AMERILUX
FAMILY OF COMPANIES

AmeriLux
Healthcare Benefits

2026-2027

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Creating a **Win-Win** Healthcare Plan

AmeriLux has been on a bold journey to challenge healthcare standards, driven by our shared vision to enhance the healthcare experience for you and your families while taking greater control of our future within the U.S. healthcare system.

Together, we've brought back affordable, high-quality healthcare for our entire team. We've made the healthcare experience at AmeriLux more personal, more accessible, and truly different.

For the 2026–2027 plan year, we are moving to the Copay Clarity plan administered by our trusted partner, Prairie States. With Copay Clarity, our plan keeps its $0 deductible, and you can use the Copay Clarity portal to see exactly what a visit will cost before you go—including providers available to you at a $0 copay. We are also introducing the FiveStar program through Prairie States, your new personal resource for care guidance and planning.

Moving forward, our focus remains on sustaining and enhancing this initiative. Here are five critical steps you can continue to take to support these ongoing efforts:

1. Use our independent Primary Care Clinics: Take advantage of Anovia Clinics, which offer free services to team members.
2. Lock in $0-copay care with Copay Clarity: Use the Copay Clarity portal to find providers where many services cost you $0, and lock in your copay before your visit.
3. Visit the Green Bay Emergency Room & Hospital for true emergencies: This full-service ER in De Pere is available for a reduced $375 copay—lower than the standard $500 emergency room copay. For non-emergencies, please use an Anovia clinic, urgent care, or Doctor On Demand.
4. Access Doctor On Demand: Enjoy free, 24/7 urgent care with convenient video visits—anytime, anywhere.
5. Engage with FiveStar: For help planning care, understanding costs, or finding $0 copay providers, connect with the FiveStar team through Prairie States.

The U.S. healthcare system can be complex and challenging, but with our trusted partners, we're here to guide you every step of the way. Your ongoing engagement is the driving force behind our ability to build a sustainable healthcare solution for both today and the future.

For any questions or support, please contact Human Resources: Saige Diedrich, Carley Voss, Alice Grawey, Melanee Tannehill, or Joe Nick.

– Saige & Joe

Core Benefit Details

As part of your compensation package, AmeriLux Family of Companies provides eligible team members with benefit options that include:

- On-Site Health Clinic
- $0 Deductible Healthcare Plan
- Vision Insurance
- Dental Insurance
- Dependent Care & Flexible Spending Accounts
- Short Term & Long Term Disability Insurance

Making Your 2026–2027 Benefit Elections

What to consider when enrolling in benefits:

- Do you understand our Copay Clarity healthcare plan and the FiveStar program?
- Do you want to enroll in the dental or vision plans?
- Do you understand the financial benefits of a Flexible Spending Account?
- Are you prepared for the unexpected, whether it involves you, your spouse, or your dependents? Consider enrolling in one of our voluntary benefits to ensure added support when you need it most.
- Do eligible family members need health or insurance benefits? Note: If you cover a child who is turning 26 during the plan year, coverage will end on the last day of their birthday month.
- Does your spouse have access to medical coverage through their employer? There is a $200 per paycheck surcharge ($4,800 annually) if you add them to your AmeriLux healthcare plan. No surcharge applies if your spouse is enrolled in the AmeriLux plan and has no coverage available through their own employer, or if your spouse does not work or is self-employed.
- If you are covering your spouse or eligible dependent children, you will be required to provide proof of dependent eligibility. This includes a copy of your marriage certificate or a copy of each dependent child's birth certificate. Failure to submit the required documentation could result in a loss of coverage for those dependents. Eligibility checks will happen routinely.

How & When to Enroll

Benefit enrollment for the 2026–2027 plan year runs **July 5–18, 2026**. Register and make your elections through Employee Navigator using the AmeriLux unique identifier **Amerilux_International**. If you miss the enrollment deadline, you will not be able to enroll unless you experience a qualifying life event.

Enrollment is passive: your current benefit elections will carry over exactly as they are unless you actively make a change during the enrollment window.

AmeriLux's Benefit Year is August 1st to July 31st

Benefit Eligibility

Am I eligible for benefits?

- All A-Team members working a minimum of 30 hours per week are eligible for benefits.
- Part-time, seasonal, temporary, and intern A-Team members are not eligible for healthcare benefits.

Are you new to AmeriLux?

- You must make your benefit elections within **30 days of your date of hire**. If you do not enroll within this time span, benefits will be waived for the current plan year.
- Benefits for you and enrolled dependents are effective the first day of the calendar month following completion of the applicable waiting period—30 consecutive days from your date of employment as an active hourly employee, or 30 consecutive days from your date of employment as an active salaried employee.
- Premium deductions will appear on the first paycheck after your benefits have started.

Managing Your Benefits

Can you change your benefits once enrolled?

» Once enrolled in benefits, you may only make changes if you experience a qualified employment or life event.

What is a qualifying life event?

» A qualifying life event is a change in your situation—such as marriage or divorce, the birth or adoption of a child, a dependent gaining or losing other coverage, or a change in you or your spouse's employment—that allows you to make benefit changes outside of Open Enrollment.

Qualifying Life Events

» Birth, adoption, or placement for adoption of a dependent child

» Gain/loss of dependent coverage

» Death of a dependent

» A move to a different area

» A change in your or your spouse's employment

Do I need to submit any paperwork if I have a qualifying event?

