



# **Vision Benefits Summary Plan Description for Mid-Atlantic Associates**

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V-B-AA-S-V-993-1/13

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# Your Vision Benefits

The Vision Care Plan (the Plan) is designed to provide you and your family with comprehensive vision care coverage. The Plan includes:

- Coverage that encourages regular exams and helps pay for vision care services and supplies when needed.
- The freedom to use any licensed vision care provider you choose for the Plan. However, if you are a CWA-represented associate eligible for the Video Display Terminal (VDT) User Eye Care Program, you must use an in-network vision care provider to receive benefits – see below.
- The opportunity to reduce your share of expenses by using in-network vision care providers.

In addition, if you are an eligible CWA-represented associate who uses a computer and video display terminal (VDT) at work, the Plan includes automatic participation for you in the VDT User Eye Care Program.

## ***About This SPD***

This document is the summary plan description (SPD) for the Verizon Vision Care Plan for Mid-Atlantic Associates. The Verizon Vision Care Plan for Mid-Atlantic Associates is a component plan of Verizon Plan 550. Plan 550 provides other benefits to eligible employees, as described under the “Additional Information” section. Vision benefits for Verizon Connected Solutions Inc. technicians are provided under a separate component plan of Verizon Plan 550. These benefits are described in a separate SPD.

The Plan is subject to federal law under the Employee Retirement Income Security Act of 1974 (ERISA) and its subsequent amendments. This document meets ERISA’s requirements for an SPD and is based on Plan provisions and bargained-for changes updated as of January 1, 2013 and replaces all previous SPDs and other descriptions of the benefits provided by the Plan. This SPD is a summary of this Plan.

References in this SPD to the “Plan” or the “Vision Plan” refer to the Verizon Vision Care Plan for Mid-Atlantic Associates, a component plan for Verizon Plan 550.

Every effort has been made to ensure the accuracy of the information included in this SPD. Copies of Plan documents are available by contacting the Plan administrator in writing at the address provided in the “Additional Information” section.

This SPD is divided into the following major sections:

- **Participating in the Plan.** This section explains your eligibility, which of your dependents are eligible to be covered and when eligibility ends.
- **Overview of Your Vision Coverage.** This section describes the vision coverage available to you. Refer to it when you need information about your coverage and benefits.

- **Continuing Coverage If Eligibility Ends.** In some cases, you and/or your dependents can continue coverage even after your eligibility for the Plan ends.
- **What Is Not Covered.** This section lists services and supplies not covered under the Plan.
- **How to File a Claim.** This section provides information on when you need to file a claim to receive benefits.
- **Additional Information.** This section provides additional details about the Plan.
- **Administrative Information.** This section provides administrative provisions of the Plan and your legal rights.
- **Glossary.** Certain terms used in this SPD are defined in the glossary.

## **Important Note**

Verizon and its claims and appeals administrators have the discretionary authority to interpret the terms of the Plan and this SPD and determine your eligibility for benefits under their terms.

## ***Verizon Benefits Center***

The Verizon Benefits Center offers a website called BenefitsConnection where you'll find tools to help you manage your benefits. You can access BenefitsConnection on the "About You" page on the Verizon eWeb or on the Internet at [www.verizon.com/benefitsconnection](http://www.verizon.com/benefitsconnection).

The website makes finding information fast and easy as it guides you through your benefits transactions, including enrollment. In addition to enrolling on the site, you can:

- Link to other provider sites.
- Review details about your health care and insurance plans.
- Verify your Verizon elections that are on file at the Verizon Benefits Center.
- Select and update your beneficiary designations.
- Change your BenefitsConnection password.
- Give yourself a helpful "hint" in case you forget your password.

Verizon Benefits Center representatives are available should you have questions about your benefits. To reach the Verizon Benefits Center by telephone, call 1-855-4VzBens (1-855-489-2367). Via this toll-free telephone number, you also can connect with other Verizon benefit providers.

## ***Changes to the Plan***

While Verizon expects to continue the Plan indefinitely, Verizon also reserves the right to amend, modify, suspend or terminate the Plan at any time, at its discretion, with or without advance notice to participants, subject to any duty to bargain collectively. The Plan may be amended by publication of any SPD, summary of material modification, enrollment materials or other communication relating to the Plan, as approved by Verizon.

Decisions regarding changes to, or termination of, benefits are made at the highest levels of management. Verizon employees below those levels do not know whether the Company will adopt any particular change and are not in a position to speculate about such changes. Unless and until changes formally are adopted and officially are announced, no one is authorized to assure that any particular change will or will not occur.

# Participating in the Plan

## ***Eligibility***

You are eligible for Plan coverage on the first day of the month in which you complete three months of net credited service if you are employed by a Verizon participating company and are a regular or term full-time or part-time CWA-represented or IBEW-represented Mid-Atlantic associate whose employment is covered by a collective bargaining agreement that provides for participation in the Plan.

“Associate,” as used throughout this SPD, includes any non-management employee.

“Service” is based on net credited service provisions of the Verizon Pension Plan for Mid-Atlantic and South Associates (to the extent that it covers Mid-Atlantic Associates, including the GTE South Incorporated [Southeast] Plan for Hourly-Paid Employees) (the “Verizon Pension Plan for Mid-Atlantic Associates”).

You are not eligible to participate in the Plan if any one of the following applies:

- You are paid by a temporary staffing or placement agency or other vendor or third party.
- You are employed under the terms of a written agreement with the Company as an independent contractor or consultant.
- You are paid through accounts payable instead of the payroll system.
- You are a working retiree.

**Note:** If a court, the Internal Revenue Service (IRS) or any other enforcement authority or agency finds that an independent contractor or leased employee should be treated as a regular employee of a participating company, for example, for purposes of W-2 income reporting or tax withholding, such individual is nonetheless expressly excluded from the definition of eligible employee and is expressly ineligible for benefits under the Plan.

## **Eligible Dependents**

Dependents must be enrolled through the BenefitsConnection website or the Verizon Benefits Center to have coverage. You can enroll only your eligible Class I Dependents who meet the Plan’s definition for eligibility.





Who They Are	Relationship
<ul style="list-style-type: none"> <li>Your same-sex domestic partner and his or her children who meet the Plan requirements for a same-sex domestic partner (and children of a same-sex domestic partner) may be eligible for coverage. For more information on eligibility requirements and tax implications, access the BenefitsConnection website or call the Verizon Benefits Center and speak with a representative.</li> <li>Your unmarried children (as defined above and including any age requirements) who are alternate recipients under an approved qualified medical child support order (QMCSO).</li> </ul>	<ul style="list-style-type: none"> <li>Domestic Partner</li> <li>Domestic Partner's Child</li>   <li>Child</li> </ul>

**Note:** Grandfathered Class II Dependents, Sponsored Parents and Sponsored Children are not eligible for coverage under the Plan.

## Verifying Dependent Eligibility

At the time you enroll your dependent or at any time, upon request, you may be asked to provide proof of dependent status, such as:

- A marriage certificate.
- A birth certificate.
- Guardianship/adoption papers.
- Information to verify domestic partnership, such as the completion of an Affidavit of Domestic Partnership or evidence of cohabitation.

If you are unable to provide the required documentation, your dependent will not be covered. In addition, you may be required to reimburse Verizon for any costs associated with covering an individual who is not an eligible dependent and your, as well as your dependents', coverage may be terminated.

## Qualified Medical Child Support Order (QMCSO)

A QMCSO is a judgment from a state court or an order issued through an administrative process under state law that requires you to provide coverage for a dependent child under Verizon's health care plans, including vision. The order is served on Verizon or its agent for service of legal process and reviewed by the Verizon Benefits Center. You may obtain a copy of the QMCSO administrative procedures, free of charge, from the Plan administrator (via the Verizon Benefits Center). In any case, if subject to an order, you and each child will be notified about further procedures.

## State Eligibility Laws and the Employee Retirement Income Security Act of 1974 (ERISA)

States sometimes pass laws that require employee benefit plans to provide benefits and/or coverage to individuals who otherwise are not eligible. For example, a state might require an employer to provide coverage to an ex-spouse, a civil union spouse who does not otherwise meet the definition of domestic partner, or a child who exceeds the plan age requirements who is not eligible for benefits under the Company medical plan.

The federal law known as ERISA supersedes state law. As a result, the Company generally only covers the individuals outlined in this SPD.

## **If Your Spouse or Same-Sex Domestic Partner Is a Verizon Employee**

For vision coverage, if your spouse or same-sex domestic partner is employed by Verizon or affiliates, the following rules apply:

- Children can be covered by one Verizon parent or the other, but not by both.
- You can be covered as an employee under this Plan or as a dependent under a Verizon-sponsored vision plan, but not as both. To be covered as a dependent under another plan, you must choose the “No Coverage” option under this Plan.
- Your spouse or same-sex domestic partner can be covered as an employee under this Plan or as a dependent under a Verizon-sponsored vision plan, but not as both. To be covered as your dependent under this Plan, your spouse or same-sex domestic partner must be eligible for and must choose the “No Coverage” option under his or her plan. If he or she is not eligible to choose the “No Coverage” option under his or her plan, your spouse or same-sex domestic partner cannot be covered under your Plan.

