

A man and a woman in cycling gear are smiling and talking on a road. The man is wearing a blue and white cycling jersey and a black helmet. The woman is wearing a pink and white cycling jersey and a white helmet. They are both looking at each other and smiling. The background is a bright, sunny outdoor setting.

Adventure

2019 Benefits overview

aetna[®]

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Path to Well-being

At Aetna, we talk a lot about building a healthier world. If we're going to truly deliver on this mission, we need to acknowledge that health is more than the absence of illness. It's built through everyday habits and comprises many factors.







That's why we've entered into a five-year research partnership with faculty at the Harvard T.H. Chan School of Public Health to study the determinants of well-being. When we understand these drivers, we can better support those we serve — beginning with our employees.

Learn more about how we're redefining well-being around six dimensions and the programs we offer to support employees across these areas.



6 dimensions of well-being

We provide support across all areas of your well-being

1	 physical health	Being sufficiently healthy to be able to carry out the important tasks in life now and into the future	<ul style="list-style-type: none">• Lifestyle and condition coaching• Nutrition and fitness programs• Clinical and care management programs• Comprehensive medical plans
2	 emotional health	Being satisfied with life, having good mental health and being able to deal with difficult emotions	<ul style="list-style-type: none">• Mindfulness programs and resources• Pet therapy (select locations)• Employee Assistance Program and tools for coping with stress, depression and more
3	 financial security	Having sufficient financial resources to be able to pursue one's life goals and not overly worry about making ends meet	<ul style="list-style-type: none">• 401(k) matching• Financial coaching• Well-being reimbursement and rewards• Education assistance and student loan matching
4	 social connectedness	Having close, meaningful and supportive relationships, and being respected by and connected to community	<ul style="list-style-type: none">• Employee Resource Groups• Volunteer activities
5	 purpose	Having a sense of meaning in life, a direction to one's activities and pursuing what is most important	<ul style="list-style-type: none">• Career development• In-person, virtual and online training and resources
6	 character strengths	Having consistent thoughts and actions that contribute to the good of oneself and others	<ul style="list-style-type: none">• Mindfulness programs and resources• In-person, virtual and online training and resources• Employee recognition program

Check out the rest of this guide for an overview of the benefits Aetna offers to help you on your path to well-being.

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Disclaimer

These are only highlights of the benefits we offer. The actual plan documents are the governing documents, and if discrepancies are found, the plan documents will govern. Aetna retains the right to amend or terminate its benefits at any time, and participation in the plans described does not guarantee your right to any benefits, except as specifically provided in the plans.

Aetna 2019 Benefits overview for regular U.S. employees

(working 20 hours or more per week)

Benefits we pay for

	Description
Adoption Assistance Program	<ul style="list-style-type: none"> • Maximum \$5,000 reimbursement for adoption expenses
 <p>“In times of need, the EAP [Employee Assistance Program] is the greatest program ever available to us as employees. It’s confidential, fast service and the counselor was very experienced and helpful.”</p> <p><i>– Aetna employee</i></p> <p>EMOTIONAL HEALTH</p>	<ul style="list-style-type: none"> • Offers a wide range of support services such as confidential counseling services, resources for elder care, child care, legal and financial matters, web-based information and more • Up to five employee assistance confidential counseling sessions for each household member per incident • Access to discount programs with brand-name vendors
Basic Life insurance	<ul style="list-style-type: none"> • 1x eligible pay, with a minimum benefit of \$10,000
Business Travel Accident insurance	<ul style="list-style-type: none"> • An amount equal to the greater of \$50,000 or 5x eligible pay to a maximum of \$1,000,000
Long Term Disability (LTD)	<ul style="list-style-type: none"> • For new hires, benefit becomes effective on the 1st day of the month following 60 days of service • 26-week waiting period before LTD benefits are payable • 60% of eligible pay (taxable benefit), up to a monthly maximum benefit of \$15,000
Paid time off (PTO) and holidays	<ul style="list-style-type: none"> • PTO: 18 to 28 days annually based on length of service (prorated if scheduled to work less than 40 hours per week) • Holidays: 8 company-paid holidays
Short Term Disability (STD)	<ul style="list-style-type: none"> • For new hires, benefit becomes effective on the 1st day of the month following 60 days of service • One-week waiting period before STD benefits are payable • Up to 12 weeks of pay at 80% of base pay, then up to 13 weeks of pay at 60% of base pay, if short-term disability benefits continue to be approved

