



memo

To: All Employees
From: Karen Velkey, HII Vice President, Benefits and Compensation
Date: March 24, 2020
Subject: Update On Disability Benefits And Teladoc

Dear HII Employees:

HII has worked with its disability benefits service providers and Teladoc to offer expanded care options in response to the evolving coronavirus (COVID-19) situation.

First, HII has confirmed that its disability service providers Prudential and Unum will cover short-term disability benefits for employees who have a doctor-approved immune-compromising health condition that makes it unsafe for them to come to work. Prudential and Unum would need documentation from the health care provider confirming this recommendation.

Second, in response to the high volume of patients in primary care offices, urgent cares and emergency rooms, HII has worked with Teladoc to suspend the \$10 employee-paid fee over the next 30 days for all employees enrolled in HII's Anthem medical plans. This means employees can access this service without paying the \$10 fee.

Teladoc offers non-emergency medical and behavioral health care and is available over the phone or through video conferencing 24/7. If you feel sick or need mental health care and it is not an emergency, I encourage you to use Teladoc to practice social distancing and to minimize potential exposure.

As a coronavirus (COVID-19) precaution, Teladoc is screening all patients for COVID-19 risk factors per the CDC's guidelines. If a patient presents symptoms consistent with COVID-19, Teladoc physicians will help guide them to the next step for care and testing as appropriate.

To create and access your Teladoc account, visit www.teladoc.com/hii, download the Teladoc app or call 1-800-TELADOC (835-2362). Due to high call volume, wait times may be longer than usual. All Teladoc care is protected by federal law restricting the release of medical information.

A handwritten signature in black ink that reads 'Karen Velkey'.