

Limited Voluntary Care Benefit



THIS POLICY PROVIDES LIMITED BENEFITS. BENEFITS PROVIDED ARE SUPPLEMENTAL AND ARE NOT INTENDED TO COVER ALL MEDICAL EXPENSES. THIS POLICY DOES NOT PROVIDE COMPREHENSIVE HEALTH INSURANCE COVERAGE. IT DOES NOT PROVIDE COVERAGE FOR HOSPITAL, MEDICAL, SURGICAL OR MAJOR MEDICAL EXPENSES.

We are glad to have you on the Manpower Team!

Every day, throughout the state of Maine, hundreds of jobs are filled by Manpower associates, who play an important role in the operation of Maine companies from Aroostook County to York County. This overview is designed to assist you with understanding the benefits available to you as a Manpower associate. We believe you will find that we offer one of the most comprehensive benefits packages for staffing firm associates.

Health Access Solutions - Health Access Benefit

- Reimbursement for screenings and preventive services, including annual wellness exams and physician-recommended wellness laboratory services, with an easy claim submittal process.
- Unlimited access to very low-cost prescriptions
- Additional reimbursement for preventive dental and vision exams, mental health counseling, and more.
- Affordable premium

Preventive Care

- Preventive physician visits and services at no cost after reimbursement
- Preventive vision exams reimbursement
- Preventive dental services reimbursement

Discount Prescriptions

- Find the best price at over 65,000 pharmacies nationwide – major national chains and local pharmacies
- Access to Manufacturer Savings and Patient Assistance Programs
- Access to international pharmacies

Additional Benefits

- Reimbursement for physical health, including gym memberships
- Reimbursement for weight loss/nutrition programs
- Mental health counseling benefit
- Tobacco cessation benefit

Weekly Deductions



Health Access Benefit - Weekly Deductions

Employee Only	\$28.61
Employee Plus Spouse	\$54.46
Employee Plus Child(ren)	\$54.46
Family	\$67.61

Preventive Reimbursement Benefit Maximums and Eligible Services

Basic Wellness Services | \$4500 (annual maximum)

Annual Wellness Exams (up to three per year)

Well Child Exam (including routine immunizations)

Gynecological Exam (well woman visit aged 21 and over)

Flu, Shingles and Pneumonia Vaccinations

Annual Preventive Mammogram (including Breast Ultrasound or MRI following a preventive mammogram)
- Covered once annually from age 40-80

Colorectal Cancer Screening:

- Age range: 45 - 80 (covered from age 40 if 1st degree relative has positive history of colon cancer)
- Screening Type: Procto/Sigmoidoscopy every 5 years. Cologuard every 3 years.
- Colonoscopy is an eligible screening type

Bloodwork Screenings:

- Lipid Panel (Cholesterol and triglycerides)
- Comprehensive Metabolic Panel (CMP)
- Complete Blood Count (CBC) with differential test
- Thyroid Panel TSH (Thyroid Stimulating Hormone) with reflex to T4 if abnormal
- Routine Comprehensive Urinalysis (UA)
- Hemoglobin A1C (HgbA1C)
- Vitamin D Level

PSA for men age 50-75 Start at age 40 if 1st degree relative has positive history of **prostate** cancer

Bone Density Screening Post-menopausal women, every 2-3 years

Heart Screening: C-Reactive Protein (CRP) & Homocysteine levels for those with strong personal history or 1st degree relative history of heart disease or those of South Asian or Pacific Island origins.

Preventive Vision Exams | \$250 (annual maximum)

Preventive Vision Exam

Preventive Dental Exams | \$250 (annual maximum)

Preventive Dental Exam, Cleaning and Fluoride Treatment

Mental Health | \$3000 (annual maximum)

Mental Health / Substance Abuse evaluation, and counseling

Physical Health | \$250 (annual maximum)

Gym Membership

Fitness Training (on-line or in-person)

Nutritional Health | \$500 (annual maximum)

Nutritional/Meal Planning (on-line or in-person)

Weight Loss/Weight Gain Counseling and Support

Smoking Cessation | \$500 (annual maximum)

One-time benefit (covers counseling, cost of medication, hypnotherapy, or other cessation program)

Medical Cost Share IUA (Initial Unshareable Amount) | \$5000 (annual maximum)

Up to \$5,000 annually on 3rd IUA (documentation must be submitted for review)

Any DPC - Direct Primary Care Maximum Monthly Reimbursement Amounts **

Membership Tier	Max Monthly Amount
Employee Only	\$70/month
Employee & Spouse	\$140/month
Employee & Child(ren)***	\$120/month
Family***	\$160/month

** The Any DPC program is only available to employer groups that have selected this option. Please refer to your membership packet for details.

Your tier option is based upon employees selected membership tier.

***Dependent children under the age of 26

What information do I need to submit a reimbursement?

Please provide your physician's office itemized statement of services showing the service performed, date of service and the cost.

How do I submit my request?

- On-line Form: <https://www.healthaccesssolutions.com/preventive>
- Text "preventive" to (239) 299-0333 to receive your personal link to a prefilled form.
- Expenses must be submitted within the calendar year the services were provided and no later than March 1 of the following year.

Questions?

Call: 800-606-1135

Email: members@healthaccesssolutions.com

