meters, lancing devices, lancets, test strips, control solution, needles, and syringes. Other items include prescribed aspirin for adults, prescribed generic folic acid, and generic prenatal vitamins for pregnancy. Simply take the prescription to the pharmacy counter and your local pharmacist can assist you.

## Tobacco Cessation Benefit

Tobacco cessation medications are covered—up to two cycles each year— \$0 copay when you participate in coaching or counseling options through local Area Health Education Centers, BCBS telephonic coaching or Resources for Living counseling.

### Need Help?

Please be aware there are some prescriptions that require **Prior Authorizations**, have **Quantity Limits** or require a **Step Therapy Program**. If you should have any issues with one of these programs, please contact **ICUBAcares Pharmacist Advocate Program** at **877-286-3967** for assistance.



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The ICUBAcares team can review your prescriptions and answer questions.

Call for a free prescription check-up at **877-286-3967**.

## ICUBACARES PHARMACIST ADVOCATE PROGRAM

**Real Pharmacists.  
Real Advocates. Real Solutions.**

ICUBAcares is your liaison between your doctor, the pharmacy, and the insurance company – taking the burden off you. Call ICUBAcares if you need assistance with a prior authorization, navigating the formulary, or with questions about one of your medications. Pharmacists are available Monday - Friday from 9AM to 5PM to help you get the right care at the right time.

### ICUBAcares Strive Incentive

ICUBAcares has partnered with Rx Savings Solutions (RxSS), to help you save on your prescription medication costs. Register for access on-line at [www.myRxSS.com](http://www.myRxSS.com) or scan the QR code below with your mobile phone's camera. After registration, you will be able to review savings opportunities and make the switch from the convenience of your phone!

Visit ICUBAcares online at <http://ICUBAcares.org>.

#### ICUBAcares Wellbeing Incentive - 25,000 Strive Points

- Visit RxSS on-line or download the mobile application.
- Setup and register your account.
- Members will receive 25,000 Strive points within 3-4 weeks of registration.
- The ICUBAcares and RxSS Strive incentive can only be redeemed once.





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# BEHAVIORAL HEALTH

Aetna's Resources for Living services for Mental Health, Substance Abuse Benefits and Applied Behavioral Analysis (ABA) are provided by Aetna Behavioral Health.

**These services are available to all members who are enrolled in the BCBS Medical Plan.**

	Preferred PPO Plan	High Deductible PPO Plan
	In-Network <sup>1</sup>	In-Network <sup>1</sup>
<b>Employee Pays</b>		
Deductible and Out-of-Pocket Maximums	Deductibles and Out of Pocket Maximum Amounts are COMBINED with your BCBS Medical Plan Benefits.	
<b>Employee Assistance Program (EAP)<sup>2</sup></b> Up to 6 short-term professional counseling sessions per episode per year. Talk with a licensed clinician regarding stress, relationship issues, grief, etc.	\$0	\$0
<b>Inpatient<sup>2</sup></b>		
<b>Mental Health Hospital Admission<sup>2</sup></b>	20% after deductible	30% after deductible
<b>Substance Abuse Hospital Admission<sup>2</sup></b>	20% after deductible	30% after deductible
<b>Residential<sup>2</sup></b> Focus on evaluating to learn effective ways to cope with the symptoms and impact of the illness.	20% after deductible	30% after deductible
<b>Inpatient Detoxification<sup>2</sup></b> 24-hour treatment in a residential or hospital setting for patients who are abusing alcohol or other addictive drugs.	20% after deductible	30% after deductible
<b>Outpatient</b>		
<b>Professional Counseling Sessions</b> Talk with a licensed clinician regarding anxiety, ADHD, depression, mood disorders, trauma, etc.	\$15 copay	\$15 copay
<b>Psychiatric Medication Evaluation</b>	\$15 copay	\$15 copay
<b>Applied Behavioral Analysis Therapy<sup>2</sup></b> Behavioral health services related to Autism Spectrum Disorder (ASD) diagnosis.	\$15 copay	\$15 copay
<b>Partial Hospitalization (PHP)<sup>2</sup></b> Physician and nursing services, group, individual, family or multi-family group and other services.	\$15 copay	\$15 copay
<b>Outpatient Detoxification</b> Monitor withdrawal from alcohol or another substance of abuse.	\$15 copay	\$15 copay



Scan here to access Resources for Living →





	Preferred PPO Plan	High Deductible PPO Plan
	In-Network <sup>1</sup>	In-Network <sup>1</sup>
<b>Employee Pays</b>		
<b>Intensive Outpatient Sessions (IOP)</b> Planned and structured programs may include group, individual, family and other services.	\$15 copay	\$15 copay
<b>Brightline</b> An integrated system of care designed to meet a broad scope of pediatric behavioral health needs, which includes digital access to needs-based content, video visits with licensed therapists for acute clinical needs, and coaching for families with common non-clinical needs, those not ready for formal clinical treatment, and/or have graduated from formal treatment and need maintenance care.	\$15 copay	\$15 copay
<b>AbleTo</b> Meet with a therapist and coach via web-based videoconferencing or by phone for an 8-week program for select conditions including cancer recovery, heart problems, diabetes, depression, pain management, caregiver status, grief/loss and more.	\$0	\$0

1. Out-of-network services are covered at a reduced benefit. The Preferred PPO Plan will cover all services at 40% after the deductible is satisfied; the High Deductible PPO Plan will cover all services at 50% after the deductible is satisfied. The EAP Plan and AbleTo benefits are not available out-of-network.