Aetna 2019 Benefits overview for regular U.S. employees

(working 20 hours or more per week)

Benefits where we share the cost with you

DENTAL PLANS	Deductible	Coinsurance
Dental Maintenance Organization* (DMO)	In network only (no out-of-network coverage) <ul style="list-style-type: none"> • No deductible • Requires primary care dentist 	Preventive 100% Ortho 75%, no maximum limit
Dental Preferred Provider Organization*	In network <ul style="list-style-type: none"> • \$50 individual/\$150 family Out of network <ul style="list-style-type: none"> • \$100 individual/\$300 family 	Preventive 100% (deductible waived) Ortho \$2,000 in network/ \$1,500 out of network (lifetime maximum)

*Where available

MEDICAL PLANS*	In-network deductibles	Coinsurance**
Aetna HealthFund® Health Savings Account (HSA) plans	\$1,400 – \$5,000 individual \$2,800 – \$10,000 individual and dependent(s) Out-of-network coverage available	80% in network 50% out of network
Aetna HealthFund® Health Reimbursement Arrangement (HRA) plans	\$1,000 – \$1,800 individual \$2,000 – \$3,600 individual and dependent(s) Out-of-network coverage available	80% in network 50% out of network
APCN Plus Aetna Whole HealthSM Health Savings Account (HSA) plan (certain geographic locations)	\$1,400 individual \$2,800 individual and dependent(s) Out-of-network coverage available	80% in network 50% out of network
Aetna Hybrid plan	\$4,000 individual \$8,000 individual and dependent(s) In network only (no out-of-network coverage)	\$25 copay for certain services

*All medical plans include an employer HSA or HRA contribution, except for Aetna Hybrid plan.

**Coinsurance limits apply.

VISION PLAN

Aetna VisionSM Preferred	<ul style="list-style-type: none"> • In- and out-of-network coverage for frames, lenses and contact lenses • Discounts on LASIK eye surgery and additional pairs of glasses
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The deductible is the amount you must satisfy before the plan begins to pay benefits. Coinsurance is the percentage of covered expenses that the plan pays after any applicable deductible has been met.

Aetna 2019 Benefits overview for regular U.S. employees

(working 20 hours or more per week)

Benefits available at an additional cost to you

(Premiums or costs are paid at 100 percent by the employee through payroll deduction)

	Description
Accidental Death and Personal Loss (AD&PL) insurance	<p>Employee</p> <ul style="list-style-type: none">• 1x to 6x eligible pay, up to a maximum of \$2,000,000 <p>Dependent</p> <ul style="list-style-type: none">• Spouse/Partner: 50% of employee's optional AD&PL• Spouse/Partner and Child(ren): 40% of employee's optional AD&PL for spouse/partner and 5% for each child• Child(ren) only: 25% of employee's optional AD&PL for each child
Aetna Accident Plan	<ul style="list-style-type: none">• Assists in covering out-of-pocket expenses associated with an accidental injury (such as dislocations, fractures and burns)• The plan can also help protect your savings should an on- or off-the-job accidental injury occur• Benefits are paid directly to the member in addition to any other medical coverage
Aetna Commuter Benefits	<p>Parking</p> <ul style="list-style-type: none">• Contribute up to \$260 pretax for work-related parking expenses <p>Mass transit</p> <ul style="list-style-type: none">• Contribute up to \$260 pretax for work-related mass transit expenses
Aetna Critical Illness Plan	<ul style="list-style-type: none">• Pays cash benefits when the member or covered family member is diagnosed with a covered serious illness (such as heart attack, stroke or cancer)• The plan helps pay out-of-pocket expenses associated with treatment and costs of living (such as rent, mortgage or day care)• Benefits are paid directly to the member in addition to any other medical coverage
Aetna Voluntary Hospital Plan	<ul style="list-style-type: none">• Provides financial protection from out-of-pocket expenses associated with a medically necessary hospital admission• The plan pays cash benefits directly to the member to help pay for out-of-pocket expenses incurred during the hospital stay, including deductibles, day care costs, mortgage payments and other living expenses

