



Benefit coverage for **Lowe's Employees**

we're making enrollment easier than ever!

It's time for all regular, part-time employees* to consider their limited-medical, life, and short-term disability options for the 2013/2014 plan year. Both new enrollment and change elections must be completed by July 5. Just log on to myloweslife.com > My Lowe's Life > My Home > Benefits Choices Guide, to complete the Part-Time Benefit Enrollment.

The average length of stay in a U.S. hospital was 4.8 days.¹

¹ National Hospital Discharge Survey: 2007 Summary, tables 1, 8 of the National Health Statistics Report, CDC, released February 18, 2011.

*Except employees working in New Hampshire and Minnesota and employees working and/or living in Massachusetts. Hawaii employees are not eligible for the minimedical plan only.



Employees currently enrolled in the limited medical - High or Low option - life and/or short-term disability options don't need to re-enroll if they want their coverage to continue for the next plan year. Employees who want to make changes or cancel their coverage need to log on to myloweslife.com > **My Lowe's Life** > **My Home** > **Benefits Choices Guide** to complete their Part-Time Benefits Enrollment changes. **All new enrollment elections or changes will be effective August 1, 2013.**



**Important,
Please Read**

You must enroll during the annual enrollment period, June 10 - July 5, 2013, or you will have to wait until the next year's Annual Enrollment period.

By enrolling, you understand and agree that in the event your employment terminates, whether voluntarily or involuntarily, prior to full payment of all premiums owed to Lowe's, Lowe's may withhold the unpaid amounts from your final paycheck.

3 easy steps to enroll

- Review your benefit options
- Choose the plan that best fits your needs
- Log on to myloweslife.com > **My Lowe's Life** > **My Home** > **Benefits Choices Guide**, to complete the Part-Time Benefits Enrollment by July 5, 2013

part-time employee benefits overview

BOTH MEDICAL PLAN OPTIONS INCLUDE A PREFERRED PROVIDER NETWORK

Medical plan options include the availability of a preferred provider organization (PPO) network through PHCS. By using a PPO provider, you will generally have reduced costs if you use in-network providers. An in-network provider is a physician, hospital or medical provider participating in the PHCS Network that provides health care services at reduced rates. This makes your claim dollars go farther and saves the medical plan money, which hopefully will help keep premium costs down.

PPO lists are available through myloweslife.com, by clicking on the PHCS link or by calling the PHCS Network Provider Information Line at 1-888-593-7427.

LIMITED MEDICAL PLAN OPTIONS

See the 2013/2014 rates for each plan option: High and Low limited benefit Medical Plan, posted later in this guide. Each option is priced separately. Weekly/biweekly contributions will be deducted on an after-tax basis for the High and Low limited medical, life, and short-term disability options.

MEDICAL PLAN OPTIONS

See the Medical Plan Options chart for a description of these options. All options include coverage for doctor's office visits, hospital room and board charges, hospital inpatient expenses, outpatient expenses and prescription drugs, including a prescription drug discount program. Coverage is available for employee or family coverage.

LIFE OPTION

Employees can elect \$20,000 coverage for themselves, and \$10,000 for their spouse or domestic partner and/or \$10,000 for their dependent children and/or their domestic partner's children.

SHORT-TERM DISABILITY OPTION

This coverage provides replacement income, up to \$650 per month, if you become totally disabled because of sickness or off-the-job injury and you can't work. Benefits are available after you've been off work for seven (7) days, and are payable for up to 13 weeks. Certain pre-existing conditions apply.

This guide is incomplete without the Foundations for Success book. For a complete description of the benefits, limitations and exclusions, see the Foundations for Success book, online at myloweslife.com > **My Health** > **Foundations for Success**.