2. Services require prior-authorization.



To learn more about these benefits, please call  
**877-398-5816**  
 (Available 24 hours a day)



INCLUDED WITH ICUBA'S MEDICAL PLAN

# CARE MANAGEMENT FOR ICUBA MEMBERS

## About Care Management

This free program connects you with a care manager who knows about your situation and health concerns. Care managers are registered nurses, so they have insight and knowledge about a range of medical conditions. If you have questions about your condition and the treatments you are receiving, they can help you get answers. Also, as you deal with an illness or injury, you might need special equipment, transportation to medical appointments, or groceries from a local food bank.

## Is Care Management for You?

Care management can be especially helpful for members who experience:

- An illness such as end-stage renal disease (ESRD that requires intensive, costly dialysis treatment or a kidney transplant).
- Frequent hospitalization.
- Long-term or life-threatening illnesses such as: diabetes, asthma, musculoskeletal, and obesity.
- Extensive home health care.
- Effects of traumatic injury.

## An Advocate Who's on Your Side

When a person is dealing with serious illness or injury, it can be stressful for the whole family. You might be uncertain about which health goals are realistic for you now, or how to make the most of your health insurance benefits. Care managers have experience connecting patients with the resources and information they need.

**Do you think you might benefit from care management services?**

**You don't have to go through these challenging times alone.**

**Call a care manager at  
855-263-0675, ext 40471**





# EMBOLD PREFERRED PROVIDERS

Taking the guesswork out of finding top-quality doctors. Embold is a program offered by your employer that identifies top-performing providers in your area.

## What's Different about Embold Doctors?

Doctors recognized as Embold Preferred Providers have been thoroughly evaluated based on appropriateness of care, effectiveness and cost.

## Who Should Use an Embold Preferred Provider?

Anyone can choose an Embold Preferred Provider. Embold providers are available for Primary Care, Pediatrics, Cardiology, Dermatology, Endocrinology, Joint Care (Orthopedic), Gastroenterology, Neurology, Obstetrics and Gynecology, Podiatry, Pulmonology, and Spine Care (Orthopedic/Neurosurgical).

## How Does Using an Embold Preferred Provider Benefit You?

- If you visit an Embold Preferred Provider, your copayment is waived.
- Seeing an Embold Preferred Provider can save you money and ensure that you receive top quality care, experience better health outcomes and potentially avoid unnecessary treatments or procedures.

## To Find Embold Preferred Providers

- Log in to **My Health Toolkit** at <http://myhealthtoolkitfl.com> and select the **Resources** tab.
- Choose **Find a Doctor or Hospital** and look for the Embold Health Badge. Enter your location and the specialty type and then select **Search**.
- Select **Embold Preferred Provider**.

Or visit <http://icuba.emboldhealth.com> to get started today! Look for the *\$0 copay* indicator to find high-performing Providers that participate in the ICUBA \$0 copay program. You can also call the number on the back of your membership card to talk to a customer service advocate.

## I See a Provider Recognized Under the Total Care Program. Is Anything Changing?

Good news! You can continue to see your current provider for family care, pediatric care, or internal medicine and take advantage of the waived copayment.



Scan here to  
get started →





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# TELADOC

Teladoc gives you 24/7/365 access to US board-certified doctors through the convenience of phone or video consults. It's an affordable alternative to costly urgent care and ER visits when you need care now! With your consent, Teladoc can provide information about your Teladoc consult to your primary care physician.

**The Teladoc benefit is included with your election in an ICUBA Medical Plan.**



TALK TO  
A DOCTOR  
ANYTIME!  
**\$5**  
COPAY

## When can I use Teladoc?

- Teladoc does not replace your primary care physician. It is a convenient and affordable option for quality care.
- When you need care now.
- If you're considering the ER or urgent care for a non-emergency issue.
- On vacation, on a business trip, or away from home.
- For short-term prescription refills.

## Get the care you need

Teladoc doctors can treat many medical conditions, including:

- Cold & Flu symptoms.
- Allergies.
- Bronchitis.
- Urinary tract infection.
- Respiratory Infection.
- Sinus Problems.
- And more!

## Doctor Requirements

Teladoc is simply a new way to access qualified doctors.

All Teladoc doctors:

- Are practicing PCPs, pediatricians, and family medicine physicians.
- Average 15 years experience.
- Are US board certified and licensed in your state.
- Are credentialed every three years, meeting NCQA standards.

Members must establish an account at [www.teladoc.com](http://www.teladoc.com) prior to seeking treatment. For first time registration with Teladoc there is a single sign-on feature through BCBS MyHealthToolkit or dependents may visit [www.teladoc.com](http://www.teladoc.com) directly. If you need further assistance, call **800-Teladoc**, and a customer representative can walk you through the account setup.



Scan here to set up  
your account →







Surgery Plus

INCLUDED WITH ICUBA'S MEDICAL PLAN

# SURGERYPLUS

Surgery Plus is a comprehensive benefit available to members enrolled in an ICUBA medical insurance plan. Surgery Plus provides access to an exclusive network of high-performing surgeons for non-emergency, planned surgical procedures.

**Surgery Plus is included at no additional cost to you when enrolled in an ICUBA Medical Plan.**

## No Enrollment Necessary

If you are covered under ICUBA's medical plan, you are automatically enrolled in this extra benefit at no additional cost. If you are planning a procedure, call SurgeryPlus at 855-200-2119 and you could save thousands of dollars.

## Save Money

If you choose to use the SurgeryPlus benefit, ICUBA will waive your deductible and coinsurance, eliminating all out-of-pocket costs, including consultation, your surgical procedure and post-procedure appointments for up to 90 days. Please keep in mind, pre-operative labs and testing will be done at your PCP or Quest and will be submitted to your current medical plan through BCBS. Additionally, follow-up care such as physical therapy, durable medical equipment and lab work will still be covered by the BCBS medical plan and necessary prescription drugs will be covered under BCBS.

To learn more about SurgeryPlus, call **855-200-2119**

### The same dedicated care advocate manages the entire pathway of care for you.



#### Surgeon Selection

SurgeryPlus will recommend at least three of the best fitting surgeons for your individualized needs.