Aetna 2019 Benefits overview for regular U.S. employees

(working 20 hours or more per week)

	Description
Flexible Spending Accounts	<p>Health Care</p> <ul style="list-style-type: none">• Contribute up to \$2,650 pretax for health care expenses for yourself and your family <p>Dependent Care</p> <ul style="list-style-type: none">• Contribute up to \$5,000 (\$2,500 if married and filing separately) pretax for dependent care expenses• After the end of each year, you can lose the money in your health care and/or dependent care spending account if you don't use it
Hyatt Legal Plan	<ul style="list-style-type: none">• Provides a wide range of legal advice and fully covered legal services for employee and eligible dependents• The plan has a national network of over 12,000 attorneys. If a network attorney is used, covered legal services are provided with no additional attorney fees. If a non-network attorney is used, the plan will pay fees as determined by the plan's fee schedule.
Supplemental Term Life insurance <i>(some restrictions apply)</i>	<p>Employee Supplemental Term Life</p> <ul style="list-style-type: none">• 1x to 6x eligible pay, up to a maximum benefit of \$3,000,000 <p>Spouse/Partner Term Life</p> <ul style="list-style-type: none">• \$10,000 increments up to \$100,000, \$150,000, \$250,000 <p>Child Term Life</p> <ul style="list-style-type: none">• \$10,000, \$15,000, \$20,000

Aetna 2019 Benefits overview for regular U.S. employees

(working 20 hours or more per week)



Financial benefits

	Description
Aetna 401(k) Plan	<ul style="list-style-type: none">• All regular full-time and part-time U.S. employees (and individuals employed by Aetna as temporary employees) are eligible to participate• Immediate eligibility for employee and employer contributions• Automatically enrolled at a pre-tax contribution of 3 percent of eligible pay• Company-matching contributions are 100 percent of the first 6 percent of eligible pay• Immediate vesting for employee and employer contributions
Employee Tuition Assistance Program	<ul style="list-style-type: none">• Reimbursement for 100% of eligible expenses associated with degree or job-related college courses, certificates and certifications• The annual (calendar year) cap is:<ul style="list-style-type: none">- Full-time employees (scheduled to work 40 hours per week): \$5,000 for courses that are part of a degree program, or \$2,500 for job- or career-related courses or certificate and certification programs- Part-time employees (scheduled to work 20 to 39 hours per week): \$2,500 for courses that are part of a degree program, or \$2,500 for job- or career-related courses or certificate and certification programs
Student Loan Repayment Program	Provides matching student loan repayment assistance to employees who have eligible loans for completed degrees within certain guidelines


Aetna 2019 Benefits overview for regular U.S. employees

(working 20 hours or more per week)

Well-being programs

	Description
Aetna Resources For Living	<ul style="list-style-type: none">• Offers a wide range of support services such as confidential counseling services, resources for elder and child care, help with legal and financial matters, web-based information and more• Up to five employee assistance confidential counseling sessions for each household member per incident• Access to discount programs with brand-name vendors
Employee discounts	Discounts on travel, electronics, home products, auto parts and accessories, groceries, flowers, gifts, dining, family care, wellness, apparel, books, fitness, hearing products and services, natural products and services, oral health care products, vision products and services, weight management programs and more
Financial well-being  <i>"I was overwhelmed to talk about what was going on financially and now after talking about it, I have a plan for how to be free from credit card debt by using resources provided for credit counseling and planning."</i> – Aetna employee FINANCIAL SECURITY	The Aetna Financial Education program offers personal financial consultation services from Alight Financial Education Specialists, certified financial planners provided by Financial Finesse and UBS financial services.
Fitness centers and programs  <i>"It has changed my life ... a new year's resolution is becoming a way of life! Positive reinforcement from staff, and making it easy to stay committed. Love it!"</i> – Aetna employee PHYSICAL HEALTH	Currently, there are 46 Aetna office locations with fitness centers/ rooms and/or group exercise classes.