## ***Enrolling for Coverage***

### **Initial Enrollment by Newly Hired Associates**

The following enrollment rules apply based on your work schedule:

- If you are a full-time associate or a part-time associate who is scheduled to work 25 or more hours a week, your vision coverage begins automatically on the first day of the month in which you completed three months of net credited service.
- If you are a part-time associate scheduled to work less than 25 hours a week who has been employed continuously by the Company since before January 1, 1981, you automatically were enrolled for vision coverage when you became eligible. Your coverage began on the first day of the month in which you completed three months of net credited service.
- If you are a part-time associate scheduled to work less than 25 hours a week who was employed by the Company after January 1, 1981, you can enroll after you complete three months of net credited service by accessing the BenefitsConnection website or by contacting the Verizon Benefits Center and agreeing to pay the required cost for coverage by payroll deduction. Otherwise, you will not have coverage. If you enroll before the deadline shown on your enrollment materials, your coverage takes effect on the first day of the month in which you complete three months of net credited service. For example, if your hire date is June 20, your coverage is effective September 1. Otherwise, your coverage begins the first day of the month after you enroll.
- If you are changing from a management position to a full-time associate position or a part-time associate position for which you are scheduled to work 25 or more hours a week, your coverage begins automatically the first day of the month following the date your payroll changes for the change in position. If you are changing to a part-time associate position for which you are scheduled to work less than 25 hours a week, you must enroll to have coverage (as described in the “Changing Your Elections” section).

- If you change from a full-time associate to a part-time associate position, your coverage continues and any applicable payroll deductions automatically begin as soon as administratively possible. You also can drop vision coverage, due to your change in status, by calling the Verizon Benefits Center. See the “Changing Your Elections” section for more information.

Regardless of your employment status, you must access the BenefitsConnection website or call the Verizon Benefits Center to enroll any Class I Dependent you want included under your coverage. You can choose coverage for yourself plus one dependent or for yourself plus two or more dependents. You will need to provide each dependent’s name, date of birth, and Social Security number. If you enroll eligible dependents before the deadline shown on your enrollment materials, their coverage begins the same date as your coverage. Otherwise, coverage begins the first day of the month after you enroll them.

## **To Enroll or Make Changes**

Access the BenefitsConnection website or call the Verizon Benefits Center at 1-855-4Vz-Bens (1-855-489-2367). The BenefitsConnection website is available 24 hours a day, seven days a week

As a newly hired associate or if you change from a management position to an associate position, the Verizon Benefits Center will send a letter advising about your enrollment opportunity on the BenefitsConnection website.

## ***Changing Your Elections*** **Annual Enrollment**

Each year during the annual enrollment period, you will have an opportunity to change your elections. Elections made during the annual enrollment period take effect on the following January 1 and remain in effect through December 31 of that year, unless you change the election during the year due to a qualified life event (or another permissible event described here).

## **Qualified Life Events**

Between annual enrollment periods, you may be able to change your vision plan election and/or covered dependents if you or a dependent has a qualified life event that affects eligibility for coverage. An election change can be made due to a qualified life event if the election change is on account of and corresponds with a qualified life event that affects eligibility for coverage under an employer’s plan. (The change in elections must be consistent with the qualified life event.) Elections made due to a qualified life event remains in effect until you make a change during an annual enrollment period or due to another qualified life event.

## ***You Gain a New Dependent***

**If you gain a new, eligible dependent through marriage, acquisition of a same-sex domestic partner, birth, adoption or placement for adoption**, that person automatically is covered under your vision coverage option for 90 days after the event. If you want vision coverage to continue for the new dependent, you must call the Verizon Benefits Center to enroll that dependent in the Plan; otherwise, coverage will end for that dependent after 90 days.

- Your election will take effect on the date that you gained the new dependent if you make your election within 90 days of gaining the new dependent.
- Coverage will begin again for the new dependent on the first day of the month following your election, if you make your election more than 90 days after the event.

**Note:** If you disenroll a same-sex domestic partner, you must wait 60 days before you can enroll a new same-sex domestic partner.

**If you gain a new, eligible dependent as the result of a QMCSO,** you can enroll that dependent in the Plan by calling the Verizon Benefits Center. Your election will take effect on the date the QMCSO is approved by the Verizon Benefits Center.

**If you gain a new, eligible dependent as the result of an event other than those listed above –** for example, a dependent child age 23 starts attending school full-time after a period of ineligibility due to age – you can enroll that dependent in the Plan by calling the Verizon Benefits Center. Your election will take effect the first day of the month following your election.

Upon request, you will be required to provide proof of dependent eligibility.

### ***You Lose a Dependent Through Death, Legal Separation, Divorce or Termination of a Same-Sex Domestic Partnership***

**If you lose a dependent through death, legal separation, divorce or termination of a same-sex domestic partnership,** coverage for that dependent ends on the last day of the month in which the event occurs. However, you must call the Verizon Benefits Center to remove that dependent from your coverage; otherwise, you will continue to pay any required premiums and you will be responsible for any claims paid by the Plan. Further, your former dependent may lose his or her COBRA rights. For more information on COBRA, see the “Continuing Coverage If Eligibility Ends” section.

### ***A Dependent Loses Eligibility***

If a dependent loses eligibility for or ceases to be a dependent under the Plan in situations other than those described above, the dependent’s coverage will continue until the end of the month in which the event occurs that causes the dependent to lose eligibility. An exception occurs if the dependent is a child who loses eligibility because he or she reaches an age limit for coverage. In this case, the child’s coverage will continue until December 31 of the year in which the age limit is reached. However, if a child reaches the age 25 limit and is a full-time student who graduates prior to December 31 of his or her 25th year or no longer maintains his or her full-time status, his or her coverage will terminate on the last day of the month in which he or she loses full-time student status.

When a dependent loses eligibility, you must call the Verizon Benefits Center before the dependent’s coverage ends.

If you do not notify the Verizon Benefits Center, any claims incurred by your ineligible dependent will become your financial responsibility. Furthermore, if you do not disenroll your dependent within 60 days of when he or she becomes ineligible, he or she will lose his or her right to purchase continued health care coverage under COBRA. For more information on COBRA, see the “Continuing Coverage If Eligibility Ends” section.

### ***Change of Union Affiliation***

If you change jobs and it results in a change of union affiliation, your vision coverage automatically will change to the coverage provided under your new union’s collective bargaining agreement.

## ***Special Enrollment Rules***

If you or your dependents (including your spouse or same-sex domestic partner) waived vision coverage because of other vision insurance coverage, you may be able to enroll yourself or your dependents in the Plan if you later lose that other insurance due to:

- Loss of eligibility.
- Termination of employer contributions for such coverage (however, special enrollment is not available if loss of coverage was due to your or your dependents' failure to pay for such coverage).
- Exhaustion of COBRA coverage.

If you enroll yourself or your dependents in the Plan:

- Within 90 days of losing the other coverage, your or your dependents' coverage will be effective retroactive to the date of the event.
- After 90 days of losing the other coverage, your or your dependents' coverage will be effective the first day of the month following your enrollment.

If you gain a new dependent as a result of marriage, birth, adoption, placement for adoption or acquisition of a same-sex domestic partner and his or her children, you may be able to enroll yourself and your dependents. If you enroll:

- Within 90 days of the event, your or your dependents' coverage will be effective retroactive to the date of the event.
- After 90 days following the event, your or your dependents' coverage will be effective the first day of the month following your enrollment.

To request special enrollment or obtain more information, call the Verizon Benefits Center at 1-855-4VzBens (1-855-489-2367).

## Cost of Coverage

The Company pays the full cost of vision coverage for you and your enrolled Class I Dependents if you have at least three months of net credited service and are as follows:

- A regular or term full-time associate working at least 25 hours a week.
- A regular or term part-time associate hired before January 1, 1981 and continuously employed by the Company since that date.

If you have not been employed continuously by the Company since before January 1, 1981 and you work at least 17 but less than 25 hours a week, the Company contributes 50 percent of the amount it contributes for full-time associates. In order to have coverage, you must enroll and agree to pay the other 50 percent of the cost by payroll deduction.

If you have not been employed continuously by the Company since before January 1, 1981 and you work less than 17 hours a week, you can enroll for coverage if you call the Verizon Benefits Center and agree to pay the full cost.

Note that all associate contributions are paid on an after-tax basis.

Most dependents are considered Internal Revenue Service (IRS) tax dependents. You are not taxed on imputed income for IRS tax dependents.