#### Scheduling

SurgeryPlus will book appointments, transfer medical records and manage logistics.



#### Advocacy

SurgeryPlus will listen and anticipate your surgery related needs.



#### Follow-up

SurgeryPlus will work to ensure your complete satisfaction.

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# HINGE HEALTH

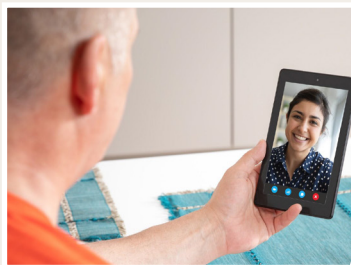
ICUBA is excited to announce we are continuing to partner with Hinge Health to help you with back, hip, neck, shoulder, elbow, hand, wrist, ankle, foot, or pelvic issues.

Available at no cost, you and your family members will have all the tools you need to manage your pain. Participants report an average pain reduction of 60% and it only takes 45 minutes per week!

While SurgeryPlus can assist when surgery is the appropriate form of treatment, Hinge Health is a non-surgical treatment option for musculoskeletal conditions. **These services are available to all members who are 18 years or older and enrolled in the BCBS Medical Plan.**

Once enrolled, you will receive the Hinge Health Welcome Kit, which includes wearable motion sensors that guide you through exercise therapy. You'll also be paired with your personal health coach who will tailor your sessions to you, your schedule, and your pace. You may also request a tablet computer at any time or indicate upon signing up.

## Chronic Care Program



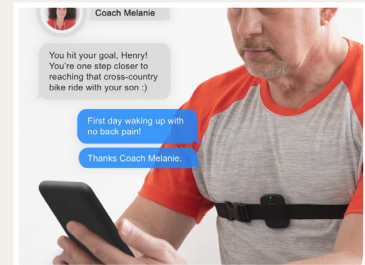
### Clinical Team

Unlimited 1-on-1 virtual PT and coaching



### Sensor-based Exercise Therapy

Care plan designed by PT



### Behavioral Health

Patient education, CBT & goal-setting



## FREE Benefit for your Back and Joint Health

We provide all the tools you need to get moving again from the comfort of your home. You'll get exercise therapy tailored to your condition and a personal care team of experts. Best of all, it's free — 100% covered by ICUBA for you and eligible family members.

Sign up today for help with any of the following:

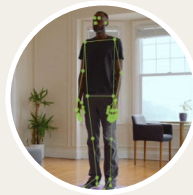
- Conquer pain or limited movement.
- Recover from a recent or past injury.
- Prepare for and recover from surgery.
- Keep joints healthy and pain free.

### Advanced Healthcare Technology Powers MSK Care

Combining sensors, computer vision, and wearable pain relief to pioneer a new standard in digital MSK care

#### MOVEMENT TRACKING

#### PAIN MANAGEMENT



#### Wearable Sensors

Motion sensors for guided PT

#### Computer Vision

Motion tracking for full body assessments

#### Hinge Health Enso

Wearable device for pain relief



For questions, call Hinge Health at **855-902-2777** or send an email to **[hello@hingehealth.com](mailto:hello@hingehealth.com)**.

Apply at **<http://hinge.health/icuba-oe>**.

INCLUDED WITH ICUBA'S MEDICAL PLAN



## FREE Diabetic Treatment

Virta is a virtual nutrition clinic made for real life. If you or a loved one struggle with type 2 diabetes, high blood sugar, or weight gain, it may be time to explore nutrition therapy with Virta Health.

Instead of a one-size-fits-all diet, Virta's providers and health coaches help members each their way to better health with a personalized nutrition plan designed for your health needs, tastes, and lifestyle.

You can enroll any time during the year for \$0. ICUBA fully covers the cost of Virta for you and your eligible family members with type 2 diabetes.

## 10-week member results

- ✓ 18 lbs average weight loss
- ✓ 1.0 average A1C reduction
- ✓ 94% stopped/reduced insulin

## The Virta Difference

Nutrition, not calorie restriction	<i>Eat until you feel full</i>
Personalized, not one-size-fits-all	<i>Your plan covers your needs &amp; tastes</i>
About the journey, not the judgment	<i>Get caring providers and coaches</i>

To check eligibility and book a consultation, visit:  
[http://virtahealth.com/join/icuba.](http://virtahealth.com/join/icuba)



Scan here to check eligibility →





INCLUDED WITH ICUBA'S MEDICAL PLAN

# STRIVE

Powered by Virgin Pulse

**EARN UP TO \$350  
IN PULSE CASH**

## BUILD A BETTER YOU

Strive, powered by Virgin Pulse, helps you live better and achieve your health goals with a fun and engaging experience that delivers powerful resources right to your fingertips.



## Who is Eligible to Participate?

Employees and spouses enrolled in the ICUBA medical plan.

## How to Get Started

- Log in to your My Health Toolkit® account and select **Wellness**, then **Strive** to enroll in your account.
- Be sure to download the Virgin Pulse mobile app by searching “**Virgin Pulse**” in the App Store or Google Play.

## Personal Health Assessment

Once you are registered and signed in, begin by completing program activities such as the Personal Health Assessment, which asks questions about your current health status and well-being habits. Once completed, your responses will be analyzed to generate a health score, show your health risk and provide practical tips to help you improve. Complete the survey by visiting Personal Health Assessment under the Health Tab.



How do I access the Strive Wellness program portal?

Visit <http://ICUBAbenefits.org> and utilize the single sign-on feature for BCBS MyHealthToolkit.

