

No Cost/Low Cost Benefits Through Albertsons

Through your Albertsons Companies benefits coverage, you have access to several benefits available to you at no additional cost (or a low cost) when you access the benefit. Find more information about all of these programs and benefits on myaci-benefits.com.

ComPsych Employee Assistance Program (EAP)

What: Confidential, no cost assistance with mental health issues, stress management, work-life balance, and financial and legal matters, as well as referrals to resources and services to help you manage everyday tasks and simplify your life.

Who: The EAP is available to all associates eligible for Company benefit plans and their household members. You do not need to be enrolled in medical coverage to access this benefit.

Preventive Medical Care

What: Preventive medical care, including check-ups, immunizations, and various screenings, is covered at 100% when you enroll in an Albertsons Companies medical plan and receive care from an in-network provider.

Who: All associates and dependents enrolled in an Albertsons Companies medical plan are eligible for preventive care at no cost through their plan.

Preventive Dental Care

What: Preventive dental care is covered at 100% under the Basic and Enhanced Plans when you use Dental Dental PPO providers. The Basic Plan also covers preventive dental care at 100% from Delta Dental Premier providers.

Who: All associates and dependents enrolled in an Albertsons Companies dental plan are eligible for preventive dental care at no cost through their plan.

Preventive Vision Exam

What: A preventive vision exam is covered at 100% every 12 months under the Standard Vision Plan when you use a VSP vision provider.

Who: All associates and dependents enrolled in the Albertsons Companies Standard Vision Plan are eligible for a preventive vision exam at no cost.

Teladoc Health Mental Health

What: Teladoc Health Mental Health (formerly myStrength) is a free digital program that provides support for anxiety, depression, stress and managing life events through a range of guided programs and tools available 24/7 on the Teladoc Health website and app.

Who: Teladoc Health Mental Health is available to all associates eligible for Company benefit plans and their household members. You do not need to be enrolled in medical coverage to access this benefit.

RethinkCare

What: RethinkCare is a no-cost program that supports parents and caregivers of children with developmental disabilities by helping them with skill building, care coordination and positive reinforcement.

Who: RethinkCare is available to all associates eligible for Company benefit plans and their families. You do not need to be enrolled in medical coverage to access this benefit.

Transcarent Surgery Care

What: Transcarent helps you get best in-class surgery care by connecting you to surgery centers of excellence and top providers. Most procedures are covered 100% when you go through Transcarent.

Who: Transcarent is available to all Blue Cross of Idaho medical plan members. With Transcarent, EPO and PPO members pay \$0 for any designated surgical procedures. Per IRS rules, HSA Plan participants must first meet the annual deductible before costs are covered.

2nd.MD

What: Get expert medical advice and second opinions for health concerns from some of the country's leading medical providers at no cost to you when you access the benefit.

Who: 2nd.MD is available to all Blue Cross of Idaho medical plan members.

2nd.MD Oncology Support

What: Get confidential, cancer support services at no cost to you when you access the benefit.

Who: 2nd.MD Oncology Support is available to associates enrolled in a Blue Cross of Idaho medical plan and their eligible family members: spouse/domestic partner, children (under and over age 26).

Low-Cost Teladoc Telemedicine

What: Teladoc Health doctors are available to help you and your family feel better while traveling, at work or at home—day or night. In addition to general medical services, Teladoc Health providers are available to help care for your mental/emotional health, dermatology and nutrition needs for the low cost of a \$20 copay per visit.

Who: Teladoc Health is available to Blue Cross of Idaho members. **HSA Plan members must meet their annual deductible before the \$20 copay per visit applies.**

Basic Life and Accidental Death and Dismemberment (AD&D) Insurance

What: Albertsons Companies provides basic life insurance of 2X annual base salary and 0.5X annual base salary in basic AD&D insurance.

Who: All associates eligible for company benefits.

Value-Added Services from The Hartford

What: In addition to your life and AD&D insurance, The Hartford also provides the following additional services at no cost to you when you access the benefits:

- Funeral Planning Services
- Will Prep Services
- Bereavement Services
- Travel Assistance with Identity Theft Support
- Ability Assist Counseling Services with HealthChampion Health Care Navigation

Who: All associates covered under Basic Life and AD&D insurance.

Short-term Disability Insurance

What: Albertsons Companies provides short-term disability insurance of 100% of eligible pay for 6 weeks and 60% of eligible pay for up to 19 additional weeks after a 7-day elimination period.

Who: Your eligibility group, hire date and the hours you work per week determine if you are eligible for short-term disability insurance.