If you cover a same-sex domestic partner, a domestic partner's child or another person who is not considered an IRS tax dependent, Verizon is required to report imputed income for you that reflects the value of the coverage for tax reporting purposes. This is known as imputed income. You will receive a W-2 annually for the value of coverage for any dependent who is not an IRS tax dependent.

Verizon assumes all dependents are IRS tax dependents, except same-sex domestic partners and their children. You must contact the Verizon Benefits Center if your same-sex domestic partner and his or her children are your IRS tax dependents or if you cover other dependents who are not IRS tax dependents.

### VDT User Eye Care Program

If you are a CWA associate, use a VDT terminal and are eligible for the VDT User Eye Care Program, the Company pays the full cost of your program coverage; there is no cost to you.

## When Participation Ends

This section explains when participation in the Plan ends for you and your dependents.

<p><b>Associate Coverage:</b> An associate's coverage will end on the earliest date described below. You may be able to continue coverage under COBRA. See the "Continuing Coverage If Eligibility Ends" section.</p>	
<b>Leaves of Absence</b>	In general, if you go on a leave of absence, your coverage continues in accordance with Company guidelines and as collectively bargained.
<i>Leaves of Absence Under the Family and Medical Leave Act</i>	The Company complies with the Family and Medical Leave Act of 1993 (FMLA). All leaves of absence qualifying under the FMLA will be administered in accordance with the terms of the FMLA. Coverage may be continued during approved leaves, as provided in Company policy and as collectively bargained. Call the Verizon Benefits Center for details.
<i>Leaves of Absence Under the Uniformed Services Employment and Reemployment Rights Act</i>	All military leaves of absence qualifying under the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA) will be administered in accordance with the terms of USERRA.
<i>Union Leaves of Absence</i>	Under a Union Leave of Absence, coverage may be continued according to your collective bargaining agreement.
<i>Anticipated Disability Leaves of Absence, Care of Newborn Child (CNC) Leaves of Absence, and Dependent Care Leaves of Absence</i>	Under an Anticipated Disability, CNC or Dependent Care Leave of Absence, Verizon will pay the amount it normally does for your coverage. If you contribute to the cost of your vision coverage; however, you must continue making contributions during your leave. The Company will bill you monthly for these charges.
<i>Education Leaves of Absence or Personal Leaves of Absence</i>	Under an Education or Personal Leave of Absence, coverage for you and your eligible dependents will end on the last day of the month in which your leave begins.
<b>Change in Employment Status</b>	If your employment status changes from associate to management status, coverage under the Plan will end on the last day of the month in which you become a manager of Verizon or an affiliate of Verizon. You will have an opportunity to make an election into another plan.
<b>Long-Term Disability (LTD)</b>	If you are receiving long-term disability benefits, coverage under the Plan will end on the last day of the month in which you qualify to begin long-term disability.
<b>Cancellation of Coverage</b>	If you cancel coverage due to a change in status, your coverage will end on the last day of the month in which you elect to cancel coverage.
<b>Failure to Submit Payment (If Required)</b>	If you are required to make a payment, and it is not received on time, coverage will end on the first day of the month for which it is not received.
<b>End of Employment</b>	Coverage under the Plan will end on the last day of the month in which your employment ends for any reason not specified in this section.
<b>Plan Termination</b>	Although the Company does not intend to terminate the Plan, were the Plan to be terminated, all coverage would end on the date of termination.

<b>Dependent Coverage:</b> A dependent's coverage will end on the earliest date described below. Your dependent may be able to continue coverage under COBRA. See the "Continuing Coverage If Eligibility Ends" section.	
<b>Associate's Coverage Ends</b>	If the associate's coverage ends for any reason except when the associate dies, coverage for all dependents also will end at the same time.
<b>Associate Dies</b>	When the associate dies, coverage for all dependents will end on the last day of the month in which the associate dies.
<b>Dependent Ceases to Meet the Class I Eligibility Requirements</b>	<p>A dependent's coverage will end on the earlier of either the date the dependent is covered as an employee under any Company-sponsored vision plan or the last day of the month in which the dependent no longer qualifies as a dependent under the Plan, subject to the following:</p> <ul style="list-style-type: none"> <li>• Coverage for your spouse ends on the last day of the month in which he or she becomes legally separated or divorced from you.</li> <li>• Coverage for a same-sex domestic partner ends on the last day of the month he or she fails to meet the definition of a same-sex domestic partner.</li> <li>• Coverage for a child ends on the last day of the calendar year in which he or she reaches age 19 (if not a full-time student), or the last day of the month in which the child is married, if earlier.</li> <li>• Coverage for a stepchild ends on the last day of the month in which he or she no longer lives with you or if earlier, the date the stepchild otherwise fails to meet the definition of an eligible dependent.</li> <li>• Coverage for a full-time student ends on the earlier of the last day of the calendar year in which the student reaches age 25 or the last day of the month in which he or she no longer qualifies as a full-time student.</li> <li>• Coverage for a disabled child ends on the last day of the month in which he or she no longer meets the definition of a disabled child.</li> <li>• Coverage for a child under a QMCSO ends on the date the associate no longer is required to provide coverage for this child or, if earlier, the date the child no longer would be eligible for coverage.</li> <li>• Coverage for a child of a same-sex domestic partner ends on the last day of the calendar year (Plan year) in which the child reaches age 19 or age 25 (if a full-time student), as applicable, or the last day of the month in which the child otherwise fails to meet the definition of a child of a partner (or the partner no longer meets the definition of a same-sex domestic partner, as defined in the "Glossary").</li> </ul>

## VDT User Eye Care Program

In addition to the rules listed above, the following rules apply when your VDT User Eye Care Program ends:

- Coverage under the program will end when you no longer use a VDT as part of your normal work activities.
- You no longer can use the VDT benefit when you are on a leave of absence (including an FMLA Leave of Absence). VDT benefit coverage automatically will resume when you return to work from your leave of absence.



## **Notify the Verizon Benefits Center If a Dependent Is Ineligible**

It is your responsibility to notify the Verizon Benefits Center within 90 days if your dependents no longer meet eligibility requirements. Otherwise, any claims incurred by an ineligible dependent become your financial responsibility. Furthermore, if you do not disenroll your dependents within 60 days of when they become ineligible, they will lose the right to purchase continued health care benefits under COBRA.

Periodically, you may be asked to provide proof of your dependents' eligibility. If such proof is not provided, those dependents will lose their eligibility for the Plan, effective retroactively as of the date determined by the Plan administrator. The Company may require that you reimburse the amount of any claims paid by the Plan on behalf of an ineligible dependent.

## ***Certificate of Creditable Coverage***

When any person's coverage under the Plan ends for any reason, including the end of COBRA continuation coverage, the Company will send that person a Certificate of Creditable Coverage, **free of charge**, as required by the Health Insurance Portability and Accountability Act of 1996 (HIPAA). This certificate may help the person receive coverage under another plan. Specifically, this certificate may help reduce or eliminate exclusionary periods of coverage for pre-existing conditions under the plan. Without evidence of creditable coverage, you may be subject to a pre-existing condition exclusion for 12 months (18 months for late enrollees) after your enrollment date in your coverage. You also will be provided with a certificate, free of charge, when you become entitled to elect COBRA continuation coverage, when your COBRA continuation coverage ceases, if you request it before losing coverage, or if you request it up to 24 months after losing coverage. To request a certificate, access the BenefitsConnection website or call the Verizon Benefits Center.

## ***Continuation of Coverage Under COBRA***

In some instances, a person whose eligibility for coverage under this Plan ends still may be able to continue coverage in accordance with the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) and its subsequent amendments. See the "Continuing Coverage If Eligibility Ends" section for more information.

# Overview of Your Vision Coverage

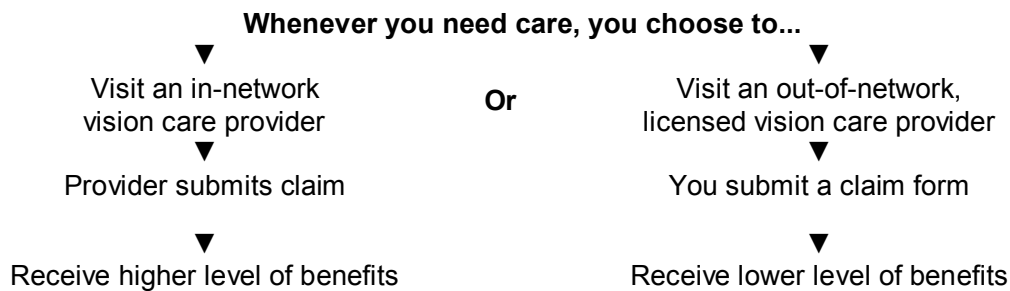
The Plan provides comprehensive coverage to meet your vision care needs. The Plan includes a network of vision care providers who have contracted with the administrators to provide services to Plan participants.

The VDT User Eye Care Program covers certain eligible expenses at 100 percent when you are a CWA-represented associate who uses a VDT terminal at work and you use an in-network provider who participates in the VDT User Eye Care Program. There is no coverage if services are received from an out-of-network provider.