## Additional Activities

Prioritize and personalize your experience by engaging in resources to help improve your well-being:

**Daily Cards:** Get helpful tips that are relevant to your current interests and goals.

**Journeys®:** Make simple changes to improve your health, one step at a time.

**Challenges:** Team up or go head to head to challenge your coworkers and track healthy habits.

**Social Groups:** Discuss your favorite hobbies and find a like-minded community to support your healthy changes.

**Healthy Habits:** Select healthy habits to work toward, and track your progress every day.



Priority Activities to Complete	Incentives
Personal Health Assessment	Required to earn incentives
Biometric Screening	\$100 Pulse Cash
Health Check-Up	\$50 Pulse Cash
Onsite/Campus Events & Activities (10 total)	\$100 Pulse Cash (\$10 each)
<b>Incentive Total</b>	<b>\$250 Pulse Cash</b>

## Earn up to \$100 more in rewards!

You can participate in additional healthy activities throughout the year to earn points, move through the levels and earn Pulse Cash as you level up. Simply complete your priority activities to unlock these rewards.

	Level 1	Level 2	Level 3	Level 4	Additional rewards max
Points	7,000	26,000	40,000	60,000	
Pulse Cash	\$10	\$20	\$30	\$40	\$100
					+250 Total Rewards = \$350 Pulse Cash Annual Max

Examples of how you can earn points throughout the year:	Earnings
Complete My Health Novel Daily Card	1,000 points
ICUBAcares/Rx Savings Solutions Portal Registration	25,000 points
Enroll and complete Virta Type 2 Diabetes Reversal program	40,000 points
Sync to a device or tracker	200 points
Track 7,000 steps daily	70 points/day
Complete a Journey	Up to 450 points

### How do I get credit for completing my biometrics in Strive?

You can complete your biometric screenings with your regular blood work at your annual wellness exam with a PCP or at an on-site screening event (if offered by your institution). The *Physician Results Form* allows ICUBA Medical Plan members and covered spouses to earn credit for biometrics in Strive by completing it as a part of your annual wellness visit. Screenings will include total cholesterol, HDL/LDL, triglycerides, blood sugar, blood pressure, and A1c.

- Employees and spouses enrolled in the ICUBA Medical Plan can visit your individual portal at <http://My.QuestForHealth.com> and download the *Physician Results Form*.
- If you have never registered before, please use:
  - Registration Key: **ICUBA**
  - Unique ID: **Your BCBS ICI#**
- The *Physician Results Form* contains a bar code specific to the employee or spouse and cannot be shared – it is unique to you!
- Pro Tip: If you have an established relationship with your physician, request your blood work ahead of your annual wellness exam to save time and check this off your list with one visit.
- When you visit your PCP for your annual physical, remember to take the form with you. It is important that both you and your doctor sign the Quest Physician Results Form; then, your doctor's office can fax it to the number found on the form.
- You are encouraged to request a copy for your records, and if necessary, upload/fax the form to your Quest portal.
- Members should allow at least 30 days after the form is uploaded/faxed to see credit in Strive.
- Remember, the final deadline for submission to Quest is no later than March 31, 2025.

**Need help registering, downloading/uploading forms, etc.?  
Contact Quest Customer Service at 855-623-9355.**



Scan to access the physician results form in the Quest portal →





INCLUDED WITH ICUBA'S MEDICAL PLAN

# MY HEALTH NOVEL

BlueCross BlueShield continues to support My Health Novel, designed to match you with helpful resources and tools based on your specific health needs. **These services are available to all members who are enrolled in the BCBS Medical Plan following completion of the My Health Novel assessment to determine the appropriate matching to the program.**

Programs Available	Description
Healthy Weight Management	For members who are interested in improving their lifestyle habits or maintaining their weight.
Diabetes Prevention Program	Created by the CDC and tailored towards those who are at higher risk for developing Type 2 Diabetes, this program offers intensive behavioral counseling.
Intensive Behavioral Counseling	A variety of programs designed to improve diet, promote exercise and achieve clinically meaningful weight loss.

Access health management mobile apps at no cost to you.

Whether you're interested in starting new healthy habits or maintaining your weight, My Health Novel gives you access to the best nutrition, physical activity and weight management tools, programs and apps available.

When you qualify and sign up, you'll get access to health coaching, nutrition guidance, digital tools, group support and more to keep you on track.

Enjoy access to in-person and virtual programs and specialists who can help you answer questions and support you on your health journey.

### How it works:

1. Log in to **My Health Toolkit**.<sup>®</sup>
2. Select **Benefits**, then **My Health Novel**.
3. Take a quick, one-minute assessment.
4. You'll receive your recommended program and resources available to you.

Log in to your **My Health Toolkit** today to take your assessment and get matched with the best programs for you.



For more information on My Health Novel, log in to your My Health Toolkit account at <http://MyHealthToolkitFL.com>.





# SPENDING ACCOUNTS

## Understanding Your Spending Accounts

**FYI...**  
Your HRA is paired with your ICUBA medical plan

<b>HCFSA</b> Healthcare Flexible Spending Account	<b>DCFSA</b> Dependent Care Flexible Spending Account	<b>HRA</b> Healthcare Reimbursement Account
Funded by benefit eligible employees Note: A medical insurance election is not required to enroll in flex spending.		Funded and contributed by your employer; provided when you enroll in an ICUBA Medical Plan
Deducted pre-tax throughout the year	Deducted pre-tax throughout the year	No deductions; funded by employer
Available for immediate use April 1, 2024	Deposited each pay period	Available at the end of each month and earns interest quarterly
<b>Can be used for healthcare expenses for you and eligible dependents</b>	<b>Can be used for the care of dependents under the age of 13</b>	<b>Can be used for eligible healthcare expenses for participants enrolled in an ICUBA medical plan</b>
If enrolled in an ICUBA medical plan: HCFSA funds are used before HRA	Covered expenses include: day care, after care, gap camps	If you elect an HCFSA the Flex funds are used before the HRA funds
IRS annual individual limit: \$3,200	IRS calendar year household limit: \$5,000	Funds rollover every year; after 36 continuous months of enrollment in an ICUBA medical plan with HRA, you are considered vested and the funds are yours to keep
Use-it-or-lose-it, no annual carry over. Please plan wisely.		