» Yes. Human Resources will need to receive documentation reflective of the qualifying event such as a birth certificate, marriage/divorce paperwork, or a notice from a spouse's employer that there has been a change in coverage.

» These must be submitted within 30 days of the qualifying event to gain coverage.

If I leave AmeriLux, when will my healthcare end?

» Your benefits will terminate on the last day of the month that you are employed with AmeriLux.

For example, if your last day of employment is May 1st, your benefits would end at the end of the day on May 31st.

How long do I have to notify AmeriLux when a qualifying event happens?

» AmeriLux must be notified within 30 days of a qualifying event.

What happens if I forgot to enroll in benefits with AmeriLux?

» You have three ways to join the AmeriLux plan: upon your start, during open enrollment, or if you experience a qualifying life event. If you miss an enrollment window, you will not be able to gain coverage through AmeriLux until the next open enrollment period or if you experience a qualifying life event.

Plan Contacts

Benefits Information

Coverage	Carrier	Phone Number	Website / Email
FiveStar	Prairie States	833-815-7020	Prairieontheweb.com
Health	Prairie States	833-815-7020	Prairieontheweb.com
Pharmacy	Ventegra	877-867-0943	CCT@ventegra.com Live Chat: www.ventegra.com
Dental & Vision	Delta Dental	800-236-3712	www.deltadental.com
Short/Long Term Disability, Life & AD&D	The Hartford	888-277-4767	www.thehartford.com
Dependent & Flex Spending Accounts	BRI	800-473-9595	www.benefitresource.com
Group Whole Life Insurance	Mass Mutual	800-272-2216	www.massmutual.com
Critical Illness, Hospital Indemnity, Accident	Aflac	800-992-3522	www.aflac.com

Use the contact information above if you have questions about your benefits, need assistance with your coverage, or want to speak with your plan provider.

Clinic & Emergency Contacts

Coverage	Carrier	Phone Number	Website / Email
De Pere Clinic	Anovia Health	920-289-4206	www.anoviahealth.com
Menomonie Clinic	Anovia Health	715-953-0238	www.anoviahealth.com
Telehealth	Dr. On Demand	800-997-6196	www.drondemand.com
De Pere Emergency Room	GB ER & Hospital	920-610-1990	www.greenbayer.com

Use the contact information above to schedule appointments, or receive assistance with your health concerns.

FiveStar Care Resource

NEW FOR 2026–2027: FiveStar through Prairie States replaces the Collaborative Care program.

FiveStar is a personal care resource in place to ensure that you and your family members are receiving the best and most affordable care. Reach out at any time for guidance or plan questions.

» Contact FiveStar when you are unsure of where to receive treatment, whether to receive treatment, or what care will cost.

» The FiveStar service is always free to team members and dependents.

» Copays are no longer waived. Instead, use the Copay Clarity portal to view providers available to you with a $0 copay.

FiveStar FAQ's

What is FiveStar?

Your plan gives you access to a team of benefit and clinical experts through Prairie States who will work together to help you match care with the best quality providers.

What happened to Collaborative Care copay waivers?

Copay waivers ended with the Collaborative Care program on July 31, 2026. Under the Copay Clarity plan, you can see your exact copay before you receive care—and find providers with a $0 copay—in the Copay Clarity portal.

Are conversations with FiveStar confidential?

Your health plan and the FiveStar team follow all HIPAA guidelines and take the utmost care in securing data and information. Claim information is de-identified to your employer. Individual health record information is available to the FiveStar team in conjunction with their efforts to assist you in coordinating your care needs and accessing the best benefits.

How do I access the FiveStar team?

Call 833-815-7020 or visit prairieontheweb.com.

Does this cost me anything?

Guidance through the FiveStar Team cost nothing to you. The team is available to support any question you have.

Do I have to follow the advice of the FiveStar team?

FiveStar will provide you with options. You can choose how you want to proceed. These options will always have the intent of providing you with high quality, affordable care: planning for routine lab work, specialty visits, and condition management. For care needed within 24 hours, use your telehealth option or your local urgent care clinic.

When should I NOT contact FiveStar?

When you are experiencing a medical emergency, always dial 911 or get to the nearest emergency room. For non-emergency but urgent matters, your FiveStar team should always be contacted.

Care Guide

Below are some recommended courses of action that you can follow in non-emergency situations.

For life-threatening situations call 911.

Symptom	Course of Action	Contact Information
Cold / Flu / Strep Throat	24/7 Option: Dr+ on Demand De Pere & Menomonie: Anovia	De Pere 920-289-4206 Menomonie 715-953-0238
Blood Draws & Vaccines	De Pere & Menomonie: Anovia	De Pere 920-289-4206 Menomonie 715-953-0238
Earache	24/7 Option: Dr+ on Demand De Pere & Menomonie: Anovia	De Pere 920-289-4206 Menomonie 715-953-0238
Stitches & Lacerations	De Pere & Menomonie: Anovia Urgent Care or GB ER & Hospital	De Pere 920-289-4206 Menomonie 715-953-0238 GB ER & Hospital 920-610-1990
Prescription Refills	24/7 Option: Dr+ on Demand De Pere & Menomonie: Anovia	De Pere 920-289-4206 Menomonie 715-953-0238
Mental Health	24/7 Option: Dr+ on Demand	Dr+ on Demand
Urinary Tract Infection	24/7 Option: Dr+ on Demand De Pere & Menomonie: Anovia	De Pere 920-289-4206 Menomonie 715-953-0238
Broken Bone (non-severe)	Urgent Care or GB ER & Hospital	Local Urgent Care GB ER & Hospital 920-610-1990
Broken Bone (severe or after hours)	De Pere: GB ER & Hospital Menomonie: Emergency Room	GB ER & Hospital 920-610-1990 Local Emergency Room
Severe Headache	24/7 Option: Dr+ on Demand De Pere & Menomonie: Anovia	De Pere 920-289-4206 Menomonie 715-953-0238
Mammogram / Colonoscopy	Contact FiveStar	FiveStar 833-815-7020
Ultrasound / MRI / CT scan	Contact FiveStar	FiveStar 833-815-7020
Seizure	De Pere: GB ER & Hospital Menomonie: Emergency Room	GB ER & Hospital 920-610-1990 Local Emergency Room
All Other Non-Emergencies	Contact FiveStar	FiveStar 833-815-7020