## Vision Care Plan

When you need care, you can visit any vision care provider. When you use an in-network provider, you pay the applicable copay for services. See the chart below and contact the appropriate claims administrator (see “Claims Regarding Scope/Amount of Benefits Under the Plan” in the “Additional Information” section) for more information. If you receive covered services and supplies from an out-of-network provider, you pay the charges and then are reimbursed up to the maximum benefit amount.

The chart below illustrates your choices under the Plan.



A list of in-network vision care providers can be obtained by calling your claims administrator. The claims administrators also have websites where you can get information about in-network vision care providers online:

- If you are an IBEW-represented associate, call Vision Service Plan (VSP) at 1-800-877-7195 or access their website at [www.vsp.com](http://www.vsp.com).
- If you are a CWA-represented associate, call Davis Vision at the telephone number included on your ID card or access their website at [www.davisvision.com](http://www.davisvision.com).

## How Benefits Are Determined

Covered services and supplies are available once every benefit period (see below) from either an in-network or out-of-network provider. The benefit period begins on the date of your vision exam or the date that your lenses and/or frames or contacts are ordered, as applicable.

- If you receive covered services from an in-network provider, you pay the applicable copay for services. See the chart in the “Plan Benefits” section and contact the appropriate claims administrator (as outlined in the “Additional Information” section) for more information.
- If you receive benefits from an out-of-network provider, you pay the charges when you receive the service or supply. You then must submit your itemized receipts to the claims administrator for reimbursement up to the maximum benefit amount. Your reimbursement will not exceed the actual charges. You are responsible for the portion of any charges above the maximum benefit amount.

## Plan Benefits

If you are an IBEW-represented associate, for you and each of your enrolled dependents, the following benefits are covered either in-network or out-of-network once every 24 months.

If you are a CWA-represented associate, for you and each of your enrolled dependents, the following benefits are covered either in-network or out-of-network once every second calendar year.

Plan Service or Supply	In-Network	Out-of-Network
Vision examination	You pay \$10 copay	Plan pays up to \$25
A supply of prescription contact lenses <sup>1</sup>  <i>or</i>  A pair of prescription eyeglasses (lenses and frames) <sup>1</sup> <ul style="list-style-type: none"> <li>• Single vision lenses</li> <li>• Bifocal lenses</li> <li>• Trifocal lenses</li> <li>• Lenticular lenses for those who have had cataracts removed surgically</li> <li>• Eyeglass frames<sup>2</sup></li> </ul>	You pay \$25 copay plus the cost of any non-covered options  You pay \$25 copay plus the cost of any non-covered options	Plan pays up to \$110  <ul style="list-style-type: none"> <li>• Plan pays up to \$25</li> <li>• Plan pays up to \$40</li> <li>• Plan pays up to \$60</li> <li>• Plan pays up to \$100</li> </ul> <ul style="list-style-type: none"> <li>• Plan pays up to \$30</li> </ul>

<sup>1</sup>Benefits are limited to either one pair of prescription eyeglasses (lenses with a frame) *or* prescription contacts in lieu of glasses.

<sup>2</sup>If you choose a frame not included in your claims administrator’s covered selection, you are responsible for any additional cost over the specified allowance.

## Additional Information for CWA-Represented Associates

If you are a CWA-represented associate, Plan coverage for you and your covered dependents also includes:

- A \$25 copay for your new lenses and eyeglass frames from the “Collection” Fashion or Designer level. If you select the Premier level frame from the “Collection,” you pay an additional \$25. If you prefer, you instead can choose to take a \$40 wholesale credit and apply it to the cost of any other “non-Collection” eyeglass frame from the in-network provider’s private selection.

- A free membership and access to Lens 123, a mail-order replacement contact lens service you can use to purchase replacement contact lenses at discounted costs.
- Discounts on lens and frame enhancements from in-network vision care providers (see below). Contact your claims administrator for further detail on benefits and available discounts.

Enhancement	Discounted Cost
Premier frames	\$25
Ultraviolet coating	\$10
Polarized lenses	\$60
High-index lenses	\$55
Transitions lenses	
• Single vision	\$60
• Multifocal	\$70

- Additional vision programs and benefits through in-network providers, such as:
  - Plastic or glass single vision, bifocal or trifocal lenses.
  - Glass grey #3 prescription lenses.
  - Oversized lenses.
  - Post-cataract (lenticular) lenses.
  - Fashion, sun or gradient-tinted plastic lenses.
  - Supershield (scratch protective) coating on plastic lenses.
  - Designer frames.
  - PGX (sun-sensitive) glass lenses.
  - Blended invisible bifocals.
  - Progressive addition lenses; if patient is unable to adapt to progressives, bifocals will be provided.
  - Reflection-free coating.
  - Polycarbonate lenses.

## **Lens 123**

For more information on Lens 123, call the telephone number listed on your Vision Plan ID card.

### ***Additional Information for IBEW-Represented Associates***

If you are an IBEW-represented associate, Plan coverage for you and your covered dependents also includes:

- A 20 percent discount on non-covered pairs of prescription glasses (lenses and a frame). Service must be received within 12 months from the same in-network provider who provided your last covered eye exam.
- A 15 percent discount off the cost of your contact lens exam (fitting and evaluation) when you receive contact lens service from the claims administrator. (This discount does not apply to the contact lenses.)

### ***Waiver of Vision Coverage***

The waiver of coverage option is available to full-time CWA- and IBEW-represented associates who are covered as dependents under another Verizon-sponsored vision plan.

Part-time CWA- and IBEW-represented associates can waive coverage for any reason.

When you waive coverage for a calendar year, it will remain in effect for each subsequent year, unless you enroll in vision coverage during the annual enrollment period or if you have a change in status (see the "Changing Your Elections" section) that allows you to elect coverage before the annual enrollment period.

### ***VDT User Eye Care Program For CWA-Represented Associates***

The VDT User Eye Care Program pays the full cost of a VDT vision examination and one pair of prescription eyeglasses when they are prescribed by an in-network provider for occupational use.

If eyeglasses are prescribed for occupational use, you can select your frames from among a group that has been established for CWA-represented associates. If you choose a frame that is not included in that group, you will be required to pay the additional cost. Single, bifocal, trifocal or lenticular lenses are provided at no cost to you. You are responsible for the cost of any non-covered options.

In addition to your routine eye exam, you are entitled to the following benefits every two years:

- A VDT vision examination by an in-network provider in conjunction with your routine eye exam; and
- A pair of prescription eyeglasses, as deemed to be necessary by your in-network provider and your VDT vision exam.

All services must be received from an in-network provider and can be received at the same time as your routine eye exam.

You may return broken eyewear to the original provider within one year of dispensing in order to be repaired or replaced. Additional eye exams related to replacement eyeglasses are not covered.

**Note:** There is no coverage under this program if you use an out-of-network provider. Also, your dependents are not eligible for coverage under this program.

### **In-Network Providers**

For information on VDT User Eye Care Program in-network providers in your area, call the claims administrator on your Vision Plan ID card or go to [www.davisvision.com](http://www.davisvision.com) and use client control number 7089 when registering.

## Continuing Coverage If Eligibility Ends

Generally, your coverage or a dependent's coverage will end when your eligibility or a dependent's eligibility for the Plan ends. In some circumstances, however, coverage can be continued for a period of time if you agree to pay the cost.

### ***Family and Medical Leave Act of 1993 (FMLA)***

Assuming you have met the applicable service requirements, FMLA allows you to:

- Take up to 12 work weeks of leave each calendar year for specified family and medical reasons.
- Be restored to your former position or an equivalent position and pay when you return to work.

### **Benefits Coverage While on FMLA Leave**

Vision coverage remains in effect while you are on FMLA leave. Verizon reserves the right to require you to pay for these benefits and to change its FMLA policy in the future.

A newly acquired dependent is eligible for coverage while your coverage is continued during FMLA leave.

### **State Family and Medical Leave Laws**

Verizon's FMLA policy must comply with any state law that provides greater family or medical leave rights than those provided under its FMLA policy. If your leave qualifies under FMLA and under a state law, you will receive the greater benefit.

### ***If Verizon Changes Benefits***

If Verizon offers new benefits or changes its benefits while you are on leave, you are eligible for the new or changed benefits but your contributions – or payroll deductions – for these benefits may increase.

### ***Continuation of Coverage Under COBRA***

A federal law, the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA), offers you the opportunity to continue coverage. COBRA coverage is a temporary continuation of Plan coverage when it otherwise would end because of a life event, known as a "COBRA qualifying event." (Specific qualifying events are listed later in this section.)

For additional information about your rights and obligations under the Plan and under federal law, contact the Verizon Benefits Center.

After a qualifying event, COBRA continuation coverage is offered to each "qualified beneficiary." You, your spouse, and your dependent children could become qualified beneficiaries if coverage under the Plan is lost because of the qualifying event. Qualified beneficiaries also include any children born to you or placed for adoption with you during the COBRA continuation period.