**Remember: Each time you use your Health Reimbursement Account (HRA) or Flexible Spending Account (FSA) debit card, you should keep your receipts. Each request for reimbursement must be substantiated before it can be reimbursed.**

Reminder: To participate in the Healthcare or Dependent Care Flexible Spending Accounts you will need to enroll each year.





## SPENDING ACCOUNTS

### Understanding Your Spending Accounts

	<b>FSA</b> <b>Healthcare</b> <b>Flexible Spending Account</b>	<b>HRA</b> <b>Healthcare</b> <b>Reimbursement Account</b>
<b>Funding Contribution</b>	<p>Funded by employee pre-tax dollars.</p> <p>The maximum amount you can contribute to the Healthcare Spending Account is \$3,200.</p> <p>The maximum amount you can contribute to the Dependent Care Spending Account is \$5,000.</p> <p>Flexible spending amounts are subject to discrimination testing. Highly compensated employees may be asked to adjust flexible spending dollars based on results.</p>	Funded by your employer.
<b>Tax Benefits for Employees</b>	Employee contributions are exempt from federal and FICA tax as well as most state and local tax. Reimbursements are tax-free.	Reimbursements are tax-free.
<b>Rollover of Funds</b>	Have to spend funds by June 15 and claim by June 30 of the following plan year (Use-it-or-lose-it).	Funds roll over at the end of each plan year indefinitely.
<b>Medical Plan Enrollment</b>	Enrollment in medical plan not required.	Must be enrolled in ICUBA medical plan to be eligible.
<b>Dependent Eligibility</b>	All qualified dependents are eligible, even if not enrolled in medical plan.	Only if covered on medical plan.
<b>Availability of Funds</b>	Annual election amount available the 1st business day of the plan year for Healthcare Flex Spending Account; the amount available for the Dependent Care Spending Account is the balance of the account as it accumulates through payroll deduction throughout the year.	Can withdraw up to what has been deposited.
<b>Portability</b>	Available for remainder of plan year through COBRA.	Can continue after 36 months of continuous participation in an ICUBA medical plan.

**Reminder: Keep your receipts so that you can substantiate your charges.**


FSA/HRA eligible items can be located on the Ameriflex website at [myameriflex.crunch.help/participants/eligible-expenses](https://myameriflex.crunch.help/participants/eligible-expenses).





# DENTAL BENEFIT OPTIONS

Dental coverage is offered through Delta Dental. You can select from the Base PPO or Buy-Up PPO plan options. If you select one of the PPO Plans, you can visit any licensed dentist to receive treatment under your plan, but you'll maximize your savings by visiting a dentist in one of Delta's nationwide networks.



For additional information on the Delta Dental plans visit [deltadentalins.com](http://deltadentalins.com).

Both PPO plans offer two dental networks:

- **Delta Dental PPO** dentists generally offer the lowest contracted rates and greatest cost savings.
- **Delta Dental Premier** dentists are your next best option, with contracted rates that help you save.

	Base PPO			Buy-Up PPO		
	PPO Network	Premier-Network	Out-of-Network	PPO Network	Premier-Network	Out-of-Network
Plan Year Maximum	\$1,500	\$1,500	\$1,500	\$2,000	\$2,000	\$2,000
Ortho Lifetime Maximum	\$1,500	\$1,500	\$1,500	\$2,000	\$2,000	\$2,000
Providers	In- and Out-of-network providers			In- and Out-of-network providers		
<b>Employee Pays</b>						
Deductible - Individual	\$75	\$100	\$100	\$50	\$50	\$50
Deductible - Family	Not applicable; individual deductible applies to all covered members			\$150	\$150	\$150
Preventive Services	0%	50%	50%	0%	20%	20%
Basic Services	20% after ded	70% after ded	70% after ded	20% after ded	50% after ded	50% after ded
Major Services	70% after ded	80% after ded	80% after ded	50% after ded	70% after ded	70% after ded
Orthodontia	Child Only			Adult and/or Child		
Benefit Percentage	50%	50%	50%	50%	50%	50%

Frequency limitations may apply. Please refer to your summary plan description for full plan benefits. Services are based on maximum contract allowance.

## Employee Monthly Dental Contributions

	Base PPO	Buy-Up PPO
Employee	\$23.80	\$41.69
Employee + 1	\$55.32	\$83.04
Employee + Family	\$91.59	\$139.65



Scan here for additional coverage details →





# VISION BENEFIT OPTION

ICUBA offers voluntary coverage through EyeMed. The Vision Plan allows you and your covered family members one routine exam every 12 months, plus lenses once every 12 months, and new frames every 24 months.

To view the entire provider network, please visit the EyeMed website at [eyemed.com](http://eyemed.com) or contact the Vision Service Center at 866-800-5457. Please review the complete summary of benefits for full coverage details.

	Base Plan	
	In-Network	Out-of-Network Reimbursement
Exam Once every 12 months	\$5 copay	Up to \$35
Frames Base Plan Once every 24 months	\$0 copay; \$130 allowance; 20% off balance over \$130	Up to \$65
Single Vision Lenses (in lieu of Contacts) Once every 12 months	\$15 copay	Up to \$20
Contacts (in lieu of Lenses) Once every 12 months	\$0 copay; \$100 allowance; plus balance over \$100	Up to \$80

**ContactsDirect:** Save \$20 off your contacts (and free shipping) beyond your regular contact lens benefit! Just create an account at [contactsdirect.com](http://contactsdirect.com) and an extra \$20 will be deducted at checkout.