For all other non-emergency situations contact FiveStar.

Medical FAQ's & Terms

What type of healthcare plan does AmeriLux offer?

AmeriLux offers the Copay Clarity plan: a zero-dollar deductible healthcare plan where you choose your care. Our plan allows you to visit any doctor, at any facility, to help ensure you and your family have the best care possible.

What is Copay Clarity?

Copay Clarity is a plan design through our third-party administrator, Prairie States, which shows you exactly what you will pay—your copay—before you receive care. Use the Copay Clarity portal to compare providers and find options with a $0 copay.

What is a copay?

A copay is a set fee for a service that is paid by the patient to the provider.

What is a premium?

A premium is an amount paid to keep your healthcare plan active.

What is a deductible?

A deductible is a fixed amount that an individual pays before insurance steps in and pays the benefit bill. The AmeriLux health plan has a $0 deductible.

What is an out-of-pocket maximum?

This is the maximum that you would pay as a user of the AmeriLux healthcare plan. This total is reached through copays.

Does everyone in my family need to meet the maximum out-of-pocket?

No, family members combine to satisfy the annual out-of-pocket maximum.

What is the difference between an out-of-pocket maximum and a deductible?

The deductible is the amount you pay out-of-pocket for healthcare services before your insurance starts covering costs. The out-of-pocket maximum is the most you will pay in a year for covered services, after which your insurance pays 100% of covered expenses. The AmeriLux plan has a $0 deductible.

What is the difference between a primary care visit and a specialty care visit?

- A primary care visit is normally to a primary doctor who performs routine care such as wellness checkups, annual physical exams, regular sick or injury visits, and vaccinations.
- A specialty care visit is to see a specialist who is familiar with a specific medical situation. This provider can help guide you through more detailed options for a specific condition.

What is the difference between urgent care and an emergency room?

- Urgent care centers are for patients who have immediate but non-life-threatening health issues that require immediate treatment, such as back or muscle pain, cuts or minor burns, earaches, urinary tract infections, vomiting and/or diarrhea, sprains or joint pains, and upper respiratory infections.
- The ER is for people experiencing severe or life-threatening illnesses or injuries, such as chest pain or pressure, compound fractures, head injuries, seizures, shortness of breath, and uncontrolled bleeding.

What is an inpatient facility vs. an outpatient facility?

- An inpatient facility requires a patient to stay overnight for at least one night.
- An outpatient facility allows patients to return home after their procedure or appointment has concluded.

What are the differences between a minor level and a major level hospital and facility copay?

- Lower-level hospital and facility copays apply to services such as the emergency room ($500), ambulance (air and ground), and durable medical equipment.
- Higher-level hospital and facility copays apply to services such as inpatient room and board, labor and delivery, advanced diagnostics, and inpatient residential treatment. These range from $1,000 up to $8,000 depending on the service—your exact copay is shown in the Copay Clarity portal before you receive care.

How often am I charged for healthcare premiums?

Healthcare premiums will be deducted semi-monthly from your paychecks a total of 24 times per year. If you have a surcharge, this will be deducted along with your premiums.

When will I receive my ID cards?

You should receive your ID cards within two weeks of enrollment. If you need them sooner, please contact Human Resources to have a digital copy sent to you.

Where is my coverage accepted?

Your coverage is accepted by any provider.

- If you live in Northeast Wisconsin, be sure to mention that you are part of the HPS network when presenting your coverage.
- If you live outside of Northeast Wisconsin, let providers know you are part of the Alliance Trilogy network.

Where can I view my claims and healthcare coverage?

You and your dependents' personal info can be viewed in the Prairie States online portal.

Can I change my insurance mid-year?

Yes, team members can drop insurance mid-year but are only able to re-enroll with a qualifying event.

What do I do if I believe I was billed wrong?

If you believe you were billed wrong, you can contact Human Resources or reach out to Prairie States at 800-615-7020.

What is the Anovia Clinic?

The Anovia clinic is a free healthcare clinic both on the De Pere campus and in Menomonie where all full-time team members can receive primary care. Members of the healthcare plan and dependents have unlimited access to Anovia. Full-time, non-plan members have access to the facility free of charge six (6) times per plan year.

Medical Plan

The AmeriLux Medical Plan

We are proud to be able to offer you the option to purchase affordable and competitive medical care. For the 2026–2027 plan year, AmeriLux is moving to the Copay Clarity plan administered by Prairie States. The plan allows you to visit any doctor or facility you choose—and with the Copay Clarity portal, you can see your copay before you go and find providers available at a $0 copay. Copay Clarity uses cost and quality data to set copays for any covered service or procedure, simplifying and improving your experience. You spend less out of pocket on high-value care, and the plan reduces claims costs.