Qualified beneficiaries who elect COBRA continuation coverage must pay for it.

## COBRA Qualified Beneficiaries

- **Employees.** You are eligible for COBRA continuation if you lose your coverage under the Plan because of one of the following qualifying events:
  - Your hours of employment are reduced.
  - Your employment ends for any reason other than your gross misconduct.
- **Spouse of employee.** Your spouse is eligible for COBRA continuation if he or she loses coverage under the Plan because of one of the following qualifying events:
  - You die.
  - Your hours of employment are reduced.
  - Your employment ends for any reason other than gross misconduct.
  - You become divorced or legally separated.
- **Dependent children.** Dependent children are eligible for COBRA continuation if they lose coverage under the Plan because of one of the following qualifying events:
  - The parent-employee dies.
  - The parent-employee's hours of employment are reduced.
  - The parent-employee's employment ends for any reason other than his or her gross misconduct.
  - The parents become divorced or legally separated.
  - The child loses eligibility for coverage as a "dependent child" under the Plan.

Although not entitled to legal rights under COBRA, Verizon offers same-sex domestic partners and children of same-sex domestic partners continuation coverage, as outlined in this section.<sup>1</sup> For this purpose, a same-sex domestic partner will be offered coverage "like" a spouse's coverage, and a child of a same-sex domestic partner will be offered coverage "like" a child of an employee.

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<sup>1</sup> A child of a same-sex domestic partner can be a qualified beneficiary if he or she also is your Internal Revenue Service (IRS) tax dependent.



## When COBRA Coverage Is Available

The Plan offers COBRA continuation coverage to qualified beneficiaries only after the Verizon Benefits Center has been notified that a qualifying event has occurred.

### ***Notification of Qualifying Events***

When the qualifying event is the end of employment, reduction in hours of employment or death of the employee, **Verizon will notify** the Verizon Benefits Center (the COBRA administrator) of the qualifying event.

For other qualifying events (divorce of the employee and spouse or a dependent child losing eligibility for coverage as a dependent child), **you or the qualified beneficiary must notify** the Verizon Benefits Center within 60 days after the qualifying event.

## How COBRA Coverage Is Offered

After the Verizon Benefits Center receives notice that a qualifying event has occurred, COBRA continuation coverage is offered to each qualified beneficiary.

The Verizon Benefits Center provides a COBRA enrollment notice by mail within 14 days after receiving notice of the qualifying event and each qualified beneficiary has an independent right to elect COBRA continuation coverage.

Covered employees may elect COBRA continuation coverage on behalf of their spouses and parents may elect COBRA continuation coverage on behalf of their children. It is critical that you (or anyone who may become a qualified beneficiary) maintain a current address with the Verizon Benefits Center to ensure that you receive a COBRA enrollment notice following a qualifying event.

## How Long COBRA Coverage Lasts

COBRA continuation coverage is a temporary continuation of coverage. It lasts for up to a total of 36 months when the qualifying event is:

- Your death.
- Your divorce.
- A dependent child losing eligibility as a dependent child.

COBRA continuation coverage generally lasts for up to a total of 18 months when the qualifying event is the end of employment or reduction of the employee's hours of employment. This 18-month period of COBRA continuation coverage can be extended in two ways:

- **Disability extension of 18-month period of continuation coverage.** If a qualified beneficiary covered under the Plan is determined by the Social Security Administration to be disabled and you notify the Verizon Benefits Center in a timely fashion, you and all other qualified beneficiaries may be entitled to receive up to an additional 11 months of COBRA continuation coverage, for a total maximum of 29 months, if all of the following conditions are met:
  - Your COBRA qualifying event was a termination of employment or reduction in hours.
  - The disability started at some time before the 60th day of COBRA continuation coverage and

lasts at least until the end of the 18-month period of continuation coverage.

- A copy of the Notice of Award from the Social Security Administration is provided to the Verizon Benefits Center within 60 days of receipt of the notice and before the end of the initial 18 months of COBRA coverage.
- An increased premium of 150 percent of the monthly cost of coverage is paid, beginning with the 19th month of coverage.

- **Second qualifying event extension of 18-month period of continuation coverage.** If another qualifying event occurs during the first 18 months of COBRA continuation coverage, your spouse and dependent children can receive up to 18 additional months of COBRA continuation coverage, for a maximum of 36 months, if notice of the second qualifying event is properly given to the Plan.

This extension may be available to your spouse and any dependent children receiving continuation coverage if you die or get divorced, or if your dependent child no longer is eligible under the Plan as a dependent child, but only if the event would have caused your spouse or dependent child to lose coverage under the Plan had the first qualifying event not occurred.

## COBRA Qualifying Events

	Maximum Continuation Period (months) for:		
Qualifying Event	You	Spouse	Covered Child
You lose coverage because of reduced work hours or taking unpaid leave, other than leave under the FMLA	18	18	18
You terminate employment for any reason (except gross misconduct)	18	18	18
You or your dependent is disabled – as defined by the Social Security Act – at the time of the qualifying event or during the first 60 days of COBRA continuation coverage	29 (Initial 18 months, plus additional 11 months)	29 (Initial 18 months, plus additional 11 months)	29 (Initial 18 months, plus additional 11 months)
Your covered child no longer qualifies as a dependent	N/A	N/A	36
You die	N/A	36	36
You and your spouse divorce	N/A	36	36

You and your eligible dependents have 60 days from the date coverage ends due to a qualifying event or from the date of your COBRA notice, whichever is later, to elect continued participation under COBRA. If you fail to elect continued coverage within the 60-day time frame, you will lose the opportunity to continue coverage under COBRA.

## What COBRA Coverage Costs

COBRA participants must pay monthly premiums for coverage.

Premiums are based on the full cost per covered person set at the beginning of the year, plus 2 percent for administrative costs. Dependents making separate elections are charged the same rate as a single employee.

Payment is due at enrollment, but there is a 45-day grace period from the date you mail your enrollment form to make the initial payment. The initial payment includes coverage for the current month, plus any previous month(s).

Ongoing monthly payments are due on the first of each month, but there is a 30-day grace period (for example, June payment is due June 1, but will be accepted if postmarked by June 30).

If you or your dependent elects COBRA continuation coverage:

- You or your dependent can keep the same level of coverage you had as an active employee or choose a lower level of coverage.
- Your or your dependent's coverage is effective as of the date of the qualifying event. However, if you waive COBRA coverage and then revoke the waiver within the 60-day election period, your elected coverage begins on the date you revoke your waiver.
- You or your dependent may change your coverage:
  - During your annual enrollment period.
  - If you have a qualified life event.
  - If you have a change in circumstance recognized by the Internal Revenue Service (IRS) and Verizon.
- You may enroll any newly eligible spouse or child under the Plan rules.

## When COBRA Coverage Ends

COBRA coverage ends before the maximum continuation period if one of the following occurs:

- You or any of your covered dependents become covered under another vision plan not offered by Verizon, provided the plan does not have a legally valid pre-existing condition exclusion or limitation affecting the qualified beneficiary. If it does, Verizon COBRA coverage for that pre-existing condition continues as long as you pay the premium.
- You or your covered dependent fails to make contributions by the due date as required.
- Verizon stops providing any vision benefits to any employee.

Continuation coverage also may be terminated for any reason the Plan would terminate coverage of a participant or beneficiary not receiving continuation coverage (such as fraud).

## **If You Have Questions**

For more information about your rights under the Employee Retirement Income Security Act of 1974 (ERISA), including COBRA, the Health Insurance Portability and Accountability Act of 1996 (HIPAA) and other laws affecting group health plans, contact the nearest Regional or District Office of the U.S. Department of Labor's Employee Benefits Security Administration (EBSA) in your area or visit the EBSA website at [www.dol.gov/ebsa](http://www.dol.gov/ebsa).

Addresses and telephone numbers of Regional and District EBSA Offices are available through the EBSA's website.

## **VDT User Eye Care Program**

When your eligibility for the VDT User Eye Care Program ends (see "When Participation Ends"), your coverage is not eligible for continuation.

