

≡ 2026 ≡

Benefit Enrollment Guide



HOURLY

Open Enrollment begins November 17, 2025

Pride is very excited to offer our employees an array of benefit programs effective January 1, 2026 through December 31, 2026. The purpose of this guide is to acquaint you with the benefits we offer and to serve as a reference throughout the year. It is important to familiarize yourself with the options so you can choose the plan that best meets your family's needs.

Our programs are designed to attract, reward, and retain talented people who will produce superior business results. We recognize the importance of a strong benefits program to support the needs of you and your family.

Your medical benefits satisfy the ACA requirements for affordable coverage in 2026.

While every effort has been made to present an accurate picture of the benefits offered, the Plan Document will always prevail should a question or conflict arise. Only the official plan documents establish and govern all rights to benefits under the plans. This guide is not a plan document or any insurance contract. If there is a discrepancy between the information provided in this guide and the applicable plan document or insurance contract, the plan document or insurance contract will control and govern.

How to Enroll

We offer different ways to enroll to give you the level of support that is best for you.

Certified Benefits Counselors are available to help you navigate the enrollment system, answer your questions, and help with your benefit selections. Connect with a counselor in the format that works best for you.



By Phone: Call the Enrollment Call Center November 17 – 26, 2025 to speak with a counselor who will take your elections over the phone. **The Enrollment Call Center is available at 855-720-9915, Monday through Friday from 9:00 a.m. to 6:00 p.m. ET.**

Note: The Enrollment Center is closed on 11/27 and 11/28 for the holidays.



Enroll Online:

1. Click on the ESS link, <https://employeeportal.prideglobal.com>.
2. Click on SIGN UP.
3. Enter your registered email address provided during onboarding, last four digits of your social security number, date of birth, and click the NEXT button (If you have any questions about your registered email address, please contact your program manager or coordinator for assistance).
4. Re-enter your registered email address in the first field. After you enter your email address, input a username of your choice in the next field. The username can also be your registered email address. Once you enter your username, choose a secure password to enter for your login credentials. Re-enter your password in the last field for confirmation. After you complete all fields, click the SIGN UP button.
5. Select a minimum of two security questions presented on the next screen. You have the option to provide answers for up to five questions, but only two are required. After entering your answers, hit CONTINUE.
6. After completing the registration process successfully, you can sign into the employee portal using your username and password.
7. The first time you sign in, you will be required to select the method in which you would like to receive your W2. Please make your preferred selection and hit SAVE. After you save your preference, you will be able to view your dashboard and navigate through the portal.
8. Once your account is created, go to Dashboard review, and confirm the information on your HR profile.
9. If applicable, you must first add eligible dependent information to your HR profile so that you can enroll eligible dependents to your benefit elections.
10. Click BENEFITS under Dashboard and select the appropriate button for the type of election you are making:
 - a. New Hire – if you are making new hire elections
 - b. Qualifying Life Event (QLE) – if making election changes due to a QLE
 - c. Open Enrollment – if you are making elections during Open Enrollment
11. After you make your elections, click the CONTINUE button under the cart and successfully save the elections.
12. On the final review screen click the WAIVE NON-ENROLLED button to waive all non-enrolled plans.
13. Click SIGN AND SUBMIT adding your name as reflected in the left-hand corner under the SIGNATURE TAB and click SUBMIT.



ACTION REQUIRED!

Open Enrollment for 2026 is mostly passive—your current benefits will automatically roll over. However, you must actively enroll if you want to start or continue Commuter benefits or to confirm the accuracy of your Personal and dependent details and your acceptance of default coverage.

Please note that, as part of a revision to the Affordable Care Act, US citizens are no longer required to have medical insurance, and there will be no penalty if you choose not to have coverage. Additionally, if you are waiving medical coverage because you are currently enrolled under an Exchange Plan and receiving a subsidy, you should terminate that subsidy because your employer is offering an affordable plan based on the government's guidelines that meet the required covered benefits. If you leave employment, you do have the right to continue your Medical, Dental, and Vision coverages at 102% of the premium cost through the Consolidated Omnibus Budget Reconciliation Act (COBRA). A notice regarding your eligibility for COBRA continuation upon termination is included at the end of this booklet for your future reference.

The Benefits We Offer

Pride provides a full range of coverage that protects you financially and helps you build a secure future. We pay for all or a majority of the cost of many of these benefits. Benefits become effective on January 1, 2026.

Health & Well-being

- Medical and Prescription Plans
- Critical Illness Insurance
- Accident Insurance
- Hospital Indemnity Insurance
- Voluntary Dental Insurance
- Voluntary Vision Insurance

Income Security

- Short-Term Disability Insurance
- 529 Education Savings Plan
- Voluntary Term Life Insurance
- Transamerica Universal Life

Retirement & Lifestyle

- 401(k) Retirement Savings Plan
- Employee Assistance Program
- Pet Insurance
- Legal Insurance
- Commuter Benefits
- Norton Lifelock

Eligibility

All full time employees of Pride are eligible to participate in the benefit plans **effective the 1st of the month following 59 days of hire date**. Rehires will be reinstated in benefits with no waiting period, if they return within 90 days of the previous termination. See the Summary Plan Description (SPD) for more details on eligibility and enrollment.

Your dependents are eligible for benefits at the same time you are. The following dependents may be enrolled in medical, dental and vision coverages:

- Lawful spouse (same-sex or opposite-sex)
- Children (biological and adopted children) up to the age of 26
- Children of any age who are physically/mentally disabled (biological and adopted children), if disability begins prior to the maximum age limit

Your benefit elections are final. You cannot change or cancel your benefits unless you experience a Qualifying Life Event (QLE).

A Qualifying Life Event is the onset of a lifestyle change including, but not limited to:

- Legal marriage, divorce, or separation
- Birth, adoption, custody, or legal guardianship of a child
- Loss of other coverage due to change in employment status
- Loss of other coverage due to death of subscriber
- Change in eligibility for Medicare, Medicaid, or State CHIP program

If you experience a Qualifying Life Event, you must submit the QLE on the Pride Global ESS website along with the supporting documentation within 31 days of the event. In certain circumstances such as a change in Medicare or a State program you will have 60 days to enroll or to make a change. **All QLE elections, with the exception of adding newborn children, will start on the 1st of the upcoming month, not on the date of the event.**



Employees are responsible for payment of their total benefit premiums, and any other outstanding premiums, if they are terminated on the first day of the month or any day thereafter within the month. Timesheets or hours not received in a timely manner for payroll processing and premium deductions will result in double premium deductions on the next scheduled check date.



Medical Insurance

Health care needs are different for everyone. Our medical plans offer multiple options so you can choose the coverage level best-suited to your needs and budget.

The Basic Rx 25 Plan or “Minimum Essential Coverage” option only covers preventive and wellness services at 100%. Physician visits, outpatient lab (excluding with preferred vendor Labcorp), and pharmacy services are not covered. This option utilizes the **UHC Choice Plus Network**.

