



RxBenefits, Inc.
advocacy. expertise. service.

P.O. Box 382377
Birmingham, AL 35238-2377

800.334.8134
RXBENEFITS.COM

Dear Employee:

Laitram, LLC is pleased to announce that effective **January 01, 2020**, your pharmacy benefit services will be provided by Express Scripts administered by RxBenefits, Inc. There are more than 60,000 pharmacies in the Express Scripts network. As part of your new pharmacy benefits you will receive:

ID Cards: Your pharmacy ID card will be sent by Express Scripts. Please be on the lookout for this mailing and begin using your new card when filling your prescriptions on or after **January 01, 2020**. Make sure your pharmacy has your new information. If you need to fill a script prior to receiving your Express Scripts ID card, below is the information your pharmacy needs in addition to your identification number or social security number:





RXBIN: 610014
RXGRP: RXBLAIR
Issuer: Express Scripts
Pharmacy Member Services: 1-800-334-8134
Pharmacist Helpdesk: 1-800-922-1557

Summary of Benefits: A Summary of Pharmacy Benefits & Coverage is provided in this packet for your information.

Preferred Drug List: You can access a copy of the most current Preferred Drug List at express-scripts.com or by contacting Member Services at 1-800-334-8134. Your medications may not be in the same tier level under Express Scripts as they were under your prior plan, so please review the Preferred Drug List since it may provide lower cost alternatives for your medications. Also, discussing generics with your physician could save you and your health plan money.

Drug Exclusion List: You can access a copy of the most current Drug Exclusion List at express-scripts.com or by contacting Member Services at 1-800-334-8134. If you find that your medication is an excluded medication, you will need to speak with your physician to discuss other covered alternatives.

Maintenance Medication Coverage: In addition to local retail access for maintenance medications, your employer offers the additional benefit of Mail Order. Maintenance drugs can be ordered through Express Script's mail order pharmacy and delivered to your home. Maintenance medications are those that you take for ongoing medical conditions like diabetes, high blood pressure and asthma. Mail Order allows you to enjoy benefits such as:

-  Home delivery with free standard shipping for up to a 90-day supply of medication
-  Confidential, tamper-resistant and temperature-controlled packaging of your prescriptions
-  Conveniently order prescription refills by internet or phone anytime
-  A registered pharmacist is available 24/7 to answer any questions or concerns you may have

Getting started with the Express Scripts Mail Order Pharmacy is easy: simply have your physician write a new prescription for each maintenance medication for a 90 day supply with up to three refills, complete an Express Scripts mail order form (available at express-scripts.com or by contacting Member Services at 1-800-334-

If you have any questions about your new pharmacy ID cards or prescription benefits please contact Member Services at 1-800-334-8134



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8134) and mail the prescription(s) and order form to the Express Scripts Mail Order Pharmacy. Please note that new or initial orders do take 10-14 business days to process so you will need to have a 2-week supply of medication on hand when mailing a new order to the Mail Order Pharmacy. If you have a current and active prescription on file after **January 01, 2020**, this will transfer to your new account under Express Scripts administered by RxBenefits.

Express-Scripts.com: On or after your effective date, you can register online at express-scripts.com. As a registered member, you'll have a powerful tool to help you lower your prescription costs and save time. You can take a quick tour of the website to understand how to use it before you register.

Express Scripts Mobile App: With the Express Scripts mobile app, managing your medication is a snap! You can view orders, access your ID card, check drug interactions or even find the closest retail pharmacy in seconds. Make sure to download the Express Scripts mobile app for FREE today!

We look forward to assisting you with your pharmacy plan, so please let us know if we can be of service. Our Member Services Team can be reached at 1-800-334-8134 from 7:00 am CST until 8:00 pm CST Monday through Friday. After hours and on weekends you can leave a message for us to call you back or select the option to transfer directly to Express Scripts.

