DATE: May 24, 2013

TO: Participants of the BAC Local No. 3 Health & Welfare Plan

FROM: Trustees of the BAC Local No. 3 Health & Welfare Trust

SUBJECT: Delta Dental HMO: DeltaCare USA $300 Enrollment Incentive

There are currently two options under the Plan for dental care: the Delta Dental PPO (“Preferred Provider Organization”), and the Delta Dental HMO (“Health Maintenance Organization”). The Delta Dental HMO is also known as DeltaCare USA. The HMO option is much less costly for the participants and beneficiaries, and also for the Plan. Most of our participants, though, are in the PPO, not the HMO. To increase awareness of and enrollment in the DeltaCare USA HMO option, a $300 cash incentive is being offered to those participants who move to the DeltaCare USA plan from the Delta Dental PPO plan. Only one incentive payment per family may be received.

Benefits of the HMO Option:
Under the DeltaCare USA HMO plan, there is no deductible, no copay for most prophylactics (cleanings and exams) and most basic (fillings) treatments. Prices for additional services and treatments are generally lower, and there is no annual maximum on dental benefits in the HMO program. 2 years of Orthodontia for a Adolescent to age 19 has a $1,700 copayment. A detailed brochure about DeltaCare USA benefits is enclosed.

If you are currently enrolled in the Delta Dental PPO, and you would like to switch to the DeltaCare USA plan and receive a check for $300, you must find a dentist in the DeltaCare Plan that is convenient to you and your family from the enclosed list. Check to see if your current dentist is on the DeltaCare USA provider list.

In order to be eligible to receive the $300 enrollment incentive, you must:
• Be eligible for benefits by covered work hours or self-payment on or after June 1, 2013,
• Be eligible to change benefit election under the rolling 12 month open enrollment procedures, and
• Complete and return the enclosed enrollment form to the Trust Fund Office electing the DeltaCare USA benefit.

If you have questions about the $300 incentive, contact BeneSys at 888-208-0250.