The **Standard Rx 25 Plan** option gives employees coverage for physician visits, ER and high-tech imagery while requiring less in contributions than the UHC 1000 and 5000 options. This option utilizes the **UHC Choice Plus Network**.

The **UHC 1000** and **UHC 5000** options are PPO plans, or “Preferred Provider Organization” options, allowing you to visit any in-network physician or health care provider you wish without a referral as well as any provider out-of-network. In-network health care services are covered at a higher benefit level than out-of-network services. These options utilize the **UnitedHealthcare Choice Plus Network**.

Preventive care is covered at 100% in network for all plans! Be sure you get your annual physical and recommended preventive exams at the appropriate time.

Save money by switching your medication to a generic. Talk to your doctor to see if a generic medication will work for your condition. You can also save money on prescriptions by enrolling in mail-order services for your maintenance medications. When purchasing your prescriptions, be sure to provide the pharmacist with your ID card in order to pay the appropriate copay.

For minor emergencies visit the Urgent Care Centers. They are open extended hours, do not require an appointment and are less expensive than a traditional emergency room.

Make sure your doctor and/or hospital is in the UnitedHealthcare Choice Plus Network. You will have significant savings when using in-network providers.



Did You Know?

Health care debt currently affects **1 in 3** individuals. Make sure you choose the correct health plan.

*Commonwealth Fund, 2023
Health Care Affordability
Survey, 2023*

UnitedHealthcare Member Resource Guide

UHC Members

Find a participating network physician at www.uhc.com and select Choice Plus as the provider network.

FAQ's

UHC FlexWork Basic Rx 25 and Standard Rx 25 Members

What network do I use? You can utilize the UHC Choice Plus network.

What if I need to have lab work done or X-rays taken? Preventive laboratory work and radiology services are covered 100% in-network only.

What if I get sick or injured while on the Basic Rx 25 Plan or the Standard Rx 25 Plan, will my office visit be covered? Primary care and Urgent care visits are covered with visit limits under these Flex Work plans. ER visits are not covered.

UHC 1000 and UHC 5000 Members

What should I do in case of an emergency? Emergency room treatment is covered nationally. If you have a medical emergency, call 911 or seek immediate care at the nearest emergency room. UHC covers medical emergencies in an emergency room setting. If you are not sure if your condition is a medical emergency, you may want to contact your PCP first to determine the most appropriate place to receive care.

What is a primary care physician (PCP), and do I need to select one? A primary care physician acts as your main contact person for medical care and coordinates any other care you may need, such as a visit to a specialist or hospitalization. You are not required to choose a PCP.

Do I need a referral for specialists? A referral is not necessary to visit a specialist.

What if I need to have lab work done or X-rays taken? Laboratory work and radiology services ordered by your physician are covered 100% in-network for preventive services but are subject to deductible and coinsurance for non-preventive services.

Do I need to submit claim forms? Members do not need to submit claim forms for in-network services. You must submit claim forms for out-of-network services in order to receive payment.



2026 Medical Plan Summary

Policy/Group # 926430

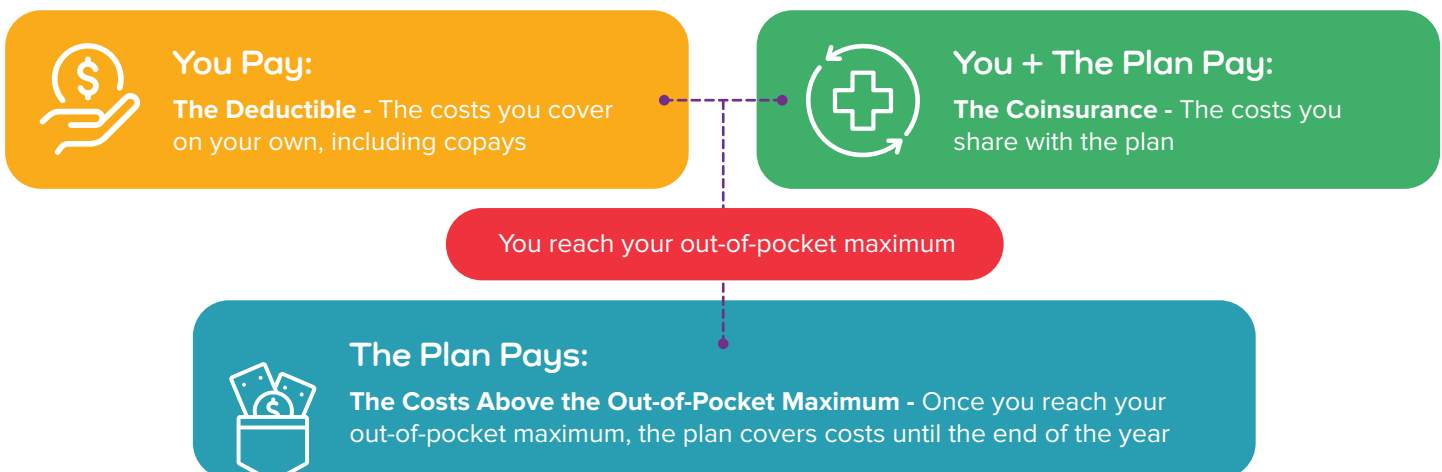
The group health plan is administered by UnitedHealthcare.

	Basic Rx 25 Plan	Standard Rx 25 Plan	UHC 1000		UHC 5000	
	UnitedHealthcare	UnitedHealthcare	UnitedHealthcare		UnitedHealthcare	
	Choice Plus Network	Choice Plus Network	Choice Plus Network		Choice Plus Network	
	In-Network	In-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Deductible						
Individual	N/A	\$0	\$1,000	\$2,000	\$5,000	\$13,200
Family	N/A	\$0	\$2,000	\$4,000	\$10,000	\$26,400
Coinsurance	N/A	0%	20%	50%	0%	50%
Maximum Out-of-Pocket						
Individual	\$9,200	\$9,200	\$3,500	\$7,000	\$5,000	\$15,700
Family	\$18,400	\$18,400	\$7,000	\$14,000	\$10,000	\$31,400
Copay						
Preventive Services	Covered 100%	Covered 100%	Covered 100%		Covered 100%	
Primary	4 visits/ year copay / visit: \$25 PCP	4 visits/ year copay / visit: \$15 PCP	\$30	deductible & coinsurance	\$30	deductible & coinsurance
Specialist	\$50	\$25	\$50	deductible & coinsurance	\$50	deductible & coinsurance
Urgent Care	2 visits/ year copay / visit: \$150	2 visits/ year copay / visit: \$50	\$50	50% coinsurance	\$50	50% coinsurance
Diagnostic X-rays and Imaging (CT, PET Scans, MRIs)	1 DOS + unlimited tests / DOS copay / DOS: \$50 Office	1 DOS + unlimited tests / DOS copay / DOS: \$50 Office	deductible & coinsurance	deductible & coinsurance	100% after deductible	deductible & coinsurance
Labs	N/A	\$50 copay	deductible & coinsurance	deductible & coinsurance	100% after deductible	deductible & coinsurance
Inpatient Hospital	\$150 Hospital OP	\$400 Hospital OP	deductible & coinsurance	deductible & coinsurance	100% after deductible	deductible & coinsurance
Outpatient Surgery	N/A	N/A	deductible & coinsurance	deductible & coinsurance	100% after deductible	deductible & coinsurance
Emergency Room	N/A	N/A	\$150 copay + coinsurance		\$250 copay	

NOTE: Your medical plan options must offer certain preventive care benefits to you in-network without cost sharing and these preventive care benefits generally are updated annually. Under the Affordable Care Act, the medical plans generally may use reasonable medical management techniques to determine frequency, method, treatment or setting for a recommended preventive care service. Review the Summary Plan Description (SPD) for a list of preventive care services.