Medical Semi-Monthly Employee Contributions

A spousal surcharge of $200 per paycheck ($4,800 annually) will be added to the health premium if a spouse is working and has access to medical coverage but elects coverage through AmeriLux. If a spousal surcharge form is not received within 30 days of enrollment, the spouse will be removed from AmeriLux coverage.

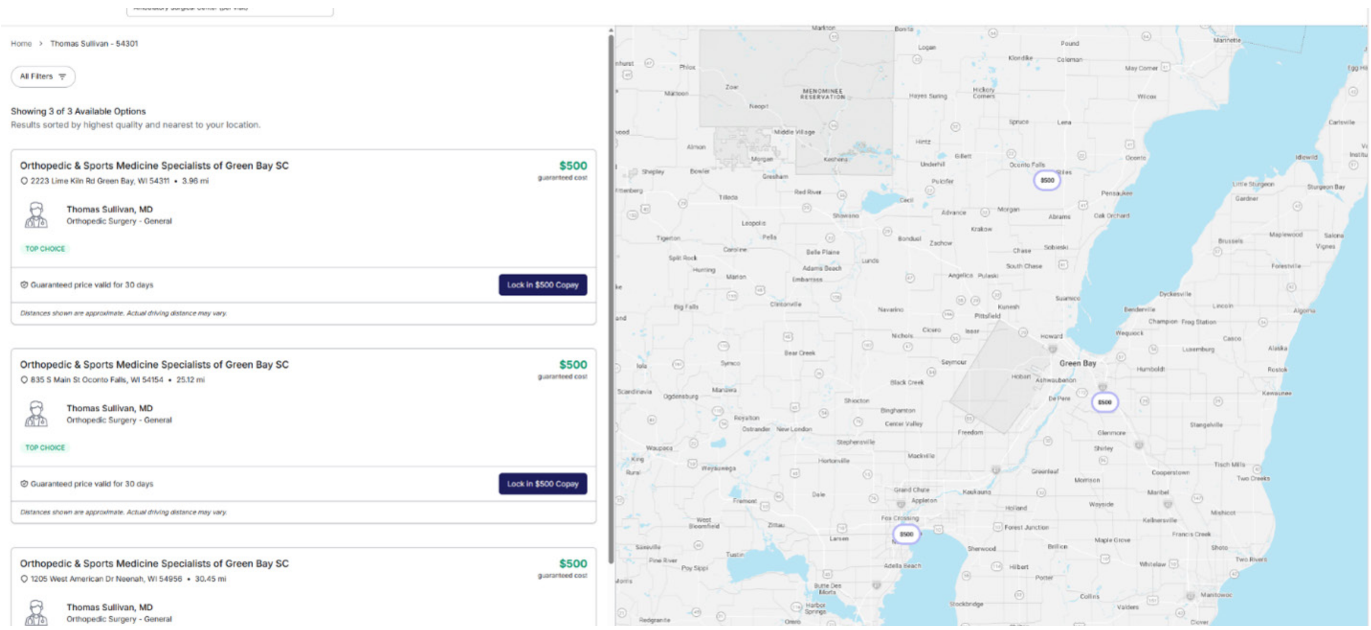
Coverage Type	Semi-Monthly Premium	Annual
Employee Only	$92	$2,208
Employee + Spouse	$210	$5,040
Employee + Child(ren)	$197	$4,728
Family	$298	$7,152
Spousal Surcharge	$200	$4,800

How do I find a Provider? Copay Clarity online tool

- Log in to the member portal at [prairieontheweb.com.]
- Browse care options and lock in your selected provider and copay.
- Schedule your appointment directly with the provider

Call FiveStar Health: (833) 815-7020

- Ask FiveStar to search the Copay Clarity tool on your behalf.
- They explain provider and copay options for your needs and location.
- Choose an option and FiveStar locks in your copay for you.
- Schedule your appointment directly with the provider.



A Real Example: How a Knee-Pain Visit Works

- Feels knee pain: Something is not right, time to get it looked at.
- Goes to Anovia: Starts with free primary care at the onsite clinic.
- Referred out: Anovia refers to Green Bay ER & Hospital for imaging.
- Finds best value: Calls FiveStar or uses the Copay Clarity tool to lock in the best-value provider.