## What Is Not Covered

The Plan, including the VDT User Eye Care Program, does not cover the following expenses for you or a covered dependent:

- More than one vision exam in a benefit period (see the “Overview of Your Vision Coverage” section for more information).
- More than one pair of lenses and frames **or** one pair of contact lenses/a one-year supply of disposable contact lenses in a benefit period (see the “Overview of Your Vision Coverage” section for more information); this exclusion does not apply to VDT eyeglasses, which are provided to eligible associates in addition to Plan eyeglasses according to program provisions.
- The portion of the charge for frames that is over the applicable allowance.
- The extra charge for blended, coated, scratch-coated, dyed, oversized, photochromic, progressive multifocal, laminated, anti reflective, ultraviolet-protected or tinted lenses or for other cosmetic extras except as covered specifically (CWA associates, see “Additional Information for CWA-Represented Associates” in the “Overview of your Vision Coverage” section for more information).
- Colored contact lenses for CWA-represented associates.
- Non-prescription colored contact lenses for IBEW-represented associates.
- Contact lens insurance and cleaning kits.
- Drugs or other medication.
- Any medical or surgical eye treatment; however, some special or uncommon treatments may be covered by your medical plan.
- Special or unusual treatment, such as orthoptics, vision training, subnormal vision aids, aniseikonic lenses or tonography; however, some special or uncommon treatments may be covered by your medical plan.
- Two pairs of eyeglasses instead of bifocal lenses.
- Services or supplies not prescribed by a licensed optometrist or ophthalmologist, and lenses that do not require a prescription.
- Services or supplies that are experimental (any procedure or lens that is not used universally or accepted by the vision care profession).
- Safety glasses or goggles.

- Services or supplies that are provided or ordered prior to the coverage effective date.
- Services or supplies provided after the coverage end date.
- Replacement of lost or broken lenses and frames furnished under the Plan, except at the normal intervals (see the “Overview of your Vision Coverage” section) when covered services or supplies are available otherwise,
- Plano lenses.
- Any eye exam or any corrective eye wear required by the Company or an affiliate as a condition of employment.
- VDT services or supplies obtained from an out-of-network provider or not covered specifically under the Plan.
- Services or supplies covered under any federal or state “no-fault” motor vehicle insurance, regardless of whether you assert your rights properly under the motor vehicle insurance contract.
- Services or supplies for which you recover the cost by legal action, insurance proceeds or settlement from a third party whose negligent or wrongful actions have caused or are alleged to have caused your injury that needs vision treatment or from the third party’s insurer.
- Services or supplies provided by any local, state or federal government agency, except as otherwise required by federal law.
- Services or supplies that are furnished, paid for or otherwise provided for treatment of a disability connected with military service or past or present service in the armed forces of a government, unless payment is required by law.
- Services or supplies covered under any other Plan of Verizon or an affiliate.
- Services or supplies for a condition covered under Workers’ Compensation laws or for any other occupational condition, ailment, injury or disease occurring on the job for all employees and dependents if:
  - The covered person’s employer provides reimbursement for such charges or makes a settlement for such charges.
  - The covered person fails to assert his or her rights to receive employer reimbursement.

The Plan has the right to recover or place a lien on any benefits if Workers’ Compensation provides benefits for the same condition.

# How to File a Claim

To receive benefits, you or your vision care provider will need to submit a claim form to the claims administrator.

## ***When Claims Are Required*** **Vision Care Plan**

If you receive covered services or supplies from an in-network vision care provider, your provider files a claim with the claims administrator. The claims administrator directly reimburses the provider according to Plan provisions. You pay the provider any required copay and amount you owe (if any) for services or supplies that exceed Plan benefits. If you use an in-network provider of your choice, no paperwork is necessary. To locate an in-network provider, call the claims administrator or visit their website.

If you receive covered services or supplies from an out-of-network vision care provider, you must file a claim form for reimbursement with the claims administrator. Some providers may accept assignment of benefits; if so, the claims administrator will pay the provider directly for covered expenses up to the Plan limits. You are responsible for payment of any amounts over the Plan limits. You should file the claim as soon as possible and in no case later than 15 months of receipt of the covered services or supplies.

## **VDT User Eye Care Program**

If you receive covered services or supplies from an in-network VDT care provider, your provider files a claim with the claims administrator. The claims administrator directly reimburses the provider according to program provisions. You pay the provider any amount you owe (if any) for services or supplies that exceed program benefits. If you receive covered services or supplies from an out-of-network provider, the program pays no benefits.

## ***Coordination of Benefits*** **How Coordination Works**

If you or your eligible dependent is covered by more than one vision plan, special rules apply for determining who pays benefits first (the primary plan) and how benefits are determined when another plan is secondary (pays benefits after the primary plan). This section describes these rules.

The coordination of benefits (COB) feature eliminates duplicate payments for the same service when you or your dependents are covered by more than one vision plan. When benefits coordinate, one plan will pay benefits first (the primary plan), another plan will pay benefits second (the secondary plan), and so on.

When the Plan is primary, it pays benefits up to the limits described in this SPD.

When the Plan is secondary, the claims administrator subtracts the primary plan's payment from the actual charge. The Plan will pay the difference as a secondary payment but not more than it would have paid as the primary plan. As a result, the total amount you receive from both plans never will exceed 100 percent of the actual charge.

## Priority of Payment

Under the Plan's COB provisions, the order of payment is as follows:

- A plan that covers a patient as an active, inactive or former employee pays before a plan that covers the patient as a dependent.
- For a dependent child, Verizon uses the "birthday rule." This means that if a child is covered by both parents' group vision coverage, the plan of the parent whose birthday falls first during the calendar year pays benefits first. So, if the mother's birthday is April 27 and the father's birthday is October 23, the mother's plan pays benefits first. The parent's age has no effect on whose plan pays benefits first. If, however, the plan covering the parent who is not a Plan participant does not use the birthday rule, that plan (not the Verizon Plan) pays benefits first.
- In the case of a divorce or separation, the plan of the parent with court-ordered financial responsibility for the dependent child pays benefits for the child first. If there is no court order establishing financial responsibility or if both parents have joint legal custody, the plan of the parent with physical custody of the child pays first. If the court order provides they have joint physical custody, the birthday rule applies.

**Note:** If both parents elect coverage under a Verizon-sponsored vision plan, their child can be covered under only one parent's plan.

When the previous rules do not establish an order of benefit determination, the plan that covers the person as an active employee is the primary plan and the plan that covers the person as an inactive or former employee is the secondary plan. If this rule does not establish an order of benefit determination, the plan that has covered the person for the longer period of time is the primary plan and the plan that has covered the person for the shorter period of time is the secondary plan.

A plan that does not have COB is considered the primary plan.

For active associates and covered persons eligible for Medicare, the Plan automatically still is the primary plan.

## VDT User Eye Care Program Coordination of Benefits

There is no coordination of benefits (COB) between the VDT User Eye Care Program and any other program or plan for vision or VDT benefits, including the Plan.

## *Subrogation and Third-Party Reimbursement*

If you recover any charges for covered expenses from a third party (for example, as a result of a lawsuit from an automobile accident), the Plan's provision for subrogation and reimbursement takes effect. Under these procedures, the claims administrator's subrogation vendor tries to recover money that has been paid (or should be paid) on behalf of a third party (the other driver, in this example) whose negligence or wrongful actions caused illness or injury to a Plan participant. In this example of a car accident, should the Plan provide benefits because of your accident, the Plan has the right to recover the amount of those benefits from the negligent person or by obtaining a reimbursement from that person's insurance company – or from you if settlement amounts have been paid to you by the negligent person or his or her insurer.

You can contact the subrogation vendor directly with questions at 1-800-395-5568.



The subrogation and reimbursement provisions also mean that if you make a liability claim against a third party after you have received benefits from the Plan, you must include the amount of those benefits as part of the damages you claim. If the claim proceeds to a settlement or judgment in your favor, you must reimburse the Plan for the benefits you received. You and your dependents must grant a lien to the Plan and you and your dependents must assign to the Plan any benefits received under any insurance policies or other coverages. As a condition of eligibility for benefits, you and your dependents must agree to cooperate with the claims administrator's subrogation vendor in carrying out the Plan's subrogation and reimbursement rights. Cooperation means you must respond promptly and fully with inquiries from the claims administrator's subrogation vendor and take what action the claims administrator's subrogation vendor requests to help recover the value of benefits provided under the Plan. If you don't, any amounts which could have been recovered through subrogation may be deducted from future Plan payments. In any case, Verizon will require payment from you only for amounts recovered that are net of your legal costs related to the action.

The covered person must sign any documents requested by the Plan to enable the Plan to exercise its rights under this provision.

The Plan is not responsible for your legal costs.

### ***Right of Recovery***

If, for any reason, the Plan pays a benefit that is larger than the amount allowed, the claims administrator has a right to recover the excess amount from the person or agency who received it. The person receiving benefits must produce any instruments or papers necessary to ensure this right of recovery.

# Additional Information

## ***Claims and Appeals Procedures***

The authority and discretion to designate each of the claims and appeals administrators is granted to the Verizon Employee Benefits Committee (VEBC) and the Verizon Claims Review Committee (VCRC), and to the individuals who chair each of these committees.

At the time of publication of this SPD, there are several claims and appeals administrators for the Plan.

There are two types of claims: **eligibility** claims and **benefit** claims. See below for more information.

## **Claims Regarding Eligibility to Participate in the Plan**

At this time, for eligibility-related claims, the claims and appeals administrator is the VCRC.

