Local 809 Vision Care Plan for Johnson & Johnson Employees

Featuring the EyeMed Vision Care Network
**Why Vision Insurance?**

To help avoid future eye problems, you need to take care of your vision today — that includes regular eye exams and the right corrective eyewear. Vision insurance helps address the costs of proper eye care by providing benefits for annual exams, eyeglasses, contact lenses and even discounts on laser vision correction and additional vision care purchases.

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**Did You Know?**

Vision problems are the second most prevalent health problem in the U.S., affecting more than 120 million people.


More than 11 million Americans have an uncorrected vision problem — regular eye exams can not only detect serious vision problems, but also reveal the early signs of many other health conditions, such as diabetes and hypertension.


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**How Does the Vision Care Plan Work?**

The Vision Care Plan features the EyeMed Vision Care network, one of the largest in the industry, with access to thousands of private practitioners and retail providers nationwide, including LensCrafters®, Sears Optical™, Target Optical®, JCPenney® Optical and most Pearle Vision® locations. You’ll enjoy significant savings on products and services obtained at in-network providers, and you’ll receive reimbursements for certain services even if your eye doctor is outside the network. Plus, Johnson & Johnson employees receive reimbursements equivalent to in-network benefits for services at all Costco® and Wal-Mart® optical locations.

**In-Network**

1. Patient remits co-pay and applicable out-of-pocket costs to in-network eye care provider.
2. Provider files claim with the Vision Care Plan.
3. Vision Care Plan makes payment to in-network eye care provider.

**Out-of-Network**

1. Patient pays for services to out-of-network eye care provider.
2. Patient completes and submits reimbursement form with receipts.
3. Patient receives out-of-network reimbursement from the Vision Care Plan.¹

¹ For services at all Costco and Wal-Mart optical locations, you’ll receive reimbursements equivalent to in-network benefits.
What Does This Vision Care Plan Offer?

Choice

- Access to thousands of private practitioners and optical retailers — including LensCrafters, Sears Optical, Target Optical, JCPenney Optical and most Pearle Vision locations — through the EyeMed Vision Care network.

  *Note: The EyeMed Vision Care network requires that eye care professionals meet strict standards. Providers are credentialed according to national standards and then recredentialed every 36 months to ensure that they meet EyeMed’s standards for high-quality care.*

- Out-of-network provisions allow you to use any provider — however, out-of-network reimbursements may be lower than in-network benefits.

- Benefits apply to available glasses and lenses at a provider location, including popular designer frame brands such as Anne Klein®, Brooks Brothers®, Vogue® and more.\(^2\)

Savings

- 100-percent coverage on annual exams, with a $15 co-pay through in-network providers.

- Extra savings of 20 percent on various additional services and materials, such as cleaning solutions, cloths, glass lenses and sunglasses (contact lenses and doctors’ professional services are excluded).

- Ongoing discounts on subsequent purchases — up to 40 percent off a complete pair of eyeglasses and 15 percent off conventional contact lenses after the annual benefit for eyeglasses and contact lenses has been used.

- Discounts for LASIK and PRK procedures through the U.S. Laser Vision network, which is owned by LCA-Vision.

Convenience

- Convenient provider locations — many with evening and weekend hours to accommodate busy schedules.

- Live customer service from EyeMed’s Customer Care Center available at 866-414-2064, Monday through Saturday from 8 a.m. to 11 p.m. and Sunday from 11 a.m. to 8 p.m. (Eastern Time).

- Online ordering for replacement contact lenses at www.eyemedcontacts.com, with delivery right to your door.

- Benefits information and provider locator available at www.eyemedvisioncare.com/jnj.

Richard’s Story

Because Richard took advantage of the vision benefits offered by his employer, he was diligent about scheduling regular eye exams, especially after he reached his forties and needed eyeglasses. It was during one of his annual check-ups that his doctor noticed a change in Richard’s eyes, and they discussed Richard’s family history of glaucoma. Throughout the next two years, Richard’s optometrist continued to monitor him and eventually diagnosed him with the disease. Fortunately, because of his early diagnosis, Richard was able to control his glaucoma with medicine and preserve his eyesight during his working years and into retirement.