Copay Clarity Plan Details

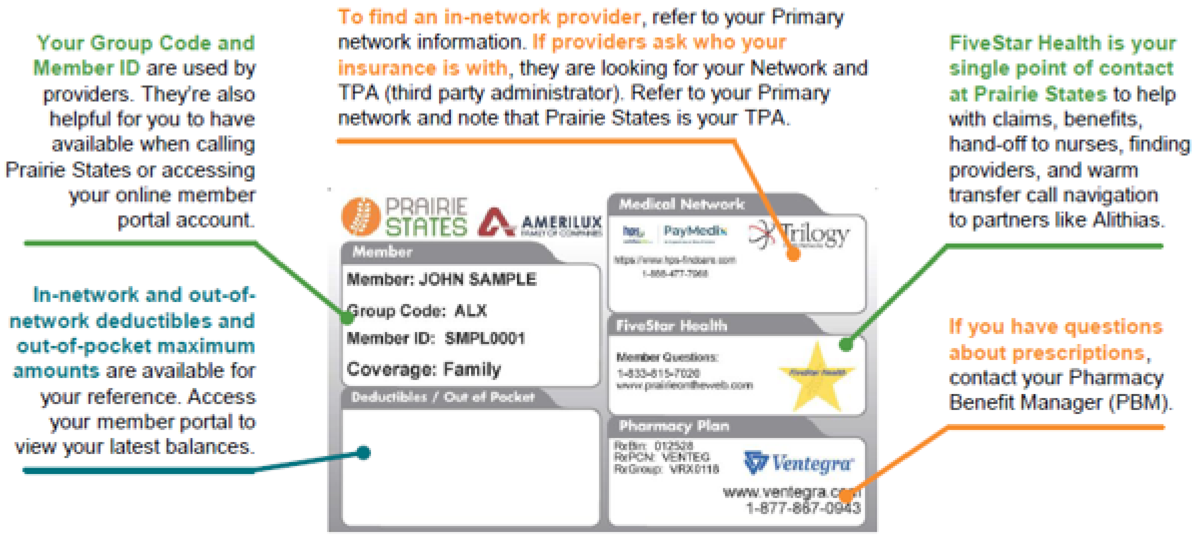
Use the Copay Clarity portal to view providers with a $0 copay before you schedule care.

Copay Type	Cost
Deductible	$0
Individual Out-of-Pocket Maximum (Employee Only)	$8,500
Family Out-of-Pocket Maximum (Employee + Spouse, + Child(ren), Family)	$17,000
Preventative Care	$0
Primary Care	$0 – $1,000
Dr+ on Demand (Telehealth)	$0
Anovia Clinic	$0
Specialty Care	$50 – $600
Urgent Care	$75 – $1,000
Imaging	$0 – $3,000
Pregnancy - Labor & Delivery	$1,000 – $6,000
Emergency Room (copay waived if admitted)	$500
Green Bay ER	$375
Inpatient Hospital (waived if admitted via ER/Urgent Care)	$1,000 – $8,000
Outpatient Facility	$250 – $8,000
Specialty Rx	$5 – $1,000

What changed from last year: Out-of-Pocket Maximums updated to $8,500 individual / $17,000 family (up from $8,000 / $16,000), and Green Bay ER now has a $375 copay (previously $0).

How to Read Your Medical ID Card

- HPS: The medical plan provider if you are located in Northeast Wisconsin.
- Alliance Trilogy: The medical plan provider if located outside of Northeast Wisconsin.
- Ventegra: All pharmacy and medication questions.
- FiveStar: Call to reach FiveStar – plan-specific medical or claim questions.



Prairie States Member Portal | Easily View Medical Claims

Access healthcare claims, electronic Explanation of Benefits (EOBs), electronic ID cards, secure messages, authorizations, benefit summaries, and family account access permissions—all in one place. You can also use the Copay Clarity tool within the portal to search for providers, compare copays, and lock in your rate before you schedule care.

Get the App! Download the Prairie States App to access all of your medical care in an instant.

Free & Low-Cost Care Options

As part of the AmeriLux healthcare plan we offer free and low-cost, convenient care options for A-Team members and their family members on the plan.

Where To Go For Care

» **1st choice – Anovia**
Urgent care and primary care visits. Your first stop whenever the clinic is open, Monday to Friday, 8 AM to 4 PM. Always free.

» **2nd choice – Dr+ on Demand**
After-hours urgent care. Use anytime you cannot get to an Anovia location, for anything that can be handled virtually. Available 24/7, always free.

» **Emergencies – Green Bay ER**
True emergencies, or with a prior authorization for imaging or outpatient services. Not a substitute for urgent care. $375 copay per visit.

Anovia Clinic - De Pere

Primary care located on campus in De Pere with minimal scheduling delays and a personal approach to healthcare. Free.

Anovia Clinic - Menomonie

Primary care located minutes away from Shape Products with minimal scheduling delays and a personal approach to healthcare. Free.

Green Bay ER & Hospital

Care for emergency episodes for all ages. Ambulance transportation will be provided for any escalated situation. $375 copay (lower than the standard ER copay).

Dr. on Demand

24/7 virtual care from doctors through the convenience of your phone or computer. Free.

Anovia Clinic

AmeriLux is proud to have access to healthcare clinics that cater to full-time team members and their families. Anovia allows team members to see a primary care physician Monday through Friday, 8 AM–4 PM CT.

Full-time team members or dependents enrolled in the AmeriLux healthcare plan have unlimited free access to this clinic.

Full-time team members who are not on the healthcare plan are allowed up to six (6) covered visits per plan year. Part-time employees are not eligible at this time for free Anovia services. If you have questions, please reach out to the Human Resources team.

Anovia covers the following services:

Diagnosis of acute illness and disease through observation, examination, and labs:

- Respiratory illnesses – flu, COVID, strep throat, and common colds
- Minor physical injuries – sprains, contusions, and simple lacerations
- Abdominal and pelvic issues – nausea, cramps, diarrhea, vomiting, and general pain
- Headaches
- Urinary issues – bladder infections, kidney stones, and frequency of urination
- Musculoskeletal – back pain and joint swelling
- Skin conditions – rashes and infections

Development, implementation, and monitoring of short and long-term treatment plans for chronic disease management:

- High blood pressure
- High cholesterol
- Diabetes
- Mental health – depression, anxiety, and ADHD evaluation

Health education, coaching and counsel:

- Preventive exams for cancer screenings (e.g., pap smears, mammograms, and colonoscopies)
- Assess the risk of heart disease
- Counseling for contraception, smoking cessation, menopause, etc.