Eligibility claims should be directed to the Verizon Claims Review Unit at:

Verizon Claims Review Unit  
c/o Verizon Benefits Center  
P.O. Box 8998  
Norfolk, VA 23501-8998

Eligibility appeals should be directed to the Verizon Claims Review Committee c/o the Verizon Claims Review Unit at:

Verizon Claims Review Committee  
c/o Verizon Claims Review Unit  
P.O. Box 8998  
Norfolk, VA 23501-8998

The Verizon Benefits Center works under the direction of the VCRC, which has discretionary authority to determine claims and appeals related to eligibility and enrollment in the Plan.

## **Claims Regarding Scope/Amount of Benefits Under the Plan**

At this time, for benefit-related claims, the VCRC has delegated its authority to finally determine claims to the following claims and appeals administrators who have discretionary authority to determine claims and appeals for Plan benefits. Your administrator depends on the bargaining agreement that covers you:

<b>Bargaining Agreement</b>	<b>Claims and Appeals Administrator</b>
CWA	Davis Vision, Inc.
IBEW	Vision Service Plan (VSP)

The addresses of the claims and appeals administrators for the Plan are listed under “Claims and Appeals Administrators” in the “Administrative Information” section. If you have a claim or appeal, you should contact the appropriate claims and appeals administrator for the type of claim or appeal you have.

The claims and appeals administrators have discretionary authority to:

- Interpret the Plan based on its provisions and applicable law and make factual determinations about claims arising under the Plan.
- Determine whether a claimant is eligible for benefits.
- Decide the amount, form and timing of benefits.
- Resolve any other matter under the Plan that is raised by a participant or a beneficiary, or that is identified by either the claims or appeals administrator.

The claims and appeals administrators have sole discretionary authority to decide claims under the Plan and review and resolve any appeal of a denied claim. In case of an appeal, the claims and appeals administrators’ decisions are final and binding on all parties to the full extent permitted under applicable law, unless the participant or beneficiary later proves that a claims or appeals administrator’s decision was an abuse of administrator discretion.

## **If a Benefit Is Denied**

Disagreements about benefit eligibility or benefit amounts can arise. If the Verizon Benefits Center is unable to resolve the disagreement, Verizon has formal appeal procedures in place for the Plan.

The following information applies for “group health” or “health” claims. “Group health” or “health” refers to medical options including mental health and substance abuse care, prescription drugs, and vision care and dental options. The steps that you or your authorized representative is required to take to file a group health claim or appeal are outlined in the following chart. The steps vary slightly depending on the type of claim involved.

First, you must determine what type of claim you have:

- **Post-service.** A claim for reimbursement of medical services already received. This is the most common type of claim.
- **Pre-service.** A claim for a benefit for which coverage review is required by the Plan.
- **Concurrent care.** A claim for ongoing treatment over a period of time or a number of additional treatments that have been approved.
- **Urgent care.** A claim for health care or treatment that, if the longer time frames for non-urgent care were applied, the delay: (1) could seriously jeopardize the health of the claimant or his or her ability to regain maximum function; or (2) in the opinion of a physician with knowledge of the claimant’s medical condition, would subject the claimant to severe pain that could not be managed without the care or treatment that is the subject of the claim.

Second, you must determine whether you have an “eligibility” claim or a “benefit” claim.

An eligibility claim is a claim to participate in a plan or option or to change an election to participate during the year. A benefit claim is a claim for a particular benefit under a plan. It will typically include your initial request for benefits.

The following chart applies to vision claims. Benefit claims and appeals are divided into the four categories of claims described above.

General procedure	Special rules			
	Post-service claim	Pre-service claim	Concurrent care claim	Urgent care claim
<b>Step 1</b>				
<p><b>How to file a claim</b></p> <p>To file an <b>eligibility</b> claim, request a Claim Initiation Form from the Verizon Benefits Center at 1-855-4VzBens. You (or your authorized representative) must return the form to the Verizon Claims Review Unit at the address on the form.</p> <p>To file a <b>benefit</b> claim, you (or your authorized representative) should write to your claims and appeals administrator. To obtain contact information for your plan, you should refer to the telephone number and/or website shown on the back of your ID card.</p> <p>You must include:</p> <ul style="list-style-type: none"> <li>• A description of the benefits for which you are applying;</li> <li>• The reason(s) for the request; and</li> <li>• Relevant documentation.</li> </ul> <p>To file an urgent care claim, you should call the Verizon Benefits Center at 1-855-4VzBens or your health plan. In addition, you must state that you are filing an urgent care claim.</p>				
<p><b>What happens if you don't follow procedure</b></p> <p>If you misdirect your claim, but provide sufficient information to an individual who is responsible for Verizon benefits administration, you will be notified of the proper procedure within <b>(see columns to the right)</b> of receipt of the claim.</p>	<p>Not applicable. Response time frame does not begin until claim is properly filed.</p>	<p>5 days</p>	<p>Not applicable. Response time frame does not begin until the claim is properly filed. If the claim involves urgent care, 24 hours.</p>	<p>24 hours</p>

	Special rules			
General procedure	Post-service claim	Pre-service claim	Concurrent care claim	Urgent care claim
<p><b>When you will be notified of the claim decision</b></p> <p>You will be notified of the decision within <b>(see columns to the right)</b> of the Verizon Benefits Center's receipt of your Claim Initiation Form or the health plan's receipt of your claim.</p>	<p>30 days</p> <p>This period may be extended for 15 days. You will be notified within the initial 30-day period.</p>	<p>15 days</p> <p>This period may be extended for an additional 15 days. You will be notified within the initial 15-day period.</p>	<p>A time period sufficiently in advance of the reduction or termination of coverage to allow you to appeal and obtain a response to that appeal before your coverage is reduced or terminated.</p> <p>For concurrent care that is urgent, within 24 hours (provided that you submitted a claim at least 24 hours in advance of the reduction or termination of coverage); otherwise, within 72 hours.</p>	<p>72 hours</p>
<p><b>Failure to provide sufficient information procedure</b></p> <p>If you fail to provide sufficient information, the claim may be decided based on the information provided. However, the Verizon Claims Review Unit or health plan may notify you within <b>(see columns to the right)</b> that additional information is needed.</p>	<p>30 days</p>	<p>15 days</p>	<p>Decision will be based on information provided, unless the concurrent care claim involves urgent care; see urgent care time frame.</p>	<p>24 hours</p>
<p>You will have to provide the additional information within <b>(see columns to the right)</b>. Otherwise, the claim will be decided based on information originally provided.</p>	<p>45 days</p>	<p>45 days</p>		<p>48 hours</p>

	Special rules			
General procedure	Post-service claim	Pre-service claim	Concurrent care claim	Urgent care claim
If you provide additional information, you will be notified of the decision by the Verizon Claims Review Unit or the health plan administrator within <b>(see columns to the right)</b> .	The time period <b>remaining</b> for the initial claim.	The time period <b>remaining</b> for the initial claim.		48 hours

### How you will be notified of the claim decision

If your claim is approved, the Verizon Claims Review Unit or health plan generally will notify you by telephone.

If your claim is **denied**, in whole or in part, the Claims Review Unit or the health plan will notify you in writing, except for urgent care. Your denial notice will contain:

- The specific reason(s) for the denial;
- The Plan provisions on which the denial was based;
- Any additional material or information you may need to submit to complete the claim;
- Any internal procedures or clinical information on which the denial was based; and
- The Plan's appeal procedures.

If your urgent care claim is denied, the health plan will notify you via telephone. Within 3 days of this oral denial, you will receive a written denial notice, as explained under the general procedure. The denial notice also will explain the expedited review process.

## Step 2

### About appeals and the claims fiduciary

Before you can bring **any** action at law or at equity to recover Plan benefits, you **must** exhaust this process. Specifically, you must file an appeal or appeals, as explained in this Step 2, and the appeal(s) must be finally decided by the claims fiduciary.

The Claims Review Committee is the claims fiduciary for all eligibility claims. The Claims Review Committee has delegated its authority to finally determine claims to the health plans for benefit claims. The vast majority of health plans have accepted the responsibility of being the claims fiduciary. If your health plan has not accepted this responsibility, you will be notified in your claim denial notice, which will indicate that you should appeal to the Claims Review Committee.

The claims fiduciary is authorized to finally determine appeals and interpret the terms of the Plan in its sole discretion. All decisions by the claims fiduciary are final and binding on all parties.