	Description
Grokker	Get thousands of stunning expert-led yoga, meditation, fitness and cooking videos on-demand for FREE. Be a better you with Grokker anytime, anywhere, through many different devices. Whether you want to take a quick stretch break at your desk, follow a guided meditation at the park, or do a high-intensity workout in your home, Grokker helps to fit healthy living into your busy life.
Health Your Way (lifestyle and condition coaching)	<p>You have access to trained well-being professionals, registered dietitians and nurses to support you in reaching your personal goals, whether it's:</p> <ul style="list-style-type: none"> • Quitting tobacco products • Losing weight • Starting an exercise program • Managing stress • Eating healthier • Preventing disease and any other goal you may have <p>Our coaches can help you make effective and practical changes through a program that fits your life and your schedule.</p> <p>Work one-on-one with a coach, in-person (at select locations) or by telephone.</p>
Massage therapy	Feel stress and tension melt away. Return to work feeling renewed and refreshed. Therapists offer recovery massage, acupressure for migraines, forearm and wrist massage and reflexology. Massage therapy is currently available at 20+ Aetna offices.
Medical plan premium credits	Premium credits are available for non-tobacco use and metabolic syndrome testing. See page 15 for more information.

	Description
<p>Mindfulness</p>  <p><i>“Mindfulness can be the foundation for building character strength. First we learn to trust ourselves. Then we cultivate trust in others. Trust allows people to act freely, without fear, to achieve great things.”</i></p> <p><i>– Aetna employee</i></p> <p>CHARACTER STRENGTHS</p>	<p>Mindfulness is paying full attention to your present moment with an attitude of openness and curiosity. Research has shown mindfulness to have positive effects on emotional, mental, physical and behavioral health, which contribute to an individual’s overall well-being.</p> <p>At Aetna, we believe that practicing mindfulness is so important because it helps us to be more engaged in our lives and effective at work. We offer a range of in-person and virtual programs and resources to help our employees learn, explore and create a mindfulness practice.</p> <ul style="list-style-type: none"> • Digital apps: Resources to deepen mindfulness practices while on the go • Discover Mindfulness: Internal site offering a variety of tools and resources to employees • Lifestyle and condition coaching: Working one-on-one or in a group with a wellness coach, in-person or by telephone • Mindful Midday calls: Brief calls where an instructor leads a mindfulness practice • Mindfulness Center (Hartford, CT): Onsite space where employees can stop by to participate in mindfulness practices, workshops and talks • Mindfulness Challenge: Annual four-week online program featuring videos, articles, work tips and guided mindfulness practices • Online programs: Highly engaging and effective mindfulness programs delivered to your desk in partnership with eMindful
<p>myStrength</p>	<p>Join the health club for your mind.</p>
<p>Walkstation program</p>	<p>Purchase a Walkstation at a discounted price for the office or your home.</p>

	Description
Well-being Reimbursement Program	All active U.S.-based Aetna employees who are eligible for Aetna medical benefits can receive up to a \$200 reimbursement as taxable income in 2019 to offset qualified wellness program expenses as part of Aetna's Well-being Reimbursement Program.
Well-being Rewards Program	<ul style="list-style-type: none"> • Employees can earn up to \$500 and their eligible family members can earn up to an additional \$500. • Employees normally scheduled to work 20 or more hours per week may participate, even if not enrolled in a medical plan. • Rewards provided for: Tracking physical activity and family activities, completing financial wellness activities, participating in lifestyle and condition coaching, and reaching certain levels in the digital coaching: Health Goals and Education program. • You must complete a health assessment to be eligible to receive rewards.
Well-being webinars	Attend free webinars and learn something new.
Wellness Works Centers	Located in Hartford, CT and Phoenix, AZ, the centers are fully integrated, offering a broad array of programs and services, such as acute care, massage therapy, a fitness center and more.
Zipongo	Eat healthier with Zipongo. Access recipes personalized to your dietary preferences, plan meals and get deals on groceries.



“When I was asked to take on the Women’s ERG, I didn’t even know we had such an organization. What I did know ... I had been given the chance to build on and strengthen an organization that was meant to provide the same mentorship and sponsorship opportunities I have been so fortunate to experience. Together, with a board of strong female leaders, we are developing opportunities for ALL women in Aetna to be inspired and fulfill their personal success.”