Provide medical, non-medical, and pharmaceutical interventions for care:

- Identify and review options
- Prescribe medications

- Regularly evaluate efficacy of treatment
- Migraines
- Gastroesophageal reflux
- Asthma and allergies
- Anemia

Provide referrals to and care-coordination with specialists and hospital systems:

- Skin tag removal
- Wart treatment
- In-grown toenail

Joint injections

- Skin biopsies
- EKG interpretation

Anovia Health Clinic Locations

Location	Address	Phone
Antigo	510 Ackley St. Suite 2, Antigo, WI	(715) 500-4651
Appleton	59 Park Place, Appleton, WI	(920) 764-8677
Clintonville-Marion	270 N. Main St, Clintonville, WI	(715) 468-6098
De Pere / Green Bay	1200 N. Enterprise Dr., De Pere, WI	(920) 289-4206
Marshfield	203 W. Upham St., Marshfield, WI	(715) 506-5328
Menomonie	1321 Stout Rd. Suite 1, Menomonie, WI	(715) 953-0238
Merrill	1401 E. Main St. Suite A, Merrill, WI	(715) 804-1313
Oshkosh	530 Pearl Ave. Suite B, Oshkosh, WI	(920) 776-6651
Rhinelander	580 Shephard St., Rhinelander, WI	(715) 200-8752
Stevens Point / Whiting	2417 Post Rd., Stevens Point, WI	(715) 883-3200
Wausau	605 S. 24th Ave., Suite 20, Wausau, WI	(715) 519-8617
Weston	7402 Stone Ridge Dr., Suite 3, Weston, WI	(715) 636-0590
Wisconsin Rapids	2811 8th St., Suite 20, Wisconsin Rapids, WI	(715) 515-7900

Physical Incentive Program

Get your yearly physical at Anovia & receive a bonus!

- Team members and dependents who have a yearly physical completed at any Anovia location will receive a $50 payment through payroll once per plan year.
- Valid for plan participants 18 years of age or older.

Remote team members can receive the same benefit by following recommendations from your FiveStar on a primary care physician.

Green Bay ER & Hospital

- Open 24 hours, every day, even holidays! Just walk in, no appointment required. Low wait times.
- Concierge-level care: providing individualized care because we want you to leave knowing that you had the best experience.
- On-site inpatient/outpatient lab & imaging: typical turnaround time for lab results and imaging scans is 15 minutes.
- Board-certified emergency medicine physicians experienced to treat all ages, from infants to adults.
- New this year: a $375 copay applies to Green Bay ER visits—lower than the standard $500 emergency room copay.

GREEN BAY ER & HOSPITAL

Location: 2465 Monroe Road,
Bellevue, WI 54115

Phone: 920-610-1990
Fax: 920-610-1991

"Our team takes pride in our state-of-the-art facility that caters to all your emergency care needs. From accidents and injuries to serious illnesses and chronic conditions, we are here to provide comprehensive medical services with care and compassion."

Dr+ on Demand

Doctor On Demand is a diagnostic and treatment service that is available virtually 24/7 every day of the year at no cost to team members or dependents.

Common services include:

- » Sinus infections
- » Skin conditions and rashes
- » Urinary tract infections
- » Cold, flu, and COVID-19
- » Headaches and migraines
- » Anxiety and depression
- » PTSD
- » Prescription refills

dr+ on demand

Get the App!

Download Doctor On Demand to see a doctor in minutes!

Download on the App Store

GET IT ON Google Play

PayMedix Billing | Easily Make Payments

Easily view your Explanation of Benefits (EOBs), find in-network providers, and pay medical bills, all in one place. With access to over 27,000 providers and user-friendly tools to track claims, PayMedix simplifies how you manage your healthcare and payments.

How it works:

- » Your provider sends a claim to PayMedix
- » Your claim is processed
- » PayMedix pays the provider
- » Your required copay is added to the portal. This is the only location you will need to pay copays.

Go to paymedix.com and use the member login. For any questions, please contact Customer Care at (888) 477-7968.

RX Solutions

Pharmacy Benefits

Your pharmacy benefits are part of the Copay Clarity plan and are covered with set copays.

You can find a full drug formulary list in your Prairie States app portal.

The FiveStar program works with team members to help find the best pricing and sourcing for specialty drugs. Team members are responsible for the difference in drug cost if a lower-cost alternative is available through FiveStar and the recommendation is not followed.

Tier	Copay
Generic	$5
Preferred Brand Drugs	$75
Non-Preferred Brand Drugs	$150
Specialty Drugs	$5 – $1,000

Great Pharmacy Options – working with the pharmacies below as part of your healthcare plan can lead to low-cost prescriptions and discounts.

HOMETOWN PHARMACY

De Pere: Hometown Pharmacy
920-351-8155

The Medicine Shoppe®
MENOMONIE, WI

Menomonie Medicine Shoppe Pharmacy
715-309-4329

Ventegra®

Contact Ventegra with all pharmacy and medication questions.

Phone: 1-877-867-0943.

Your full drug formulary and medication lists are available in the Prairie States app and at www.ventegra.com.

Employer Paid Benefits

Team members must work an average of 35 hours per week to receive all Employer Paid Benefits listed.