*For illustration purposes only.*

\(^2\) Some exceptions apply. Details available at provider location.
How to Access Your Vision Care Benefits

1. **Locate a provider.** Call 866-414-2064 or visit www.eyemedvisioncare.com/jnj to find an eye care provider near you.

2. **Schedule an appointment.** Most providers in the EyeMed Vision Care network offer evening and weekend hours to accommodate busy schedules.

3. **Present your ID card.** Easily identify yourself, your vision care plan and network.

For your convenience, vision identification (ID) cards are mailed directly to your home. They will be printed with your name only, but eligible dependents can also use the cards. Please verify the provider accepts your plan when scheduling your appointment.

*Note: Your vision identification card is not required to access your benefits. If you do not have your vision ID card, simply mention that your plan is by EyeMed Vision Care and then provide your last name and date of birth to access your benefits.*

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Focus on Vision Wellness

**Routine Eye Exams Are Important**

Healthy eyes are important to your overall health and well-being — and that’s why every member of the family should have a comprehensive eye exam annually (unless otherwise recommended by your doctor).

Comprehensive eye exams complement your wellness routine by giving the eye doctor an unobstructed view of blood vessels in the eye. This allows the doctor to see the early signs of serious health conditions like diabetes and high blood pressure, as well as the onset of eye diseases such as glaucoma and macular degeneration. Early diagnoses of these conditions mean more successful treatment.

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*Safeguard Your Precious Eyesight*

- When working on a computer, look away every 20 minutes and gaze at a distant object.¹
- If you wear glasses, use anti-reflective lenses to reduce glare, eye strain and fatigue.¹
- If you wear contact lenses, follow your optometrist’s recommendations for cleaning and replacing them.⁴
- Wear quality sunglasses whenever you are outdoors — wraparound styles with at least 99-percent UV filtering are the best.⁴

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*For services at all Costco and Wal-Mart optical locations, you’ll receive reimbursements equivalent to in-network benefits. For more details, call 866-414-2064.*

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# Your Vision Benefits at a Glance

<table>
<thead>
<tr>
<th></th>
<th>In-Network</th>
<th>Out-of-Network&lt;sup&gt;5&lt;/sup&gt;</th>
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</thead>
<tbody>
<tr>
<td><strong>Eye Care Exam</strong></td>
<td></td>
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<tr>
<td>Annual Exam</td>
<td>$15 co-pay</td>
<td>Up to $50 reimbursement</td>
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<tr>
<td>(dilation as necessary)</td>
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<tr>
<td><strong>Eyeglasses (frames and lenses)</strong></td>
<td></td>
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<tr>
<td>Annual Allowance for Frames</td>
<td>100% up to $130 and 20% off the balance over $130</td>
<td>Up to $55 reimbursement</td>
</tr>
<tr>
<td>Annual Allowance for</td>
<td>100% coverage for single, bifocal, trifocal and lenticular, including the</td>
<td></td>
</tr>
<tr>
<td>Standard Plastic Lenses</td>
<td>following lens options: scratch resistance, UV coating, standard anti-</td>
<td></td>
</tr>
<tr>
<td>(in lieu of contact lenses)</td>
<td>reflective coating and tint</td>
<td></td>
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<tr>
<td>Other Lens Options Available</td>
<td>You only pay:</td>
<td></td>
</tr>
<tr>
<td>at Network Discounts&lt;sup&gt;6&lt;/sup&gt;</td>
<td>• Polycarbonate: $40</td>
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<tr>
<td></td>
<td>• Standard progressives: $65</td>
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<tr>
<td></td>
<td>• Premium progressives: $65 plus 80% of the charge, less $120 allowance</td>
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<tr>
<td><strong>Contact Lenses</strong></td>
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<td></td>
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<tr>
<td>Annual Allowance for</td>
<td>• Johnson &amp; Johnson conventional (nondisposable, non-planned replacement):</td>
<td></td>
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<tr>
<td>Contact Lenses</td>
<td>100% coverage up to $150</td>
<td></td>
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<tr>
<td>(in lieu of eyeglass lenses;</td>
<td>• Johnson &amp; Johnson disposable: 100% coverage up to $150</td>
<td></td>
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<tr>
<td>includes fit, follow-up</td>
<td>• Other conventional (nondisposable, non-planned replacement): 100%</td>
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<tr>
<td>and materials)</td>
<td>coverage up to $100</td>
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<td></td>
<td>• Other disposable: 100% coverage up to $100</td>
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<tr>
<td></td>
<td>• Medically necessary contact lenses: 100% coverage</td>
<td></td>
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<tr>
<td>Lasik and PRK procedures</td>
<td>15% off retail or 5% off promotional price from U.S. Laser Network</td>
<td>No discount or coverage</td>
</tr>
<tr>
<td>Additional Savings&lt;sup&gt;6&lt;/sup&gt;</td>
<td></td>
<td>available</td>
</tr>
<tr>
<td>Other Services, Materials</td>
<td>20% off various additional services and materials, such as cleaning</td>
<td>No discount or coverage</td>
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<tr>
<td>or Add-On Features</td>
<td>solutions, cloths, glass lenses and sunglasses (contact lenses and</td>
<td>available</td>
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<tr>
<td></td>
<td>doctors’ professional services are excluded</td>
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<tr>
<td>Additional Discounts</td>
<td>40% off a complete pair of eyeglasses and 15% off conventional contact</td>
<td>No discount or coverage</td>
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<td></td>
<td>lenses once the annual benefits for eyeglasses and contact lenses have</td>
<td>available</td>
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<tr>
<td></td>
<td>been used; 20% off frames, lenses or lens options purchased separately</td>
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</tbody>
</table>