Remember: Getting care from an in-network medical provider always saves you money!

How Your Medical Plan Works



For a full list of medical terms you should know, go to <https://mybenefits.aon.com/Terms-to-Know/Resource/Home>

Prescription Benefits

As part of your medical plan, you have a comprehensive prescription drug benefit with OptumRx.

Save money by switching to mail order! OptumRx mail order program allows members access to a three-month supply delivered conveniently to your door.

Do you want to see if your prescription is covered? Visit www.Optumrx.com for all your pharmacy needs.

	Basic Rx 25 Plan		Standard Rx Plan 25 Plan		UHC 1000		UHC 5000	
	Retail	Mail Order	Retail	Mail Order	Retail	Mail Order	Retail	Mail Order
Plan Deductible	N/A							
Tier 1 Generic	Rx Discount Card	N/A	\$15	\$37.50	\$20	\$45	\$20	\$50
Tier 2 Preferred Brand	Rx Discount Card	N/A	\$25	\$62.50	\$50	\$125	\$50	\$125
Tier 3 Non-preferred Brand	Rx Discount Card	N/A	N/A	N/A	\$75	\$187.50	\$75	\$187.50
Tier 4 Specialty Drugs	N/A	N/A	N/A	N/A	50% coinsurance	N/A	50% coinsurance	N/A

Controlling Health Care Costs

The rising cost of health insurance is a concern for all of us. Keeping costs to a minimum contributes to lower premiums in future years. Here are tips on how you can help lower the cost of health insurance:



Use network providers. You will generally receive more favorable coverage if you use providers who participate in the network.



Request generic rather than brand name prescription drugs. Generic medications, while just as effective, are considerably less expensive.



Consider seeing your family physician rather than a specialist. Family physicians can often provide the same level of care for a variety of illnesses and conditions.



Exercise and maintain a proper diet. The healthier you are the less vulnerable you are to disease, reducing doctor's visits and prescription medicines.



If we become more aware consumers, we can each do our part to lower the cost of health care!

Why We Offer Additional Supplemental Medical Benefits

Medical insurance does not prevent all of the financial strain of a major illness or injury. Many families don't have enough in their savings to cover the deductible and coinsurance of a major medical event. Supplemental medical benefits can help cover this out-of-pocket financial exposure for a reasonable cost.

The benefits are paid directly to you, allowing you to use the funds however you choose. You receive the full benefit even if you have other insurance. Pride offers Critical Illness, Accident, and Hospital Indemnity Insurance.* **These plans are not replacements for medical insurance.**

Critical Illness Insurance

Policy/Group # 961940

You can protect yourself from the unexpected costs of a serious illness.

Even the most generous medical plan does not cover all of the expenses of a serious medical condition like a heart attack or cancer. Critical Illness Insurance pays a full lump sum benefit directly to you if you are diagnosed with a covered illness that meets the plan criteria. Guaranteed Issue amounts for employees start from \$10,000 and increase up to \$40,000 in \$10,000 increments. Spouse coverage amounts are up to 100% of employee benefit amount. The benefit is paid in addition to any other insurance coverage you may have.

Covered Illnesses include:

- Heart Attack
- Stroke
- Cancer
- Major Organ Transplant
- End Stage Renal (Kidney) Disease
- Coronary Artery Disease
- Hospital Intensive Care Unit (ICU) Stay

Plan Features

-  **Guaranteed Acceptance:** There are no health questions or physical exams required.
-  **Family Coverage:** You can elect to cover your spouse and children.†
-  **Portable Coverage:** You can take your policy with you if you change jobs or retire.



Health Screening Benefit

The plan provides a \$50 benefit per covered person per calendar year if you or your covered dependents complete a covered health screening test such as a physical exam, total cholesterol blood test, mammogram, lipid panel and more.

How Critical Illness Insurance Works

When Marco had a heart attack, he was grateful his doctors were able to stabilize his condition. He learned there was some permanent damage to his heart. He began to see his costs adding up quickly. The good news is Marco received a lump sum payment of \$10,000 to help cover these expenses from the Critical Illness coverage he elected during Open Enrollment.

* The policies/certificates of coverage or their provisions, as well as covered illnesses, may vary or be unavailable in some states for supplemental medical benefits. The policies/certificates of coverage have exclusions and limitations which may affect any benefits payable.

† If you elect coverage for your dependent children, you must provide notification to your employer when all of your dependent children exceed the dependent child age limit or no longer otherwise meet the definition of a dependent child.

If you elect coverage for your spouse, you must provide notification to your employer if your spouse no longer meets the definition of a spouse.

This plan is not a replacement for medical insurance.



Did You Know?

U.S. health care spending averaged \$13,493 per person in 2022.

Centers for Medicare & Medicaid Services, National Health Expenditure Fact Sheet, 2023



Accident Insurance

Policy/Group # 961940

Major injuries are painful. But the financial impact of the medical treatment doesn't have to be.

Accident Insurance pays benefits directly to you if you suffer a covered injury such as a fracture, burn, ligament damage, or concussion. Benefits are paid even if you have other coverage.

The benefit amount is calculated based on the type of injury, its severity, and what medical services are required in treatment and recovery. The plan covers a wide variety of injuries and accident-related expenses, including:

- Injury Treatment (fractures, dislocations, concussions, burns, lacerations, etc.)
- Hospitalization
- Physical Therapy
- Emergency Room Treatment
- Transportation

Plan Features

-  **Guaranteed Acceptance:** There are no health questions or physical exams required.
-  **Family Coverage:** You can elect to cover your spouse and children.*
-  **24/7 Coverage:** Benefits are paid for accidents that happen on and off the job.
-  **Portable Coverage:** You can take your policy with you if you change jobs or retire.



Health Screening Benefit

The plan provides a \$50 benefit per covered person per calendar year if you or your covered dependents complete a covered health screening test such as a physical exam, total cholesterol blood test, mammogram, lipid panel and more.

How Accident Insurance Works

Sam trips playing basketball. He breaks his arm and chips a tooth which require a trip to the emergency room, physician follow-up visits, and physical therapy.

Fortunately, Sam has Accident Insurance which helps cover his medical plan coverage costs including his deductible and coinsurance.