– Aetna employee

SOCIAL CONNECTEDNESS

Premium credits

Medical plan premium credits

We offer two programs that you and your spouse/partner — if he/she is covered under your Aetna medical plan — can participate in that may allow you to earn premium credits on your 2019 medical plan contributions.

- You and/or your spouse/partner have not used tobacco products in the past 12 months and you complete the online attestation
- You and/or your spouse/partner participate in the voluntary metabolic syndrome testing for all five risk factors



"I love that this [developU] is targeted to make you the best version of you. It's not solely based on work."

– Aetna employee

PURPOSE

Amount of premium credits

Each premium credit earned is equal to \$12.50 on a semimonthly basis. You can earn up to two premium credits (one for metabolic syndrome testing and one for non-tobacco use). Your spouse/partner — if he/she is covered under your Aetna medical plan — can also earn up to two premium credits (for a total of four credits toward your medical plan premium).



Availability of Language Assistance Services

TTY: 711

To access language services at no cost to you, call 1-800-558-0860.

Para acceder a los servicios de idiomas sin costo, llame al 1-800-558-0860. (Spanish)

如欲使用免費語言服務，請致電 1-800-558-0860。 (Chinese)

Afin d'accéder aux services langagiers sans frais, composez le 1 800 558-0860. (French)

Para ma-access ang mga serbisyo sa wika nang wala kayong babayaran, tumawag sa 1-800-558-0860. (Tagalog)

Um auf für Sie kostenlose Sprachdienstleistungen zuzugreifen, rufen Sie 1-800-558-0860 an. (German)

للحصول على الخدمات اللغوية دون أي تكلفة، الرجاء الاتصال على الرقم 1-800-558-0860. (Arabic)

Pou jwenn sèvis lang gratis, rele 1-800-558-0860. (French Creole-Haitian)

Per accedere ai servizi linguistici, senza alcun costo per lei, chiami il numero 1-800-558-0860. (Italian)

言語サービスを無料でご利用いただくには、1-800-558-0860 までお電話ください。 (Japanese)

무료 언어 서비스를 이용하려면 1-800-558-0860 번으로 전화해 주십시오. (Korean)

برای دسترسی به خدمات زبان به طور رایگان، با شماره 1-800-558-0860 تماس بگیرید. (Persian-Farsi)

Aby uzyskać dostęp do bezpłatnych usług językowych proszę zadzwonoć 1-800-558-0860. (Polish)

Para acessar os serviços de idiomas sem custo para você, ligue para 1-800-558-0860. (Portuguese)

Для того чтобы бесплатно получить помощь переводчика, позвоните по телефону 1-800-558-0860. (Russian)

Nếu quý vị muốn sử dụng miễn phí các dịch vụ ngôn ngữ, hãy gọi tới số 1-800-558-0860. (Vietnamese)

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Non-Discrimination Notice

Aetna complies with applicable Federal civil rights laws and does not unlawfully discriminate, exclude or treat people differently based on their race, color, national origin, sex, age, or disability.

We provide free aids/services to people with disabilities and to people who need language assistance.

If you need a qualified interpreter, written information in other formats, translation or other services, call 1-800-558-0860.

If you believe we have failed to provide these services or otherwise discriminated based on a protected class noted above, you can also file a grievance with the Civil Rights Coordinator by contacting:

Civil Rights Coordinator,
P.O. Box 14462
Lexington, KY 40512
(CA HMO customers: P.O. Box 24030, Fresno, CA 93779)

1-800-648-7817, TTY: 711

Fax: 859-425-3379 (CA HMO customers: 860-262-7705)

CRCoordinator@aetna.com.

You can also file a civil rights complaint with the U.S. Department of Health and Human Services, Office for Civil Rights Complaint Portal, available at <https://ocrportal.hhs.gov/ocr/portal/lobby.jsf>, or at: U.S. Department of Health and Human Services, 200 Independence Avenue SW., Room 509F, HHH Building, Washington, DC 20201, or at 1-800-368-1019, 800-537-7697 (TDD).

Aetna is the brand name used for products and services provided by one or more of the Aetna group of subsidiary companies.