medical plan options

MEDICAL PLAN OPTION		HIGH OPTION	LOW OPTION
Coverage Year Maximum Benefit Use the PHCS Network to maximize your coverage.		\$5,000 (all categories combined)	\$2,500 (all categories combined)
Medical Expense Insurance		\$5,000	\$2,500
Annual Outpatient Maximum All covered services, including Doctor's Office Visit and Outpatient Expenses & Prescription Drug categories.		\$1,000	\$1,000
Doctor's Office Visit Pays (per insured) all expenses incurred during the office visit, except for a \$20 Office Visit Copay (no deductible) when using a preferred provider. The Copay is \$30 when using a non-preferred provider.		Charges are subject to the \$1,000 Outpatient Maximum per Coverage Year, Reasonable and Customary	Charges are subject to the \$1,000 Outpatient Maximum per Coverage Year, Reasonable and Customary
Outpatient Expenses & Prescription Drugs (Both plans include the prescription discount drug program) Pays (per insured) 80% of covered medical expenses after meeting a \$300 Coverage Year Deductible per person (\$600 per Family) when using a preferred provider. The coinsurance is payable at 70% when using a non-preferred provider.		Charges are subject to the \$1,000 Outpatient Maximum per Coverage Year, Reasonable and Customary	Charges are subject to the \$1,000 Outpatient Maximum per Coverage Year, Reasonable and Customary
Hospital Room & Board Charges Pays (per insured) Room & Board covered expenses of \$150 per day for accommodations other than an Intensive Care Unit (ICU). ICU covered expense is \$300 per day. Covered expenses are subject to the \$300 Coverage Year Deductible (\$600 Family) and payable at 80% when using a preferred provider. The coinsurance is payable at 70% when using a non-preferred provider.		Room & Board - \$150/day ICU - \$300/day	Room & Board - \$150/day ICU - \$300/day
Hospital Inpatient Expenses (other than Room & Board) These represent hospital charges other than Room & Board. Payable at 80% when using a preferred provider after the \$300 Coverage Year Deductible (\$600 Family). The coinsurance is payable at 70% when using a non-preferred provider.		Charges are subject to a \$500 Coverage Year Maximum	Charges are subject to a \$500 Coverage Year Maximum
MEDICAL OPTION		HIGH OPTION	LOW OPTION
Employee		Bi-Weekly \$32.52	Bi-Weekly \$24.96
Family		\$83.28	\$63.90
LIFE OPTION		Bi-Weekly	
Employee		\$2.00	
Family		\$4.00	
SHORT TERM DISABILITY OPTION		Bi-Weekly	
Employee		\$4.00	

notice of a waiver from the annual limit requirement

The Affordable Care Act prohibits health plans from applying arbitrary dollar limits for coverage for key benefits. This year, if a plan applies a dollar limit on the coverage it provides for key benefits in a year, that limit must be at least \$2 million.

Your health insurance coverage, offered by American Heritage Life Insurance Company, does not meet the minimum standards required by the Affordable Care Act described above. Instead, it puts an annual limit of:

LOW OPTION	HIGH OPTION
\$2,500 Annual Maximum	\$5,000 Annual Maximum
\$500 Inpatient Services	\$500 Inpatient Services
\$1,000 Outpatient Services	\$1,000 Outpatient Services

This means that your health coverage might not pay for all of the health care expenses you incur. For example, a stay in a hospital costs around \$1,853 per day. At this cost, your insurance would only pay a partial amount of the cost for a few days.

Your health plan has requested that the U.S. Department of Health and Human Services waive the requirement to provide coverage for certain key benefits of at least \$2 million this year. Your health plan has stated that meeting this minimum dollar limit this year would result in a significant increase in your premiums or a significant decrease in your access to benefits. Based on this representation, the U.S. Department of Health and Human Services has waived the requirement for your plan until July 31, 2014.

If the lower limits are a concern, there may be other options for health care coverage available to you and your family members. For more information, go to: www.HealthCare.gov.

If you have any questions or concerns about this notice, contact Allstate Benefits at 1-800-937-7039.

In addition, you can contact your state insurance department at: 1-800-546-5664.

Kaiser Family Foundation, "Expenses Per Inpatient Day," State Health Facts (2009), available at <http://www.statehealthfacts.org/comparebar.jsp?yr=92&typ=4&ind=273&cat=5&sub=68> (\$1,853 per day for hospital cost average).

HELPFUL REMINDERS ABOUT YOUR PART-TIME BENEFITS PACKAGE

- All enrollment, change and coverage cancellations must be entered through myloweslife.com
- Personalized I. D. cards for the medical plan will be sent after August 1 to all participants enrolled for the 2013/2014 plan year
- Your enrollment is completely voluntary
- These options offer an affordable way to help protect your financial health
- Only available as an employer-sponsored benefit — cannot be purchased elsewhere as an individual policy
- Guaranteed Insurability — no medical questions. You now have the opportunity to sign up for medical, life, and short-term disability insurance on a guaranteed issue basis through Lowe's, if you enroll before August 1, 2014
- Pay for your coverage through the convenience of payroll deductions
- Pre-existing condition limitations will apply to the limited benefit medical and disability plan options. See the Foundations for Success book for details
- If the new deductions do not appear on your August 15, 2013 paycheck, see your HR Manager or Benefit Administrator immediately
- You have only four weeks to enroll, June 10 - July 5, 2013

This material is valid as long as information remains current, but in no event later than May 1, 2016.

Medical, life and short term disability coverage is provided by policy forms G-3000, GVL-4000, and GVD-4000, or state variations thereof.

This brochure highlights some features of the policies but is not the insurance contract. This is a brief overview of the benefits available under the Group Voluntary Policies underwritten by American Heritage Life Insurance Company (Home Office, Jacksonville, FL). Details of the insurance, including exclusions, restrictions and other provisions are included in the certificates issued. For costs and complete details, exclusions, and limitations, contact the Allstate Benefits Lowe's call center at, **1-877-215-0939**. Or, go to www.allstatebenefits.com/lowes.



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