How Sam's Accident Benefit Was Calculated:

Medical Service	Sample Benefit
Emergency Room	\$ 250
Fracture Benefit	\$ 800
Broken Tooth Benefit	\$ 250
Physician Follow-Up Visits (2)	\$ 200 (\$100 per visit)
Physical Therapy Visits (6)	\$ 300 (\$50 per visit)

Total Sample Benefit **\$1,800**

This scenario does not reflect the benefits of a specific Accident Insurance plan schedule. The benefits are generic benefits for the purposes of this example to show how the benefit total of an Accident Insurance plan is calculated. The plan offered to you may provide different benefit amounts and may not cover all services. See the plan details for the benefit schedule of the plan offered to you.

**If you elect coverage for your dependent children, you must provide notification to your employer when all of your dependent children exceed the dependent child age limit or no longer otherwise meet the definition of a dependent child.*

If you elect coverage for your spouse, you must provide notification to your employer if your spouse no longer meets the definition of a spouse.

This plan is not a replacement for medical insurance.



Hospital Indemnity Insurance

Policy/Group # 961940

Receive payments to help cover the cost of a hospital stay.

If you are admitted into a hospital, it doesn't take long for the out-of-pocket costs to add up. Hospital Indemnity Insurance pays benefits directly to you if you are admitted into a hospital for care or childbirth. Benefits are paid even if you have other coverage.

You receive a benefit as soon as you are admitted and then an additional benefit based on the number of days you are confined to the hospital. The benefit increases if you are admitted and confined to an intensive care unit.

Plan Features

-  **Guaranteed Acceptance:** There are no health questions or physical exams required.
-  **Family Coverage:** You can elect to cover your spouse and children.*
-  **Payroll Deduction:** Premiums are paid through convenient payroll deductions.
-  **Portable Coverage:** You can take your policy with you if you change jobs or retire.

Health Screening Benefit



The plan provides a \$50 benefit per covered person per calendar year if you or your covered dependents complete a covered health screening test such as a physical exam, total cholesterol blood test, mammogram, lipid panel, and more.

How Hospital Indemnity Insurance Works

Cindy is admitted to the hospital for treatment of COVID-19. Over the course of her illness, she spends 14 days in the hospital, including four days in an intensive care unit. Thankfully, Cindy's condition improves, and she is well enough to return home. She uses her Hospital Indemnity Insurance to help cover her medical bills, so she can focus on what matters most – making a full recovery.

How Cindy's Hospital Indemnity Benefit Was Calculated:

Medical Service	Sample Benefit	Total
Hospital Admission	\$1,000 per admission	\$1,000
Hospital Confinement	\$100 per day (10 days)	\$1,000
Intensive Care Unit	\$200 per day (4 days)	\$800
Total Sample Benefit		\$2,800

This scenario does not reflect the benefits of a specific Hospital Indemnity Insurance plan schedule. The benefits are generic benefits for the purposes of this example to show how the benefit total of a Hospital Indemnity plan is calculated. The plan offered to you may provide different benefit amounts and may not cover all services. See the plan details for the benefit schedule of the plan offered to you.

**If you elect coverage for your dependent children, you must provide notification to your employer when all of your dependent children exceed the dependent child age limit or no longer otherwise meet the definition of a dependent child.*

If you elect coverage for your spouse, you must provide notification to your employer if your spouse no longer meets the definition of a spouse.

This plan is not a replacement for medical insurance.



Voluntary Dental Plan

Policy/ Group # 65425

Your dental health is an important part of your overall wellness. You may choose dental insurance coverage through Cigna.

	Dental PPO	
	In-Network	Out-of-Network
Deductible		
Individual	\$50	\$50
Family	\$150	\$150
Deductible waived for	Preventive Services	
Coinsurance		
Preventive Care	100%	100%
Basic Care	80%	80%
Major Care	50%	50%
Orthodontia	50% up to \$1,000 lifetime maximum	50% up to \$1,000 lifetime maximum
Annual Plan Maximum	\$1,000	\$1,000

Note: Out-of-Network claims may be subject to balance billing.

What Does Preventive Dental Care Typically Cover?

Preventive care can save you money later on procedures that are more urgent, complex, and costly.



Routine dental checkups and cleanings should be scheduled every six months. Your dentist may recommend more frequent or fewer visits, depending on your dental health history.



Professional fluoride treatments can be a key defense against cavities. Professional fluoride treatments have significantly more fluoride than tap water or toothpaste, and take only minutes to apply.



Dental sealants go a step beyond fluoride by providing a thin, coating to the surface of your teeth. Most dental plans cover sealants as preventive care for children under 18 on their first and second molars.



X-ray images of your mouth may be taken to better evaluate your oral health. These images provide a more detailed look inside your teeth and gums.

Voluntary Vision Plan

Policy/ Group # 926430

Pride offers vision coverage through UnitedHealthcare. Benefits include eye exams, affordable options for prescription glasses or contacts, and discounts for laser vision correction.

	Vision PPO	
	In-Network	Out-of-Network
Covered Services		
Exam	\$10	Not Applicable
Vision Lenses	\$20 copay	Allowance varies
Frames	Covered up to \$150 then 30% off	\$45 max allowance
Contact Lenses (Elective)	\$150 allowance	\$150 max allowance
Frequencies		
Exams	Every 12 months	
Lenses (For glasses or contacts)	Every 12 months	
Frames	Every 24 months	

5 Tips for a Lifetime of Healthy Vision

- 1. Schedule yearly eye exams.** Visiting your ophthalmologist regularly helps you see your best, protect your sight, and even detect serious health conditions such as diabetes.
- 2. Protect your eyes against UV rays.** No matter what the season, it is important to wear sunglasses. When selecting and purchasing sunglasses, be sure to confirm they offer 100% UVA/UVB protection.
- 3. Give your eyes a break from digital devices.** Digital screens emit a specific type of blue and violet light which can negatively impact eye health and cause digital eye strain.
- 4. Quit Smoking.** Smoking increases your risk of developing macular degeneration, optic nerve damage, and cataracts.
- 5. Practice safe wear and care of contact lenses.** Keep them clean and follow your optometrist's recommendations for use and wear.



Commuter Benefits

Policy/ Group # 43828

Full-time employees are eligible for commuter benefits administered by WEX. You can save money by paying for certain out-of-pocket costs with pre-tax dollars. Because the amount you contribute is withheld from your paycheck before federal, state (if applicable), Social Security and Medicare taxes are deducted, your take-home pay is larger.

Parking & Transit Benefits are eligible only when incurred to commute to and from work. You can elect:

- PARKING monthly maximum \$340
- TRANSIT monthly maximum \$340

Transit Pass Expenses are expenses incurred or paid for a pass, token, fare card, voucher, or similar item for transportation on mass transit facilities (such as train, bus, subway or ferry).

Commuter Highway Vehicle (Vanpool) Expenses are expenses incurred or paid for transportation in a commuter highway vehicle if such transportation is in connection with travel between your residence and place of employment.

Qualified Parking Expenses are expenses incurred or paid for parking at or near your regular place of employment with the Company, or expenses incurred to park your car at a location from which you commute to your regular place of employment.