If you have any questions about your new pharmacy ID cards or prescription benefits please contact Member Services at 1-800-334-8134

Laitram, LLC
Summary of Pharmacy Benefits & Coverage
January 01, 2020

HRA Basic Option

	30 Day Supply Retail	90 Day Supply *Retail/Mail	30 Day Supply **Specialty
Tier 1 - Generic Drugs	\$10	\$20	\$50
Tier 2 - Preferred Brand Name Drugs	\$30	\$60	\$50
Tier 3 - Non-Preferred Brand Name/Specialty Drugs	\$50	\$100	\$50

Maximum Out of Pocket (MOOP): \$3,500 Individual / \$4,900 Employee + 1 / \$6,300 Family

The calendar year MOOP applies to pharmacy and medical claims. Pharmacy claims are applied to the MOOP but not the deductible. One member or any combination of family members can meet the family MOOP. Once met, your covered prescriptions are paid at 100%. Generic Dispense as Written penalties (see below) do not apply to the MOOP. *Note: The HRA reduces the out of pocket maximum by \$800 Single, \$1,200 Employee + 1 and \$1,600 Family but HRA dollars cannot be utilized for prescription co-pays or other drug expenses.*

HRA Enhanced Option

	30 Day Supply Retail	90 Day Supply *Retail/Mail	30 Day Supply **Specialty
Tier 1 - Generic Drugs	\$10	\$20	\$50
Tier 2 - Preferred Brand Name Drugs	\$30	\$60	\$50
Tier 3 - Non-Preferred Brand Name/Specialty Drugs	\$50	\$100	\$50

Maximum Out of Pocket (MOOP): \$2,500 Individual / \$3,400 Employee +1 / \$4,300 Family

The calendar year MOOP applies to pharmacy and medical claims. Pharmacy claims are applied to the MOOP but not the deductible. One member or any combination of family members can meet the family MOOP. Once met, your covered prescriptions are paid at 100%. Generic Dispense as Written penalties (see below) do not apply to the MOOP. *Note: The HRA reduces the out of pocket maximum by \$800 Single, \$1,200 Employee + 1 and \$1,600 Family but HRA dollars cannot be utilized for prescription co-pays or other drug expenses.*

***Retail 90 DS:** Retail Maintenance Network applies. Contact Member Services at 1-800-334-8134 or visit express-scripts.com if you need to inquire about a specific pharmacy.

****Specialty Medications:** Specialty medications treat complex chronic conditions like cancer, rheumatoid arthritis, and multiple sclerosis. These medications are limited to a 30-day supply and must be ordered from Express Scripts's pharmacy Accredo at 1-800-803-2523. Specialty medications may require utilization management including prior authorization, quantity limits, and step therapy.

Compound Medications: Compound medications in which all ingredients are covered at a participating pharmacy. Compounded medications equal to or exceeding \$300 per script may require prior authorization.

Dispense as Written (DAW) Policy: If your doctor writes a prescription stating that a Generic may be dispensed, we will only pay for the Generic drug. If you choose to buy the Brand name drug in this situation, you will be required to pay the Brand copay plus the difference in cost between the Generic and Brand name drug. The DAW Policy does not apply if your doctor requires a Brand name medication.

Step Therapy Program: Your plan has certain medications that are subject to step therapy. You could be asked to try one of the first or second level options before a Brand medication is covered by the plan.

HDCR (High Dollar Claim Review): Medication costs exceeding \$1,000 for a 30-day supply and \$3,000 for a 90-day supply require prior authorization. The medication may be covered after your doctor submits appropriate documentation for clinical review. Contact Member Services at 1-800-334-8134 for additional information.

LCV (Low Clinical Value): Your plan will not cover non-essential medications when a more effective medication is available with a prescription or Over the Counter (OTC). These exclusions include but are not limited to: Lovaza, Duexis, Jubila, Xiidra, and Glumetza. For a complete list of low clinical value excluded medications, please contact Member Services at 1-800-334-8134.

*****DRUGS COVERED:** Although covered, certain drugs may be subject to Utilization Management which may include prior authorization and/or quantity limits. Please contact Member Services at 1-800-334-8134 if you have questions about a specific drug or register at express-scripts.com to check coverage.

- ADD/ADHD medications
- Androgens
- Compound medications in which all ingredients are covered at a participating pharmacy. Compounded medications equal to or exceeding \$300 per script may require prior authorization.
- Contraceptives: Oral, transdermal, intravaginal, injectable; extended cycle products are subject to 2 copays for a 90-day supply
- Diabetic Care: Insulin/Insulin pre-filled syringes, Agents/Strips, Disposable insulin needles/syringes/lancets
- Extended/Immediate Release Controlled Substances
- Gastrointestinal-Antiemetics
- Growth Hormones
- Impotency Medications
- Influenza Agents
- Insomnia/Sedatives/Hypnotics
- Legend Drugs (drugs that require a prescription) **Exceptions:** See Exclusion list below.
- Migraine Medications
- Narcolepsy Medications
- Oral/Intranasal/Topical Fentanyl
- Pain/Narcotics/Opioids
- Prescription and OTC smoking cessation (two 12-week programs per plan year) OTC requires prescription
- Prescription Vitamins
- Topical Acne Agents