Short Term & Long Term Disability

Carrier: The Hartford

In the event that you find yourself unable to work due to an illness or disability, AmeriLux provides coverage to all full-time team members for short term and long term disability. This benefit allows you to continue to receive a portion of your salary while you are recovering.

Contact Human Resources to file a claim or with questions.

Time	Short Term Disability	Long Term Disability
Elimination Period	1 day for accident / 8 days for sickness	90 days
Benefit	66% (weekly)	66% (monthly)
Maximum Benefit	$1,000 (weekly)	$5,000 (monthly)
Benefit Duration	13 weeks	Social Security Age
Earning Definition	Annual Salary	Annual Salary

Life & AD&D Insurance

Carrier: The Hartford

AmeriLux provides life and AD&D insurance for all full-time team members. This benefit pays one time your annual salary in the event that this benefit is needed.

Basic Life Features	Benefit Amount
Accelerated Death Benefit	100% to $250,000
Accident Death & Dismemberment	100% of Life Insurance Benefit

Employee Paid Benefits

Dental

Carrier: Delta Dental

Team members have access to an extensive dental plan that offers complete coverage to you and your entire family with a multitude of benefit plans and features. A complete summary of benefits is available through your Delta Dental portal.

Annual reimbursement: Each calendar year, employees can submit a copy of a dental bill to Human Resources and receive up to $100 reimbursed on your next check.

Covered Services	In-Network Benefit
Single Annual Deductible – In Network	$50 per Calendar Year
Single Annual Deductible – Out of Network	$50 per Calendar Year
Family Annual Deductible – In Network	$150 per Calendar Year
Family Annual Deductible – Out of Network	$150 per Calendar Year
Annual Maximum – In Network	$1,000 per Calendar Year
Annual Maximum – Out of Network	$1,000 per Calendar Year
Periodic and Comprehensive Oral Evaluations	Included in Preventative Services
X-Rays	Included in Preventative Services
Cleanings	Included in Preventative Services
Fluoride Treatments	Included in Preventative Services
Sealants	Included in Preventative Services
Basic Restorative Services	Included in Preventative Services

Coverage	Semi-Monthly Premium
Employee Only	$15.51
Employee + Spouse	$31.65
Employee + Child(ren)	$39.30
Family	$61.13

Vision

Carrier: Delta Dental

The AmeriLux vision plan includes a wide range of features designed to benefit the entire family. A complete summary of benefits is available at www.deltavisionwi.com.

Prescription safety eyewear: Each calendar year, operations team members can submit a receipt to Human Resources for reimbursement of up to $100 toward prescription safety glasses (frames and lenses). Available to all operations employees, regardless of enrollment in the health plan.

Covered Services	In-Network Benefit
Eye Examination	$10 Copay
Frames / Contact Allowance	Up to $150 allowance for standard frames
Lenses	Covered in Full
Laser Vision Correction	15% off Retail Price

Coverage	Semi-Monthly Premium
Employee Only	$3.22
Employee + Spouse	$6.45
Employee + Child(ren)	$6.59
Family	$9.81

Flexible Spending Account

Carrier: BRI

An account that lets you pay for qualified medical and dental expenses with pretax dollars: medicines prescribed by a doctor, blood sugar testing supplies and insulin, cold and flu medicine, first aid items, acupuncture and chiropractors.

Funds will be available for 2.5 months after plan year ends. Funds will expire if not used. Annual contribution limit of $3,400.

Dependent Care Flexible Spending Account

Carrier: BRI

An account that lets you pay for services connected to work-related care of children & adult dependents: after-school programs, babysitting (work-related), day camp, nursery school or preschool, adult or senior day care.

Funds will be available for 2.5 months after plan year ends. Funds will expire if not used. Annual contribution limit of $7,500 ($3,750 if married filing separately).

Group Whole Life Insurance

Carrier: Mass Mutual

In addition to the company-provided Life and AD&D insurance, AmeriLux team members have the option to purchase additional Group Whole Life Insurance. This coverage is portable, meaning you can keep it even if you change employers. Premiums are determined based on your age and wages at the time of enrollment.

Critical Illness Insurance

Carrier: Aflac

Critical illness coverage pays a lump sum benefit on diagnosis if you or someone in your family has a heart attack, stroke, or cancer. This benefit will pay up to $20,000 per illness and includes coverage on more than 20 possible health conditions.

Semi-Monthly Premium				
Age	**$5,000**	**$10,000**	**$15,000**	**$20,000**
18–29	$2.18	$3.57	$4.96	$6.35
30–39	$3.20	$5.61	$8.02	$10.43
40–49	$5.59	$10.38	$15.18	$19.97
50–59	$10.28	$19.78	$29.27	$38.76
60+	$18.86	$36.93	$54.99	$73.06

Accident Insurance

Carrier: Aflac

Accidental insurance is in place for the unfortunate event that you or a loved one is injured as a result of an accident (outside of work). This benefit will provide a payout once per accident.

Coverage	Semi-Monthly Premium
Employee Only	$9.57
Employee + Spouse	$16.21
Employee + Child(ren)	$22.05
Family	$28.69

Hospital Indemnity Insurance

Carrier: Aflac

Hospital indemnity insurance is a lump sum payment that is used to help cover out-of-pocket expenses such as medical bills in the instance where you find yourself in the hospital overnight.

