

To: All HII Employees
From: Karen Velkey, HII Corporate Vice President, Benefits and Compensation
Date: April 27, 2020
Subject: Benefits Updates in Response to COVID-19

Dear HII Employees:

In response to the coronavirus (COVID-19) pandemic, HII has worked closely with its benefits service providers to ensure employees and their families have the support they need during this period of uncertainty.

Our most recent update is a change to vision insurance for those enrolled in an HII vision plan through VSP. The pandemic has caused many vision care clinics to close, which means some patients have not been able to use their vision benefit. Employees and dependents enrolled in a VSP plan for the 2019-2020 plan year now have the opportunity to use their benefit until Sept. 1, 2020. They should call VSP's service department at 800-877-7195 first, though, to explain their inability to access care during the plan year so VSP can issue proper authorization. This extension applies to HII's vision plans only.

In addition, I want to remind employees of a change to health care flexible spending accounts (FSA) and health savings accounts (HSA) as a result of the Coronavirus Aid, Relief and Economic Security (CARES) Act. Per the CARES Act, over-the-counter medical products without a prescription, such as aspirin or allergy medication, and menstrual products can now be reimbursed from a health care FSA or HSA. As a reminder, employees enrolled in a health care FSA for the 2019-2020 plan year can incur out-of-pocket expenses through Sept. 15, 2020 and submit claims by Dec. 31, 2020.

In addition to the updates above, here is a summary of the actions we have taken with our benefits services providers to provide flexibility and options for our workforce and their families. These actions include:

- Waiving the seven-day elimination period for receiving short-term disability benefits for covered illnesses and injuries.
- Providing up to five days of paid COVID-19 leave for employees who feel sick and certify they missed work due to illness.
- Making arrangements for 14 paid days if an employee has been diagnosed with COVID-19 and has been advised by a local health department or licensed medical professional to quarantine.
- Suspending the \$10 employee-paid Teladoc fee for all employees enrolled in HII's Anthem medical plans.
- Communicating schedule changes and telephonic appointment opportunities at HII's Family Health Centers, Family Vision Centers and Onsite Dental locations.
- Providing updates on financial wellness benefits and services available for short-term and long-term financial questions.
- Suspending the waiting period for newly hired represented employees so they may have immediate access to medical coverage.

You can find more information regarding these updates by accessing the COVID-19 Benefits Updates document at www.huntingtoningalls.com/employees/coronavirus-resources/.