## Employee Monthly Vision Contributions

	Base Plan
Employee	\$4.74
Employee + Family	\$12.15

## Download the EyeMed Members App

EyeMed gives you access to your benefit information on-the-go. Check your benefit details for eye exams, eyeglass frames, contacts, and lenses directly from your phone.





# EMPLOYEE ASSISTANCE PROGRAM (EAP)

Unlike Aetna's Behavioral Health benefits which are only available if you are enrolled in an ICUBA medical plan, the Resources for Living EAP benefits are available to all employees, all family members in your household and your adult children up to the age of 26. Services are confidential and are available 24 hours a day, 7 days a week. This resource includes six free counseling sessions per issue per plan year.

## Emotional Wellbeing Support

Support is available 24 hours a day for in-the-moment emotional wellbeing. You can also access up to 6 counseling sessions per issue each year.

Visit with a counselor face to face, online with televideo or get in-the-moment support by phone. Services are free and confidential. Resources For Living (RFL) is here to help with a wide range of issues including:

- Relationship support.
- Stress management.
- Work/life balance.
- Family issues.
- Grief and loss.
- Depression.
- Anxiety.
- Substance misuse and more.
- Self-esteem and personal development.

## Legal Services

You can get a free 30-minute consultation with a participating attorney for each new legal topic related to:

- General.
- Family.
- Criminal law.
- Elder law and estate planning.
- Divorce.
- Wills and other document preparation.
- Real estate transactions.
- Mediation services.

## Daily Life Assistance

Competing day-to-day needs can make it tough to know where to start. Call RFL for personalized guidance. RFL will help you find resources for:

- Child care, parenting and adoption.
- Summer programs for kids.
- School and financial aid research.
- Care for older adults.
- Caregiver support.
- Special needs.
- Pet care.
- Home repair and improvement.
- Household services and more.

RFL also offers carekits related to growing families, child care, caregiving and more.

## Financial Services

Simply call RFL for a free 30-minute consultation for each new financial topic related to:

- Budgeting.
- Retirement or other financial planning.
- Mortgages and refinancing.
- Credit and debt issues.
- College funding.
- Tax and IRS questions and preparation.

For help, visit [www.resourcesforliving.com](http://www.resourcesforliving.com)  
(Username: ICUBA, Password: 8773985816)





## Talkspace

Talkspace is an online therapy platform that makes it easy and convenient for you to connect with a network of 2,500+ licensed therapist — from anywhere, at any time. With Talkspace, you can send unlimited text, video, and audio messages to your dedicated therapist, via web browser or through the Talkspace mobile app.

- You can also schedule real-time 30-minute televideo sessions.
- No commutes, appointments, or scheduling hassles.
- Talkspace is currently provided to adults who are 13 or older.
- One week of text therapy counts as one EAP visit.  
Each televideo sessions also counts as one EAP visit.

To access, log onto your EAP website, [www.resourcesforliving.com](http://www.resourcesforliving.com).

Username: **ICUBA** • Password: **8773985816**

Go to **Services** tab and select **Talkspace** or you can access directly at:

<http://talkspace.com/RFL>.

When you have accessed Talkspace you will be promoted to enter your organizational name, enter your institution name or ICUBA. After you register and create your unique username and password you can download the app from your device's app store for easy access.



To access services

**877-398-5816**

[www.resourcesforliving.com](http://www.resourcesforliving.com)

Username: ICUBA

Password: 8773985816

Plan Year: April 1 through March 31



Scan here to access  
Talkspace directly →





# INCOME PROTECTION

## Basic Life Insurance and AD&D Plan

### Employer Provided

Florida Tech provides group life insurance at no cost to all active full-time, benefit eligible employees. Employees receive one times their annual earnings. All amounts are rounded to the next higher multiple of \$1,000, if not already an exact multiple thereof. Age reductions may apply.

## Short-Term Disability

### Employer Provided

All benefit eligible employees are provided Short-Term Disability coverage at no cost. You will receive 66.67% of weekly earnings, to a maximum benefit of \$2,000 per week. The elimination period of this coverage is 14 calendar days for disability due to an injury or sickness. Short-Term Disability is provided for 11 weeks before an employee converts to Long-Term Disability.

## Long-Term Disability

All benefit-eligible employees are provided salary continuance insurance. There are two options to choose from:

- **Option A: Base Level.** This plan provides a benefit of 60% of weekly earnings, to a maximum of \$2,000 per month, and is provided by Florida Tech at no cost to all benefit-eligible employees.
- **Option B: Buy-Up Level.** This plan provides a benefit of 67% of weekly earnings, to a maximum of \$14,000 per month. You and Florida Tech share the cost of this coverage. Benefit cost is based on your age and salary level.

## Employee Voluntary Supplemental Life Insurance and AD&D Plan\*

You may purchase this coverage in \$10,000 benefit increments up to 5 times your annual salary not to exceed \$500,000. Evidence of Insurability is required for amounts above \$150,000 and must be approved by Symetra. All amounts are rounded to the next higher multiple of \$10,000, if not already an exact multiple thereof. Age reductions apply at ages 65 and 70.

## Dependent Voluntary Life Insurance and AD&D Plan\*

In order to purchase life insurance for your spouse and/or child, you must purchase Supplemental Life coverage for yourself. The spouse value can be purchased up to 50% of employee amount in increments of \$5,000, not to exceed \$250,000. Evidence of Insurability is required for amounts above \$50,000 and requires approval by Symetra. Age reductions apply at ages 65 and 70. Child life insurance can be purchased at a flat \$10,000 amount if less than 50% of the employee coverage amount.

\* Any election change amount after new hire enrollment does require an Evidence of Insurability and must be approved by Symetra.

This summary provides only a brief description of the coverage insured by Symetra Life Insurance Company. For a complete description, including all definitions, exclusions, limitations, and reductions in coverage, as well as information on termination of benefits, please refer to the Group Insurance Certificate you will receive when you become insured.