You can enroll on ESS Portal prior to the beginning of the coverage period when benefits will begin. Your elections will be deducted each pay period and will be available for reimbursement for claims incurred the following month. Your election for each new month must remain the same as for the previous month unless you submit a request on the ESS portal before the beginning of the following month and the date you receive or use benefits for that month. Your new election will be effective on the 1st of the month after the change is processed. **If your employment is terminated, you will not be able to withdraw funds after the date of termination. You will be allowed 90 days after the last day you were “active” to file claims/ provide receipts.**

You can use WEX's Debit Card to purchase your parking and/or transit passes or submit a claim for eligible expenses paid out of your pocket.

Access Your Account

You can easily access your account 24-hours a day on WEX's portal to check your balance, file new claims, check the status of a claim, set up email/mobile text alerts, and much more! Visit www.wexinc.com for more information.

You can also download the WEX Mobile App for easy access. Available on all major smartphone App stores. WEX Customer service can be reached at **833-225-5939**.

Potential Employee Savings

Without Commuter Transit		With Commuter Transit	
Gross Annual Pay	\$50,000	Gross Annual Pay	\$50,000
Tax Rate (25%)	-\$12,500	Max. annual commuter transit	-\$4,080
Net annual pay	\$37,500	Adjusted gross pay	\$46,400
Annual commuting expenses	-\$4,080	Tax Rate (25%)	\$11,600
Final take-home pay	\$33,900	Final take-home pay	\$34,800
You could save this much per year with a Commuter Transit Account: \$900			

The figures in this chart are estimates, which are based on an annual salary.



Voluntary Life and AD&D Insurance

Policy/Group # 496243

Always be there financially for your loved ones.

Your family depends on your income for a comfortable lifestyle and for the resources necessary to make their dreams a reality. Life Insurance ensures your family's future is financially secure if you're no longer there to provide for them. You have the option to purchase life insurance at a competitive cost for yourself, spouse and/or child(ren) at Pride and coverage is portable – you can take your policy with you if you change jobs or retire.

Employee	Coverage is in \$10,000 increments, maximum of \$300,000 \$100,000 Guaranteed issue
Spouse	Coverage is in \$5,000 increments, maximum of \$100,000 \$25,000 Guaranteed issue
Children	Coverage is in \$1,000 increments per child age 14 days to 26 years \$10,000 Guaranteed Issue

The benefit will reduce by 35% at age 70 and by 55% at age 75.

Universal Life Insurance

Policy/Group # G000050273 non-New York employees

Policy/Group # G000050076 New York employees

Can your family maintain their lifestyle without you? Universal Life Insurance helps ensure they can.

Transamerica Universal Life Insurance is designed to pay a death benefit to your beneficiaries when you pass away. It can also build cash value that you can use while you are still living. At an affordable premium, you can have the added financial protection you and your family may need during times of uncertainty.

Plan Features

You can purchase coverage for yourself, your spouse and/or your children.

- Universal Life Insurance is voluntary, which means you purchase the precise amount of coverage that is right for your needs.
- The benefit is Guaranteed Issue when first offered, so no physical exams are required to apply for coverage up to the plan maximum.
- Guaranteed cash value accumulation.
- Coverage is portable – you can take your policy with you if you change jobs or retire.

The cost of this benefit will vary based on your age, the amount of coverage elected, the dependent coverage you choose, and other factors. Additional plan details and specific rates will be provided during your enrollment session.

How Much Life Insurance Do You Need?

Many financial experts recommend you have at least five to eight times your household income in Life Insurance. To calculate the level sufficient to cover your needs, you should consider your current income and how much it costs to maintain your family's standard of living. You should also consider your current expenses and your family's future financial needs such as the following:



Current Expenses

- Home Mortgage/Rent
- Car Payments
- Credit Card Debt
- Other Debt

Future Needs

- Child Care
- College Tuition
- Spouse's Retirement
- Routine Household Expenses

After you add your financial responsibilities, how does the sum compare with your current coverage?

Disability Insurance

Policy/Group # 496243

Your ability to bring home a paycheck is your most valuable asset. We help you protect it.

If an injury or illness kept you out of work and prevented you from earning a paycheck, how would you cover your bills and other household expenses? Disability Insurance provides income protection, paying benefits you can use to offset out-of-pocket expenses and make up for lost wages.

Short-Term Disability Insurance

Pride also offers you Short Term Disability (STD) Insurance. “Disabled” means that you are unable to perform all the material duties of your job, not doing any work for payment, and are under the regular and continuing care of a physician. This form of disability replaces a portion of your income for a defined maximum period.

- STD benefit begins on the 1st day of injury or 8th day of illness and pays up to 60% of pre-disability earnings to a maximum of \$1,000 per week



Did You Know?

It's estimated that 1 in 4 20-year-olds will experience a disability for 90 days or more before they reach age 67.

*Social Security Administration,
Disability Fact Sheet, 2023*



Disability Insurance (Cont.)

To determine your estimated weekly benefit amount, multiply your weekly earnings by your benefit percentage. Earnings are defined as your base wage.

Weekly earnings: \$_____

If your earnings are greater than \$1,667, use \$1,667 as your earnings.

X Benefit Percentage 0.60

= **Estimated weekly benefit amount:** \$_____

To determine your estimated monthly deduction, multiply your estimated weekly benefit amount by your age rate in the table below:

Age	Semi-Monthly Rate
Age 24 & under	\$0.129
25-29	\$0.170
30-34	\$0.229
35-39	\$0.170
40-44	\$0.135
45-49	\$0.141
50-54	\$0.164
55-59	\$0.193
60+	\$0.287

Estimated weekly benefit amount: \$_____

X Age Rate: \$_____

X Employee Contribution Percent: \$_____

= **Employee's estimated Monthly deduction:** \$_____



Example

Age 30; weekly earnings: \$800; age rate is 0.020; Employee Contribution: 100%

Estimated weekly benefit amount: $\$800.00 \times 0.020 = \16.00

Employee's estimated semi-monthly deduction: \$16.00

Employee Assistance Program (EAP)

GuidanceResources

Pride participates in ComPsych's comprehensive Employee Assistance Program. You can receive expert support services to assist you and your family with a variety of life issues from family care, stress, depression, or addiction. Call ComPsych at **855-239-0743, TRS: Dial 711**.

Key services include:

- Unlimited telephonic counseling through a convenient toll-free number.
- Up to three face-to-face visits per family member, per issue, per year, with a Master's or PhD-level psychologist or other behavioral health professional.
- Numerous resources to assist persons who are facing life challenges such as locating childcare, providing elder care, experiencing difficulty balancing work and family, or dealing with grief and loss.
- A comprehensive, online database including information on everyday home and family issues – accessible 24 hours a day, seven days a week.
- Services are confidential. No information about your participation in the program is provided to your employer.



401(k) Retirement Plan

Pride offers employees a 401(k) program administered by Empower. This program allows members to receive a company match directly from Pride into their 401(k). Below we have outlined the details of the 401(k) program.