Coverage	Semi-Monthly Premium
Employee Only	$10.47
Employee + Spouse	$21.06
Employee + Child(ren)	$16.77
Family	$27.36

Additional Benefits

Employee Assistance Program

Online counseling for all behavioral health needs. Full-time employees will have the ability to choose your provider. The program provides unlimited therapy sessions for all members on the healthcare plan through Doctor On Demand. Full-time team members who are not on the healthcare plan can receive up to six (6) therapy sessions for free. This benefit is free through Doctor On Demand only.

Online Therapy: Anxiety, depression, stress, grief & loss, postpartum, PTSD.

Online Psychiatry: Mood disorders, psychiatric evaluations, initial diagnosis, medication management, online prescriptions.

Sessions are reimbursable by providing a receipt to Human Resources.

Maternity & Paternity Leave

Given that AmeriLux is a family-orientated company, we love the idea of welcoming new mini A-Team members and are here to support you along the way.

New moms will be offered six (6) weeks from work covered by short term disability. AmeriLux is more than happy to provide flexibility through such an exciting time. If you would like to use PTO days or maybe take a few days unpaid, please see your leader. They will happily review options with you!

New dads will also be offered the option to use PTO or take some time off unpaid. We just ask that you also review these options with your leader.

Please note: leave for the birth, adoption, or foster placement of a child may also qualify for job-protected leave under the federal FMLA (up to 12 weeks for bonding) and the Wisconsin FMLA (up to 6 weeks for birth or adoption). These protections apply to all eligible parents. See the Family Medical Leave section below for eligibility details and contact Human Resources to coordinate your leave.

Family Medical Leave

Our team fully understands that life just happens sometimes; we are here to support you through these events. AmeriLux will provide family and medical leave in accordance with the Federal Family and Medical Leave Act and the Wisconsin Family and Medical Leave Act. In the circumstance that the state and federal laws overlap, A-Team members will receive the greater benefit of the two.

Your Rights Under the Federal FMLA

You are eligible for federal FMLA leave if you have worked for AmeriLux for at least 12 months, worked at least 1,250 hours in the previous 12 months, and work at a location where AmeriLux employs 50 or more employees within 75 miles. Eligible team members may take up to 12 work weeks of unpaid, job-protected leave in a 12-month period for:

» The birth, adoption, or foster placement of a child, and to bond with the new child.
» A serious health condition that makes you unable to perform your job.
» Caring for a spouse, child, or parent with a serious health condition.
» Qualifying exigencies arising from a spouse's, child's, or parent's covered military service.

Up to 26 work weeks of leave in a single 12-month period are available to care for a covered service member with a serious injury or illness if you are the service-member's spouse, child, parent, or next of kin (military caregiver leave).

While on FMLA leave, AmeriLux will maintain your group health coverage on the same terms as if you had continued working; you remain responsible for your share of premiums. When you return from leave, you will be restored to the same or an equivalent position with equivalent pay, benefits, and working conditions. AmeriLux will not interfere with, restrain, or deny the exercise of FMLA rights, and will not retaliate against any team member for using FMLA leave or filing a complaint. The full federal notice of rights, "Employee Rights Under the FMLA" (DOL Publication WH-1420), is posted at each facility; complaints may be filed with the U.S. Department of Labor, Wage and Hour Division.

Your Rights Under the Wisconsin FMLA
You are eligible for Wisconsin FMLA leave if you have worked for AmeriLux for at least 52 consecutive weeks and at least 1,000 hours in the preceding 52 weeks.

Per calendar year, eligible team members may take:

- Up to 6 weeks for the birth or adoption of a child.
- Up to 2 weeks to care for a spouse, child, parent, or domestic partner with a serious health condition.
- Up to 2 weeks for your own serious health condition.

You may substitute accrued paid leave (such as PTO) for unpaid Wisconsin FMLA leave. Complaints under the Wisconsin FMLA may be filed with the Wisconsin Department of Workforce Development, Equal Rights Division.

Leave Procedures

- **Foreseeable Leave:** When you become aware a leave is coming, we ask that you notify us at least 30 days in advance.
- **Unforeseeable Leave:** We completely understand if something unforeseeable happens; please just let us know as soon as you are aware a leave is coming.
- **Intermittent or Reduced Scheduling Leave:** AmeriLux requires appropriate notice for requested leave along with proper medical documentation.
- **Medical Certifications and Examinations:** If your leave requires a procedure, please provide Human Resources with a medical certificate.
- **Reporting While on Leave:** While on leave, AmeriLux may be required to report on your status of leave and intent to return to the A-Team.
- **Fitness for Duty Report:** In the case that you have taken more than three (3) days of work due to a health condition, we ask that you provide a fitness for duty certificate before returning to work.
- **Designation of Leave:** AmeriLux will notify all A-Team members in both the event of FMLA being approved or denied.

COBRA Continuation Coverage

In the event that you are no longer an AmeriLux team member, COBRA continuation coverage is available to you to help bridge the gap between benefits. You will receive a COBRA continuation packet in the mail following the conclusion of your employment. This option allows you to stay on the AmeriLux benefit plan for up to 18 months at a specified premium.

Human Resources Healthcare Team

Empowering you to take advantage of your benefits today and for your future. For questions or guidance on your healthcare benefits, please contact a member of the Human Resources Team below.

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Creating a Win-Win Healthcare Program.

Benefits Year 2026 - 2027

AMERILUX
FAMILY OF COMPANIES