# VOLUNTARY BENEFITS

The ICUBA BlueCross BlueShield medical plans provide great coverage for you and your family’s general healthcare needs. Still, everyone’s needs are slightly different. That’s where the Aflac Voluntary Accident, Critical Illness and Hospital Indemnity options come in! These benefits are designed to protect your family’s finances in case of an unforeseen injury or illness.

## Accident Insurance

The Voluntary Accident Plan is designed to help cover the expenses associated with an accidental injury such as a medical plan deductible. The Voluntary Accident plan pays direct cash benefits for emergency treatment, hospitalizations, specific injury treatments, diagnostic exams and accidental death.

### Accident Benefit Highlights

Plan Features	
Emergency Room	\$175
Accident follow-up with physician	\$50 per treatment, 6 per accident
X-ray	\$50
Dislocation and fractures	Up to \$6,000
Hospital Admission	\$1,000 per confinement, once per accident within 6 months after accident
Ground ambulance / Air	\$400 / \$1,200
Concussion	\$500 per accident, once per accident within 6 months after accident
Physical Therapy	\$50 per treatment, 10 per accident
Wellness / Health Screening Benefit (Employee and Spouse Only)*	\$50

\* Qualifying routine tests include one of the tests performed each year: COVID-19 screening, annual physical exam, ultrasound, colonoscopy, mammogram, Pap Smear, and more.

## Critical Illness Insurance

The Voluntary Critical Illness coverage is designed to pay cash in the event you or a covered family member is diagnosed with a critical illness such as cancer, heart attack, stroke, kidney failure, benign brain tumor, loss of hearing or sight due to a severe medical condition or Alzheimer’s. The Critical Illness plan helps protect your income and personal assets when out of pocket expenses increase as a result of a specified critical illness.

### Critical Illness Benefit Highlights

- \$10,000 – \$30,000 benefit (based on selected plan) for employees on a guaranteed issue basis.
- The ability to collect 100% of enrolled benefit amount for different diagnosed illnesses and recurrence of the same condition.
- Pays a lump sum benefit tax free regardless of any other insurance you may have.
- Employee, spouse and children up to the age of 26 are eligible for this plan.\*
- Wellness / Health \$50 Screening Benefit (Employee and Spouse only) which includes one of the qualifying routine tests performed each year including: COVID-19 screening, annual physical exam, ultrasound, colonoscopy, mammogram, Pap Smear, and more.

\* Children are automatically covered at 50%.

Coverage is available for you, your spouse and or child(ren). Your coverage is portable which means you can take the policy with you if you leave the institution.



# Hospital Indemnity Insurance

An unexpected or even planned stay in the hospital can be expensive as you meet your deductible and out-of-pocket obligations under the medical plan. The Hospital Indemnity plan is designed to provide financial protection by paying you a direct benefit to meet out-of-pocket expenses and extra bills that can occur. Lump sum benefits are paid directly to you based on the type of facility and number of days of confinement.

## Benefit Highlights

- Guarantee issue (no medical questions).
- No pre-existing condition limitation.
- Portability is included.

Plan Features	Low	High
Hospital Confinement / Admission	\$500 per confinement \$100 per day up to 31 days	\$1,000 per confinement \$100 per day up to 31 days
Daily Confinement	\$100 per day, to a maximum of 31 days per calendar year	
Hospital Intensive Care Unit Confinement	\$100 per day up to 10 days	



To learn more, visit [www.aflacgroupinsurance.com](http://www.aflacgroupinsurance.com).

Employees should reference ICUBA Independent Colleges and Universities Benefits Association.

## How to File a Claim with Aflac

Aflac helps pay expenses the medical plan doesn't cover. If you're sick or hurt, follow these instructions to file a claim:

1. Visit [www.aflacgroupinsurance.com](http://www.aflacgroupinsurance.com) and click on "Customer Service" and then "File a claim."
2. Choose from accident, hospital, critical illness or wellness and follow the instructions.
3. Complete and upload your HIPAA authorization, claim details and documents, and direct deposit information.





# LEGALSHIELD & IDSHIELD

Affordable legal and identity theft protection for you and your family

## LegalShield Coverage Includes:\*

- Legal Consultation and Advice
- Court Representation
- Dedicated Provider Law Firm
- Legal Document Preparation and Review
- Will Preparation
- Letters and Phone Calls Made on Your Behalf
- Speeding Ticket Assistance
- 24/7 Emergency Legal Access

## IDShield coverage includes:\*

- Identity Consultation and Advice
- Dedicated Licensed Private Investigator
- Identity, Credit and Financial Account Monitoring
- Child Monitoring (Family Plan Only)
- Full-Service Identity Restoration
- Real-Time Alerts
- 24/7 Emergency Access
- Social Media Monitoring and Online Privacy Reputation Management

### ON THE GO PROTECTION!

With the LegalShield and IDShield mobile apps, you have on-the-go access, 24/7!



\* Exclusions and additional costs may apply. Certain services may be subject to the 25% discounted program.

## Contributions

	LegalShield	IDShield	LegalShield & IDShield
Employee Plan	\$17.00	\$7.45	\$23.45
Family Plan		\$14.05	\$29.05



For more information, contact the member services line  
**888-807-0407** or visit  
<https://shieldbenefits.com/icuba>





# PET INSURANCE

Nationwide pet insurance helps you cover veterinary expenses so you can provide your pets with the best care possible—without worrying about the cost. **Your monthly payment will be direct billed with Nationwide.**

## My Pet Protection Coverage Highlights

My Pet Protection is available in two reimbursement options (50% and 70%) with an optional \$500 wellness benefit so you can find coverage that fits your budget. Base plans have a \$250 annual deductible and \$7,500 annual benefit.