Eligibility

You become eligible to start contributing into the 401(k) immediately.

Auto-Enrollment

Employees will be automatically enrolled into the 401(k) program at a 3% pre-tax contribution rate after 90 days of employment. If both 401(k) and Roth 401(k) are chosen, the contribution type (dollar or percentage) must be the same for both plans. Employees can opt out of the plan or enroll at a different rate at any time.

Please note: Employees can self-enroll immediately, but if they do not within 90 days, they will be auto-enrolled.

Match

After 1 year of service, Pride matches 25% up to the first 6% of contributions.

Service Requirement

Eligible employees must be employed on the last day of the plan year (December 31st) to be eligible for the company match.

Company Match Fundings

The match will be funded once a year based on your contributions for the whole calendar year. The match amount will be funded after the plan year ends. For example, the 2025 plan year match will be funded in 2026.

Vesting

You will be 100% vested in the company match when you complete three (3) years of service with the company. Note, the 1 year waiting period counts towards the 3 years of service.

Internal Revenue Service (IRS) Limits

The 2026 IRS annual employee contribution limit for 401(k) plans is \$24,500 and the catch-up contributions for employees age 50 and over is \$8,000. Contact Empower at **800-338-4015** or **www.empowermyretirement.com** if you have any questions.



Legal Insurance

LegalEASE could save you hundreds of dollars in attorney fees for common legal services like:

- Estate planning documents, including wills and trusts
- Real estate matters
- Financial matters, such as debt-collection defenses
- Traffic offenses
- Document reviews
- Family law, including adoptions and name changes

With LegalEASE, the group legal plan available, you get access to a nationwide network of over 14,000 pre-qualified attorneys who have an average of 25 years of experience offering a broad range of legal services. You can access an attorney by telephone or in-person for advice on an unlimited number of personal legal matters. You can also choose an out-of-network attorney and be reimbursed through the LegalEASE plan.

No matter how many times you use a network attorney over the course of the year for covered legal matters, all you pay is your monthly premium, no copayments, and no deductibles. Your spouse and dependent children also have access to the plan benefits for added peace of mind!

Visit **www.legaleaseplan.com** and click on “Attorney Locator” to find an attorney near you. Then click on “obtain a case number” to get a case number to provide to the attorney. For more information, call **800-248-9000** between 8:00 a.m. – 8:30 p.m. ET.

Identity Theft Insurance

Policy/Group # E0013838

Digital thieves constantly discover new ways to extract your personal information, open credit accounts in your name, sell your sensitive data on the dark web, and take over your financial accounts.

Norton Lifelock offers comprehensive Identity Theft Insurance that monitors multiple gateways into your identity and credit, and alerts you of fraudulent activity. Visit **<https://aon.io/3AIJLCK>** for details.

Protection Services Include:

- Credit Reports and Monitoring
- Court Records Monitoring
- Bank Account Takeover Monitoring
- Criminal Bookings Monitoring
- Credit Application Monitoring
- Sex Offender Monitoring
- Real Time Authorization Notifications
- Change of Address Monitoring
- Child Social Security Number Monitoring
- Full Service Identity Restoration Services
- Social Security Number Trace

New York’s 529 College Savings Program

This tax-advantaged savings account allows you to save for higher education costs such as tuition, fees, books, supplies and equipment for you or a family member.

This plan is available to assist in saving dollars that will apply to your or your children’s college education with convenient payroll deductions. Contribute any amount you choose to assist with college expenses. We recommend you review this 529 plan carefully before enrolling. Visit **<http://ny529atwork.org>** for details.

Pet Insurance

Policy/Group# 237219

Pet insurance can help reimburse you for covered unexpected veterinary expenses for your pet.

Now more than ever, pets are playing a significant role in our lives, and it is important to keep them safe and healthy. Help make sure your furry family members are protected against unplanned vet expenses for covered accidents or illnesses with MetLife Pet Insurance.

- A small monthly payment can help you prepare for unexpected vet expenses down the road
- More than 6 in 10 pet owners said their pet has had an emergency medical expense
- 24% of pet parents have accrued credit card or personal loan debt to cover pet health and vet costs
- Average annual cost for a routine vet visit is \$212 for a dog and \$160 for a cat; and average annual cost for a surgical vet visit is \$426 for a dog and \$214 for a cat
- Pet insurance may not cover pre-existing conditions

What's Covered

- Accidental injuries
- Illnesses
- Exam fees
- Surgeries
- Medications
- Ultrasounds
- Hospital stays
- X-rays and diagnostic tests
- Hip dysplasia
- Hereditary conditions
- Congenital conditions
- Chronic conditions
- Alternative therapies
- Holistic care
- And much more!



Get a quote by visiting
<https://metlife.com/getpetquote>
or call 800-GET-MET8



Complimentary Benefits

Company	Benefit
Brooks Brothers	Save 15% on full price merchandise at all Brooks Brothers locations in the US. ID #10990 Pin Code #60282
Alliant	Voted Nerd Wallet and Money Tips, Best Credit Union! Access Credit Union Membership, Free Financial Education, and Free Financial Well Programs for those who qualify by visiting www.alliantcreditunion.org. Company Code: PRI
1-800-flowers.com	1. Go to www.1800flowers.com 2. Stay on the Flowers tab at the top where the default tab page loads 3. Employees can shop any of the collections on that page 4. At checkout, you will be able to use the promo code to receive a 15% discount Company Code: GLOBAL
PlumBenefits Powered by TicketsatWork	Employees will now have access to exclusive savings on movie tickets, theme parks, hotels, tours, Broadway and Vegas shows & more! 1. Go to www.plumbenefits.com 2. Click on "Become a Member" 3. You will then be prompted to create an account with your email and company code Company Code: Pride
Chase	Pride Global employees can take advantage of cost savings benefits on a new home purchase and/or a refinance of an existing home loan with Chase! • \$750 Closing Cost Credit – When you purchase or refinance a home • \$1,000 When You Buy a Home – Chase has teamed up with HomeStory to reward you when you buy or sell a home through the Chase Agent Express Program • \$2,500 Closing Guarantee – Chase gives you peace of mind by promising a one-time closing in as soon as three weeks or you'll get \$2,500 on a new home purchase • Chase Affordable Lending - up to a \$3000 Chase Homebuyer Grant – Learn how to prequalify for competitive interest rates, low down payments and earn up to \$3,000 toward your new home purchase The Chase Home Lending \$750 closing cost credit is not available at Banking Centers. To take advantage of the Chase Home Lending Benefit, visit https://www.chase.com/personal/mortgage/mortgage-offer.pride.html.

Benefits Plan Premiums

Below are the employee contribution amounts for benefits effective January 1, 2026.