*****EXCLUSIONS**

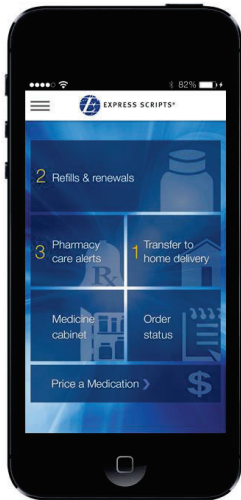
- Anti-obesity/Appetite suppression
- Biological, blood products, serums, immunoglobulin, and Non-ACA immunization agents
- Compounded prescriptions that use ingredients such as bulk chemicals and powders
- Cosmetic agents (Anti-wrinkle agents, Depigmenting agents, Hair growth stimulants and removal products)
- Formulary Exclusion Lists
- Infertility Medications
- Medication which is to be taken by or administered to an individual, in whole or in part, while he or she is a patient in a licensed hospital, rest home, sanitarium, extended care facility, convalescent hospital, nursing home or similar institution which operates on its premises, or allows to be operated on its premises, a facility for dispensing pharmaceuticals.
- New to market drugs, including line extensions and new strengths until clinically reviewed
- Over the counter (OTC) medications unless listed above
- Periodontal Products

*****This is not an all-inclusive list but is a representation of the most commonly used medications. Contact Member Services or visit express-scripts.com for specific drug coverage information.**

Your employer's plan is subject to the Affordable Care Act (ACA) which requires the coverage of a number of preventive items and services at 100% and ensures these items and services are not subject to deductibles or other limitations such as annual caps or limits. You can contact Member Services if you have specific drug questions or register at express-scripts.com to check drug costs and coverage.

Note: RxBenefits, Inc. does not provide legal advice. Nothing contained in this Summary of Pharmacy Benefits & Coverage or in any other documents provided by RxBenefits, Inc. should be construed, or relied upon, as legal advice. This document is a sample only and the content and calculations herein should be verified by the Employer/Plan Sponsor. It is the responsibility of the Employer/Plan Sponsor and not RxBenefits, Inc. to determine the contents of its group health plan document and related Summary of Pharmacy Benefits & Coverage. The Employer/Plan Sponsor should consult with its legal counsel regarding the contents of its group health plan and summary documents, and the legal requirements that may be applicable thereto.

The Express Scripts Mobile App



Get the app that helps you to stay on track while you're *on the go*.

The Express Scripts mobile app gives you instant access to manage your personal medicine information – anytime, anywhere. Click [here](#) to learn more. Using your mobile device, click [here](#) or scan the QR code to download the app now for free!

After downloading the app, log in with your express-scripts.com username and password. If you haven't already registered on express-scripts.com, you can create a username and password by registering on the app – and use the same log-in information to access express-scripts.com, and our mobile website, m.express-scripts.com. iPhone and iPad users can also enable **Apple's touch ID authentication** to login on the mobile app, if desired.

From the mobile app, you'll have instant access to these great features:



Refills and Renewals[†]

Running low? One touch and you're good to go. Get home delivery refills right to your door – right here!



Order Status[†]

On its way? Just swipe the screen with your finger to track your home delivery prescription order status.



Medicine Cabinet

Check interactions, set reminders, manage medications and update your history – all in one spot.



Transfer to Home Delivery[†]

Save the runaround (and maybe some money) on prescriptions you take on an ongoing basis.



Price a Medication

Compare drug prices for home delivery and multiple local retail pharmacies.



My Rx Choices^{®†}

View lower-cost options available under your plan and discuss them while you're still in the doctor's office!



Pharmacy Care Alerts[†]

Get personalized alerts to help make sure you're following your doctor's prescribed treatment plan.



Claims and History

View your past prescription activity and payment details.



Locate a Pharmacy[†]

Search for the nearest in-network preferred retail pharmacies, view contact information and access directions.



Virtual Member ID Card[†]

Forgot your wallet? No problem. If you've got your device, you've got your ID.



Drug Information

Search detailed drug information and see potential side effects, drug interactions, pill images and more.

Download the Express Scripts Mobile App today for free!

* The Express Scripts mobile app is available for iPhone®, Android®, Windows Phone®, Amazon™, and Blackberry® mobile devices.

† Available if these features are turned on for your group on express-scripts.com



Confidential Information