## Questions or to Find a Provider

Call customer service at 866-414-2064, Monday through Saturday from 8 a.m. to 11 p.m. and Sunday from 11 a.m. to 8 p.m. (Eastern Time), or visit www.eyemedvisioncare.com/jnj.

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<sup>1</sup> For exam, frame, standard lenses and contact lenses at Costco or Wal-Mart, reimbursement is equivalent to in-network benefits. For eligible reimbursement on out-of-network expenses, complete and submit a claim form and receipts to the address listed on the form. To obtain a claim form, call 866-414-2064 or visit YBR at [http://resources.hewitt.com/jnjbsc](http://resources.hewitt.com/jnjbsc).

<sup>4</sup> Not an insured benefit; discount service only. Member receives a 20-percent discount on items not covered by the plan at network providers, which cannot be combined with any other discounts or promotional offers. Discount does not apply to EyeMed provider’s professional services and certain brand name vision materials in which the manufacturer imposes a no-discount practice. Benefit allowances provide no remaining balance for future use within the same benefit frequency.

<sup>6</sup> Laser vision correction discount is not part of the funded benefit. Discounts are available through the US Laser Vision network, which is owned by LCA-Vision.
Limitations and Exclusions

- Orthoptic or vision training, subnormal vision aids and any associated supplemental testing.
- Aniseikonic lenses.
- Medical and/or surgical treatment of the eye, eyes or supporting structures.
- Corrective eyewear required by an employer as a condition of employment and safety eyewear unless specifically covered under plan.
- Services provided as a result of any workers’ compensation law.
- Plano nonprescription lenses and nonprescription sunglasses (except for 20-percent discount).
- Two pairs of glasses in lieu of bifocals.
- Discounts on frames where the manufacturer prohibits discount.

Please see the Summary Plan Description for a complete list of limitations and exclusions.

Definitions

Polycarbonate Lenses More durable than regular plastic lenses, and are very lightweight. They also have greater impact resistance than any other lens material, making them the lenses of choice for sports eyewear, children or those with active lifestyles.

Progressive Lenses Includes, but is not limited to, the following trade names: Access®, Adaptar®, AF Mini®, Continuous®, Vue®, Freedom®, Sola VIP®, Sola XL®, and True Vision®. Standard lenses are the mid-range level of progressive lens based on the year, make and model of equipment used to develop them, as designed by the plan.

Premium Progressive Lenses Includes, but is not limited to, the following trade names: AO Compact®, Kodak®, Multigressiv®, Natural®, Outlook®, Panamic® and Varilux Comfort®. Premium lenses are high-grade progressive lenses based on advanced technology and recent year, make and model of equipment used to develop them, as designed by the plan.