Medical Plans

Hourly Rate - You Pay:	Basic Rx 25 Plan Semi-Monthly Contribution	Standard Rx 25 Plan Semi-Monthly Contribution	UHC 1000 Semi-Monthly Contribution	UHC 5000 Semi-Monthly Contribution
\$8 - \$15 - Employee Only	\$48.29	\$85.82	\$699.97	\$54.00
\$8 - \$15 - Employee/Spouse	\$106.20	\$197.02	\$1,398.21	\$1,132.57
\$8 - \$15 - Employee/Child(ren)	\$81.32	\$149.25	\$1,227.32	\$998.75
\$8 - \$15 - Family	\$143.31	\$268.29	\$1,895.53	\$1,537.23
\$15.01 - \$20 - Employee Only	\$48.29	\$85.82	\$699.97	\$101.32
\$15.01 - \$20 - Employee/Spouse	\$106.20	\$197.02	\$1,398.21	\$1,132.57
\$15.01 - \$20 - Employee/Child(ren)	\$81.32	\$149.25	\$1,227.32	\$998.75
\$15.01 - \$20 - Family	\$143.31	\$268.29	\$1,895.53	\$1,537.23
\$20.01 - \$25 - Employee Only	\$48.29	\$85.82	\$699.97	\$135.08
\$20.01 - \$25 - Employee/Spouse	\$106.20	\$197.02	\$1,398.21	\$1,132.57
\$20.01 - \$25 - Employee/Child(ren)	\$81.32	\$149.25	\$1,227.32	\$998.75
\$20.01 - \$25 - Family	\$143.31	\$268.29	\$1,895.53	\$1,537.23
\$25.01 - \$30 - Employee Only	\$48.29	\$85.82	\$699.97	\$168.83
\$25.01 - \$30 - Employee/Spouse	\$106.20	\$197.02	\$1,398.21	\$1,132.57
\$25.01 - \$30 - Employee/Child(ren)	\$81.32	\$149.25	\$1,227.32	\$998.75
\$25.01 - \$30 - Family	\$143.31	\$268.29	\$1,895.53	\$1,537.23
\$30.01 - \$35 - Employee Only	\$48.29	\$85.82	\$699.97	\$202.58
\$30.01 - \$35 - Employee/Spouse	\$106.20	\$197.02	\$1,398.21	\$1,132.57
\$30.01 - \$35 - Employee/Child(ren)	\$81.32	\$149.25	\$1,227.32	\$998.75
\$30.01 - \$35 - Family	\$143.31	\$268.29	\$1,895.53	\$1,537.23
\$35.01 - \$40 - Employee Only	\$48.29	\$85.82	\$699.97	\$236.33
\$35.01 - \$40 - Employee/Spouse	\$106.20	\$197.02	\$1,398.21	\$1,132.57
\$35.01 - \$40 - Employee/Child(ren)	\$81.32	\$149.25	\$1,227.32	\$998.75
\$35.01 - \$40 - Family	\$143.31	\$268.29	\$1,895.53	\$1,537.23
\$40.01 - \$45 - Employee Only	\$48.29	\$85.82	\$699.97	\$270.08
\$40.01 - \$45 - Employee/Spouse	\$106.20	\$197.02	\$1,398.21	\$1,132.57
\$40.01 - \$45 - Employee/Child(ren)	\$81.32	\$149.25	\$1,227.32	\$998.75
\$40.01 - \$45 - Family	\$143.31	\$268.29	\$1,895.53	\$1,537.23
\$45.01 - \$50 - Employee Only	\$48.29	\$85.82	\$699.97	\$303.83
\$45.01 - \$50 - Employee/Spouse	\$106.20	\$197.02	\$1,398.21	\$1,132.57
\$45.01 - \$50 - Employee/Child(ren)	\$81.32	\$149.25	\$1,227.32	\$998.75
\$45.01 - \$50 - Family	\$143.31	\$268.29	\$1,895.53	\$1,537.23
\$50.01+ - Employee Only	\$48.29	\$85.82	\$699.97	\$576.43
\$50.01+ - Employee/Spouse	\$106.20	\$197.02	\$1,398.21	\$1,132.57
\$50.01+ - Employee/Child(ren)	\$81.32	\$149.25	\$1,227.32	\$998.75
\$50.01+ - Family	\$143.31	\$268.29	\$1,895.53	\$1,537.23

Voluntary Dental Insurance

Semi-Monthly Contributions	
Employee Only	\$16.23
Employee + Spouse	\$30.69
Employee + Child(ren)	\$36.17
Family	\$50.64

Voluntary Accident Insurance

Semi-Monthly Rates	
Employee Only	\$4.06
Employee + Spouse	\$6.19
Employee + Child(ren)	\$7.26
Family	\$10.50

Voluntary Vision Insurance

Semi-Monthly Contributions	
Employee Only	\$3.83
Employee + Spouse	\$6.46
Employee + Child(ren)	\$6.58
Family	\$10.41

Voluntary Hospital Indemnity Insurance

Semi-Monthly Rates	
Employee Only	\$6.40
Employee + Spouse	\$13.51
Employee + Child(ren)	\$11.11
Family	\$18.00

Voluntary Critical Illness Insurance

Non-Tobacco Semi-Monthly Rates Per \$1,000				
Age Band	Employee Only	Employee + Spouse	Employee + Child(ren)	Family
0-24	\$0.13	\$0.27	\$0.23	\$0.37
25-29	\$0.16	\$0.34	\$0.26	\$0.44
30-34	\$0.25	\$0.52	\$0.34	\$0.61
35-39	\$0.35	\$0.75	\$0.45	\$0.84
40-44	\$0.47	\$1.00	\$0.56	\$1.09
45-49	\$0.68	\$1.46	\$0.77	\$1.55
50-54	\$0.96	\$2.06	\$1.05	\$2.15
55-59	\$1.34	\$2.87	\$1.43	\$2.96
60-64	\$1.86	\$4.07	\$1.95	\$4.16
65-69	\$2.67	\$5.43	\$2.77	\$5.53
70-74	\$3.31	\$7.07	\$3.41	\$7.16
75-79	\$4.18	\$8.98	\$4.28	\$9.08
80-84	\$4.07	\$11.77	\$4.17	\$11.88
85+	\$6.23	\$13.34	\$6.34	\$13.44

Voluntary Critical Illness Insurance

Tobacco Semi-Monthly Rates Per \$1,000				
Age Band	Employee Only	Employee + Spouse	Employee + Child(ren)	Family
0-24	\$0.15	\$0.32	\$0.25	\$0.41
25-29	\$0.22	\$0.47	\$0.32	\$0.56
30-34	\$0.37	\$0.78	\$0.47	\$0.88
35-39	\$0.58	\$1.24	\$0.67	\$1.33
40-44	\$0.86	\$1.85	\$0.95	\$1.94
45-49	\$1.32	\$2.86	\$1.41	\$2.95
50-54	\$1.84	\$3.94	\$1.93	\$4.03
55-59	\$2.50	\$5.37	\$2.59	\$5.46
60-64	\$3.35	\$7.33	\$3.44	\$7.42
65-69	\$4.43	\$9.15	\$4.52	\$9.24
70-74	\$5.28	\$11.28	\$5.37	\$11.38
75-79	\$6.02	\$12.94	\$6.12	\$13.04
80-84	\$5.91	\$15.17	\$6.01	\$15.26
85+	\$6.83	\$14.62	\$6.92	\$14.72

Identity Theft Insurance

Semi-Monthly Contributions	
Employee Only (18+ Years Old)	\$5.00
Employee + Family	\$9.49

Voluntary Legal Insurance

LegalEASE Semi-Monthly Rate
\$8.49

Voluntary Term Life Insurance

Premiums Policy Election Cost Per \$1,000	
Employee	Semi-Monthly
15-29	\$0.017
30-34	\$0.019
35-39	\$0.027
40-44	\$0.045
45-49	\$0.070
50-54	\$0.106
55-59	\$0.171
60-64	\$0.284
65-69	\$0.454
70+	\$0.74

Voluntary Term Life Insurance (Cont.)