Coverage includes:

- Accidents
- Illnesses
- Hereditary and congenital conditions
- Cancer
- Behavioral treatments
- Rx therapeutic diets and supplements
- Wellness and more

My Pet Protection includes these additional benefits for cats and dogs:

- Lost pet advertising and reward expense
- Emergency boarding
- Loss due to theft
- Mortality benefit

## What makes My Pet Protection different?

My Pet Protection is available through your employer's voluntary benefit plan, which includes preferred pricing and is guaranteed issuance. It also includes additional benefits like lost pet advertising, emergency boarding and more.

It's no surprise that My Pet Protection is the most paw-pular coverage plan from America's #1 pet insurer.

**vet**helpline<sup>®</sup>

- 24/7 access to veterinary experts
- Available via phone, chat and email
- Unlimited help for everything from general pet questions to identifying urgent care needs

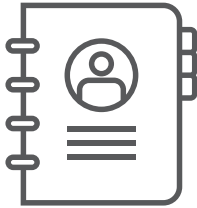
**Nationwide**  
**PetRxExpress**<sup>™</sup>

- Save time and money by filling pet prescriptions at participating in-store retail pharmacies across the U.S.
- Pharmacy submits claims directly to Nationwide
- More than 4,700 pharmacy locations



Visit: <https://benefits.petinsurance.com/icuba>  
Or Call: 877-738-7874.

**Did you know?** Nationwide is the first provider with coverage plans for birds and exotic pets.



Visit [ICUBAbenefits.org](https://www.ICUBAbenefits.org) for a quick and easy Single Sign-On access to many of the Brand Partner websites listed below.

After your initial set up, the SSO links will take you directly to each carrier with a connection.

# CONTACTS

## Medical and Prescription Drugs

### BlueCross BlueShield

Customer Service:  
855-258-9029  
24/7 Essential Advocate:  
888-521-2583

Website: [myhealthtoolkitfl.com](https://myhealthtoolkitfl.com)

### Hinge Health

Customer Service:  
855-902-2777  
Email: [hello@hingehealth.com](mailto:hello@hingehealth.com)

### Teladoc

Request a Consult:  
800-TELADOC (835-2362)  
Website: [teladoc.com](https://teladoc.com)

### SurgeryPlus

Surgical Care Advocate:  
855-200-2119

## Behavioral Health & Resources for Living EAP

### Aetna

Customer Service:  
877-398-5816  
Option 1: Employee Assistance Program  
Option 2: Behavioral Health  
Website: [resourcesforliving.com](https://resourcesforliving.com)  
Username: ICUBA  
Password: 8773985816

### Virta

To check eligibility and book a consultation, visit the following:

Website:  
[virtahealth.com/join/icuba](https://virtahealth.com/join/icuba)

## Pharmacist Advocate Program

### ICUBAcares

Pharmacist Help Line:  
877-286-3967

## Dental Insurance

### Delta Dental

PPO Customer Service:  
800-521-2651  
Website: [deltadentalins.com](https://deltadentalins.com)

## Vision Insurance

### EyeMed

Customer Service:  
866-800-5457  
Website: [eyemed.com](https://eyemed.com)  
Network: Insight

## ICUBA Benefits Card

### Ameriflex

Customer Service:  
888-868-3539 (be sure to identify yourself as an ICUBA member)  
Email:  
[service@myameriflex.com](mailto:service@myameriflex.com)  
Website: [myameriflex.com](https://myameriflex.com)

## Life and Disability

### Symetra

(Always contact HR before Symetra)  
Customer Service:  
877-377-6773  
Website: [symetra.com](https://symetra.com)

## Pet Insurance

### Nationwide

Customer Service:  
877-738-7874  
Website:  
[benefits.petinsurance.com/icuba](https://benefits.petinsurance.com/icuba)

## Voluntary Benefits

### Aflac

Customer Service:  
800-433-3036  
Website:  
[aflacgroupinsurance.com](https://aflacgroupinsurance.com)  
Group #26710

## Legal Protection

### Legal Shield

Customer Service:  
888-807-0407

## Paycheck Calculator

Do you want to know what your benefits will cost each paycheck? Use this handy paycheck calculator tool to help determine the exact amount. You can repeat this process for each monthly benefit cost shown in this brochure!

### Equation

$$[\text{monthly amount}] \times 12 \text{ months} = \text{-----} \div [\text{paychecks per year}] = \text{-----} \text{ total cost per paycheck}$$

### 20 Pay Employees

$$\text{-----} \times 12 \text{ months} = \text{-----} \div 20 \text{ paychecks per year} = \text{-----} \text{ total cost per paycheck (benefit amount)}$$

### 26 Pay Employees

$$\text{-----} \times 12 \text{ months} = \text{-----} \div 26 \text{ paychecks per year} = \text{-----} \text{ total cost per paycheck (benefit amount)}$$

# NOTES

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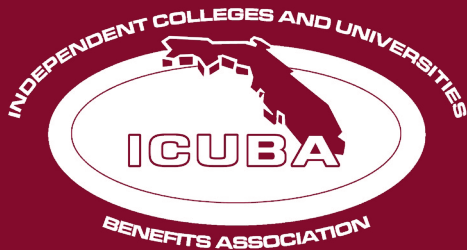
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To learn more about all of our benefits, visit

**[ICUBAbenefits.org](http://ICUBAbenefits.org)**



This summary of benefits does not create a contract between the Institute and any employee. Details of these plans can be found in official plan documents that govern the plans. In the event of a discrepancy between the plan documents and this document, the plan documents govern. While care has been taken to ensure the accuracy of this information, the plan documents and your employer policies will govern in all cases. Although it is our intention to continue the plans, we reserve the right to modify, amend or terminate the plans at any time. All rates are based on current participation and are subject to change.