

# Update on Benefits ... your other compensation

a quarterly publication for active, full-time employees and their family members

Fall 2006

## Don't delay – Open Enrollment goes online October 30

*Benefits Open Enrollment for the 2007 calendar year is Oct. 30 through Nov. 10, 2006. This update contains important information about upcoming changes and other details about your Centex benefits. Elections you make during Open Enrollment will be effective Jan. 1 through Dec. 31, 2007.*

Major changes in Centex benefits for the 2007 calendar year are:

### **One PPO instead of two**

Preferred Provider Organization (PPO) medical coverage will be offered only through BlueCross BlueShield. If you have United Healthcare PPO coverage now and don't choose a new medical option before the Nov. 10 deadline, you will automatically be assigned the BlueCross BlueShield PPO option as your default coverage for 2007. Available options are based on your zip code and location.

### **EPO change in Minnesota**

The United Healthcare Exclusive Provider Organization (EPO) will be replaced by the BlueCross BlueShield EPO. This change only affects employees in Minnesota.

### **Cost of medical coverage**

Your portion of the cost for PPO coverage is not increasing. However, contributions for all HMO coverage options will increase by 15 percent.

### **CIGNA copay changes**

CIGNA HMO copay amounts are also increasing for 2007. An office visit copay will be \$20 and the outpatient hospital and outpatient surgery copays will be \$250.

### **Generics save even more**

Although copay amounts for prescriptions with Medco are unchanged for 2007, taking brand-name prescription drugs may be more expensive. If you choose the brand-name drug when there is a generic equivalent available, you will be responsible for the copay amount *plus* the cost difference between the brand-name prescription drug and the generic prescription drug.

### **Consider your options carefully**

Don't forget, your Centex benefits are an important part of your total compensation. Be sure to elect the coverage that's right for you before the enrollment deadline. <=>

## How to enroll

Look for your 2007 *Open Enrollment* packet via office mail the week of Oct. 23.

Between Oct. 30 and Nov. 10, log on to **www.centexbenefits.com** to choose your benefits coverage for calendar year 2007.

If you've forgotten your password, no problem. Click on "Forget Your Password?" and follow the simple instructions to set up a new one.



## Facts about your Centex benefits

### Review your confirmation

When you complete your online enrollment, you should print a copy of your benefits summary for your records. You will also receive a confirmation statement at your home or e-mail address. Call the Centex Corporate Benefits Department at **1-888-441-9500** with any questions about your confirmation statement.

### Student status and eligibility

Make sure your dependents listed on the confirmation statement are still eligible. In general, your unmarried, dependent children are eligible for health care coverage up to age 21 (to age 19 with Kaiser and Presbyterian HMO options).

If your covered child remains a full-time student and unmarried, his or her eligibility may continue up to age 26 (to age 25 with Kaiser and Presbyterian HMO options). You must provide documentation of full-time student status each semester.

### FSA enrollment not automatic

Flexible Spending Accounts (FSAs) do NOT automatically renew each year.

You must choose to participate and enroll in an FSA if you want to take advantage of the available tax savings in 2007.

### If you miss the deadline

The next opportunity to enroll for or change your coverage elections will be the next Open Enrollment (fall 2007) unless you experience a qualifying family status change.

Examples of qualifying family status changes include getting married or divorced, gaining or losing a dependent and loss of other benefit coverage. For a complete list, see your 2007 *Employee Benefits Summary* or log on to **www.centexbenefits.com**.

### Change life insurance anytime

You can elect or reduce supplemental term life and voluntary accidental death and dismemberment (AD&D) insurance coverage at any time during the year. You may need to provide evidence of insurability for increased coverage.

### Don't forget the 401(k)

You can also begin, stop or change your 401(k) contributions whenever you like. Log on to **www.401k.com** or call **1-800-835-5095**.

### Adding a new dependent

If you have a new baby, complete a Benefits Enrollment/Change Form and send it to the Centex Corporate Benefits Department *within 31 days* of birth/adoption with documentation. Don't wait to receive an official birth certificate before you enroll your newborn; get a hospital statement to submit with your form.

### Benefits during a leave of absence

You may continue your benefits during an approved leave for up to six months, as long as you continue to make any required payments for your coverages. ⇄



### More enrollment resources for you:

Read your 2007 *Open Enrollment* packet, which should arrive in your office mail the week of Oct. 23. An electronic copy of the 2007 *Employee Benefits Summary* is available on **www.centexbenefits.com**.

Log on to enroll for 2007 benefits coverage between Oct. 30 and Nov. 10, 2006.

Benefits questions? E-mail **benefitsdept@centex.com** or call **1-888-441-9500**.