Premiums Policy Election Cost Per \$1,000	
Spouse	Semi-Monthly
15-29	\$0.017
30-34	\$0.019
35-39	\$0.027
40-44	\$0.045
45-49	\$0.070
50-54	\$0.106
55-59	\$0.171
60-64	\$0.284
65-69	\$0.454
70+	\$0.74

Child(ren) Semi-Monthly Premiums Policy Election Cost Per \$1,000
\$0.167

Universal Life Insurance

Premium Policy Election Cost
Rates are calculated based on age, tobacco use, amount of coverage elected, and other such factors and will be provided at the time of enrollment.

Refer to Guarantee Issue row on page above for Voluntary Life GI+AA amounts. Premiums for Voluntary Life Increase in five-year increments

*Spouse/DP coverage premium is based on Employee age. Coverage for the spouse terminates at spouse's age 70.

*Benefit reductions apply.

Contact Information

There are numerous resources available to assist you with your benefits needs and concerns.

Benefit	Contact	Phone Number	Email/Website
Benefits Team	Pride	1-212-379-2307	benefits@prideglobal.com
Medical	UnitedHealthcare	1-866-414-1959	www.uhc.com
Medical	FlexWork	1-855-892-2401	uhc.care/PrideCapitalBrainshark
Dental	Cigna	1-855-340-9388	www.cigna.com
Vision	UnitedHealthcare	1-866-414-1959	www.uhc.com
Life / AD&D	Guardian Group#496243 Pride is referred to as Pride Technologies LLC	1-800-268-2525	www.guardianlife.com
Universal Life Insurance	Transamerica	1-888-763-7474	www.transamerica.com
Disability	Guardian Group#496243 Pride is referred to as Pride Technologies LLC	1-800-268-2525	www.guardianlife.com
Critical Illness, Accident & Hospital Indemnity	Cigna	1-800-997-1654	www.cigna.com
401(k) Retirement Plan	Empower	1-800-338-4015	www.empowermyretirement.com
Commuter Benefits	WEX	1-866-451-3399	www.wexinc.com
Employee Assistance	ComPsych	1-855-239-0743 TRS: Dial 711	guidanceresources.com App: GuidanceNow Web ID: Guardian
Legal Insurance	LegalEASE	1-800-248-9000	www.legaleaseplan.com
Identity Theft Protection	Norton Lifelock	1-800-607-9174	Member Login Site: https://aon.io/3AIJLCK
Pet Insurance	MetLife	1-800-GET-MET8	www.metlife.com/getpetquote
College Savings Program	NY 529 College Savings Program	1-800-420-8580	www.ny529atwork.org

Note: Every effort has been made to ensure the information in this document is accurate. However, if there is any inconsistency between this document and the applicable plan documents, the official plan documents will always govern.



Your Benefits Administrator is also a valuable contact for premium contribution questions, eligibility and effective date issues, and member ID cards/forms.

Pride Benefits Team
212-379-2307
Pridebenefits@prideglobal.com

Medical Claim Form

What is this form for?

Use this UnitedHealthcare Claim Form to ask for payment for eligible care you've already received.



Get your money back faster. Send your expenses online.

Online submissions allow for faster reimbursement, reduced errors and saved paper. Here's the process:

1. Log in to your member website.
2. Follow steps to instantly send an online claim form.

Did you know?

You receive a higher benefit if you use a UnitedHealthcare provider. This can be especially cost effective when receiving ongoing services like physical therapy or when purchasing durable medical equipment.

Things to Remember:

- Send the claim as soon as you can and as close to the date of service as possible. Most services must be submitted within 90 days of the date you received them. [For inpatient stays, the 90 days begins on the date your stay ended.]
- Be sure your member ID and the provider's or facilities details are clearly written on the claim. This will help you receive faster payment.
- Send a detailed claim of the services from your provider, not just a receipt of your payment. Details like service codes and diagnosis codes are needed to process your claims quickly and correctly.
- Make a copy of the claim form, claim details and receipt(s) to keep for your records.
- Mail your form with the claim details and receipt(s) to the address on the back of your health plan ID card.

What happens next:

After processing your claim, you'll receive an Explanation of Benefits (EOB). The EOB explains the charges applied to your deductible (the amount you pay for covered services before your plan begins to pay) and any charges you may owe the provider. Please keep your EOB on file in case you need it in the future. You may also review your EOB information on myuhc.com.

Member ID (from Health Plan ID card):

Group Number (from Health Plan ID card):

Patient Information

Name (Last, First, MI):

Home Address:

City:

State:

ZIP Code:

Phone #:

() -

Date of Birth:

/ /

Gender:

- ☐ M
☐ F

Relationship to Subscriber /
Policyholder:

- ☐ Subscriber/Policyholder
☐ Spouse/Partner
☐ Child
☐ Other Dependent

New Address?:

- ☐ Yes
☐ No

Subscriber/Policyholder Information

(Complete this section only if it is different than the patient information.)

Employee Name (Last, First, MI):

Home Address:

City:

State:

ZIP Code:

New Address?:

- ☐ Yes
☐ No

Phone #:

() -

Date of Birth:

/ /

Provider Information

Provider Name:

Provider Tax Identification #:

Provider Address:

City:

State:

ZIP Code:

Accident Information

Date of Accident:

/ /

Type of Accident: ☐ Work ☐ Auto ☐ Other

How did the accident happen?

Other Insurance

Is the patient covered by another insurance plan? ☐ Yes ☐ No

(If yes, please complete the following information.)

Name of person carrying other insurance (Last, First, MI):

Date of Birth:

/ /

Name of Other Insurance Carrier:

Policy Number:

Employer Name:

Assignment of Benefits

☐ Please check this box if you want UnitedHealthcare to pay benefits directly to the doctor/provider.

By signing below, I am stating that the information above is correct. Any person who knowingly files a statement of claim containing any misrepresentation or any false, incomplete or misleading information, may be guilty of a criminal act punishable under law and may be subject to civil penalties.

Signature: _____

Date: / /



NOTE: This statement is intended to summarize the benefits you receive from Pride. The actual determination of your benefits is based solely on the plan documents provided by the carrier of each plan. This summary is not legally binding, is not a contract, and does not alter any original plan documents. For additional information, please contact the Human Resources department.