	Special rules			
General procedure	Post-service claim	Pre-service claim	Concurrent care claim	Urgent care claim
<p><b>How to file an appeal</b>            If your claim is denied and you want to appeal it, you must file your appeal within <b>(see columns to the right)</b> from the date you receive notice of your denied claim. You may request access to all documents relating to your appeal. If you have an appeal for <b>eligibility</b> (i.e., you wrote to the Verizon Claims Review Unit at Step 1), write to the address specified on your claim denial notice.</p> <p>If you have an appeal for <b>benefits</b> (i.e., you wrote to your health plan as explained at Step 1), write to the contact identified by your health plan administrator in your claim denial notice. You should include:</p> <ul style="list-style-type: none"> <li>• A copy of your claim denial notice;</li> <li>• The reason(s) for the appeal; and</li> <li>• Relevant documentation.</li> </ul> <p>The individual/committee (and any medical expert) reviewing your appeal will be independent from the individual/committee who reviewed your claim. In addition, if your appeal involves a medical judgment, the Claims Review Committee or the health plan administrator will consult with a health care professional who has appropriate relevant experience.</p>	180 days	180 days	Within a reasonable period of time, considering the time period scheduled for reduction or termination of benefits.	180 days  You may orally file your appeal with the Verizon Claims Review Unit or the contact identified by your health plan administrator. At the time your claim is denied, the Verizon Claims Review Unit or your health plan administrator will give you instructions about how to file your appeal. You must identify that you are appealing an urgent care claim.

	Special rules			
General procedure	Post-service claim	Pre-service claim	Concurrent care claim	Urgent care claim
<p>Upon request:</p> <ul style="list-style-type: none"> <li>You are entitled to learn the identity of such an expert.</li> <li>You are entitled to copies of any health care professional's report.</li> </ul> <p>You will be provided with any documents used by the Plan to come to the determination of your case.</p>				
<p><b>When you will be notified of the appeal decision</b></p> <p>You will be notified of the decision within <b>(see columns to the right)</b> of the Claims Review Committee's or the health plan's receipt of your appeal.</p>	<p><b>Eligibility appeals:</b> 60 days</p> <p><b>Benefit appeals:</b><sup>1</sup></p> <ul style="list-style-type: none"> <li>60 days, if health plan provides 1 level of mandatory appeal.</li> <li>30 days, if health plan provides 2 levels of mandatory appeal.</li> </ul>	<p><b>Eligibility appeals:</b> 30 days</p> <p><b>Benefit appeals:</b><sup>1</sup></p> <ul style="list-style-type: none"> <li>30 days, if health plan provides 1 level of mandatory appeal.</li> <li>15 days, if health plan provides 2 levels of mandatory appeal.</li> </ul>	<p><b>Eligibility and benefit appeals:</b></p> <ul style="list-style-type: none"> <li>Before a reduction or termination of benefits would occur.</li> <li>If the concurrent claim involves urgent care, 72 hours.<sup>2</sup></li> </ul>	<p><b>Eligibility and benefit appeals:</b> 72 hours<sup>2</sup></p>
<p><b>How you will be notified of the appeal decision</b></p> <p>If your appeal is approved, the Claims Review Committee or the health plan will notify you in writing.</p> <p>If your appeal is <b>denied</b>, in whole or in part, the Claims Review Committee or the health plan will notify you in writing. Your denial notice will contain:</p> <ul style="list-style-type: none"> <li>The specific reason(s) for the denial;</li> <li>A statement regarding the documents to which you are entitled;</li> <li>An explanation of the voluntary appeal procedures, if any;</li> <li>Any internal procedures or clinical information on which the denial was based;</li> <li>The Plan provisions on which the denial was based; and</li> <li>The following statement: "You and your plan may have other voluntary alternative dispute resolution options, such as mediation. One way to find out what may be available is to contact your local U.S. Department of Labor Office and your State insurance regulatory agency."</li> </ul>				



	Special rules			
General procedure	Post-service claim	Pre-service claim	Concurrent care claim	Urgent care claim

**Step 3**

**How to proceed if necessary**

If you had an **eligibility** appeal that was denied by the Claims Review Committee, Verizon will not review your matter again, unless new facts are presented. You have a right to bring a civil action.

If you had a **benefit** appeal that was denied by a group health plan administrator that offers 1 mandatory level of appeal, the group health plan administrator will not review your matter again, unless new facts are presented. You have a right to bring a civil action.

If you had a **benefit** appeal that was denied by a group health plan administrator that offers 2 mandatory levels of appeal, you may appeal to the health plan a second time. You must submit your second appeal within 180 days from the date that you received the denial of your first appeal. In addition, your health plan will provide you with an independent medical review, upon request, in conjunction with this second and final appeal.

**The following provision applies if the health plan provides 2 levels of mandatory appeal:**

**When you will be notified of the second and final appeal decision**

You will receive a response within **(see columns to the right)** of the health plan administrator's receipt of your second and final appeal. If this appeal is denied, the health plan administrator will not review your matter again, unless new facts are presented. You have a right to bring a civil action.

30 days

15 days

Time period remaining from your first appeal. Of course, the clock stops while you are preparing your second appeal.

Time period remaining from your first appeal. Of course, the clock stops while you are preparing your second appeal.

<sup>1</sup>If your health plan provides more than one level of appeal, the response time frame is shorter, as noted above. A few Verizon health plans offer a voluntary level of appeal. You are not required to file this voluntary appeal before filing a civil action; however, you may find it helpful. The health plan will provide you with information regarding its voluntary appeal, if it applies. A voluntary appeal is not subject to the same time frames as mandatory appeals.

<sup>2</sup>If your health plan provides two mandatory appeals, both appeals must occur within the 72-hour time frame.

## ***Your Rights Under ERISA***

As a participant in the Plan, you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 (ERISA) and its subsequent amendments. ERISA provides that all Plan participants shall be entitled to the following:

### **Receive Information About Your Plan and Benefits**

- Examine, without charge at the Plan administrator's office and at other specified locations, such as worksites and union halls, all documents governing the Plan, including insurance contracts and collective bargaining agreements, and a copy of the latest annual report (Form 5500 Series) filed by the Plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration.
- Obtain, upon written request to the Plan administrator, copies of documents governing the operation of the Plan, including insurance contracts and collective bargaining agreements, and copies of the latest annual report (Form 5500 Series) and updated summary plan description (SPD). The administrator may make a reasonable charge for the copies.
- Receive a summary of the Plan's annual financial report. The Plan administrator is required by law to furnish you with a copy of this summary annual report.

### **Continue Group Health Plan Coverage**

- Continue health care coverage for yourself, your spouse or your dependents if there is a loss of coverage under the Plan as a result of a qualifying event. You or your dependents may have to pay for such coverage. Review your SPD and the documents governing the Plan on your COBRA continuation coverage rights.
- Reduction or elimination of exclusionary periods of coverage for pre-existing conditions under your group health plan, if you have creditable coverage from another plan. You should be provided a Certificate of Creditable Coverage, free of charge, from your group health plan or health insurance issuer when you lose coverage under the Plan, when you become entitled to elect COBRA continuation coverage, when your COBRA continuation coverage ceases, if you request it before losing coverage, or if you request it up to 24 months after losing coverage. Without evidence of creditable coverage, you may be subject to a pre-existing condition exclusion for 12 months (18 months for late enrollees) after your enrollment date in your coverage.

### **Prudent Actions by Plan Fiduciaries**

In addition to creating rights for Plan participants, ERISA imposes duties upon the persons who are responsible for the operation of the employee benefit plan. The people who operate your Plan, called "fiduciaries" of the Plan, have a duty to do so prudently and in the interest of you and other Plan participants and beneficiaries.

No one, including your employer, your union or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a benefit or exercising your rights under ERISA.

## **Enforce Your Rights**

If your claim for a benefit is denied or ignored in whole or in part, you have the right to know why this was done, to obtain copies of documents relating to the decision without charge and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you can take to enforce the above rights.

For instance, if you request a copy of Plan documents or the latest annual report from the Plan and do not receive them within 30 days, you may file suit in a federal court. In such a case, the court may require the Plan administrator to provide the materials and pay you up to \$110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the Plan administrator.

If you have a claim for benefits that is denied or ignored, in whole or in part, you may file suit in a state or federal court. In addition, if you disagree with the Plan's decision or lack thereof concerning the status of a medical child support order, you may file suit in federal court.

If it should happen that Plan fiduciaries misuse the Plan's money or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor or you may file suit in a federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees (for example, if it finds your claim to be frivolous).

## **Assistance With Your Questions**

If you have any questions about your Plan, you should contact the Plan administrator. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the Plan administrator, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory; or write to:

Division of Technical Assistance and Inquiries  
Employee Benefits Security Administration  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, D.C. 20210

You also may obtain certain publications about your rights and responsibilities under ERISA by calling the publication hotline of the Employee Benefits Security Administration.

## ***HIPAA Privacy Rights***

The information provided in the notice that follows is required under the Health Insurance Portability and Accountability Act (HIPAA).

### **HIPAA Privacy Notice**

#### **NOTICE OF PRIVACY PRACTICES FOR THE VERIZON COMMUNICATIONS INC. HEALTH PLANS**

**THIS NOTICE DESCRIBES HOW MEDICAL INFORMATION  
ABOUT YOU MAY BE USED AND DISCLOSED  
AND HOW YOU CAN GET ACCESS TO THIS INFORMATION.**

**PLEASE REVIEW THIS NOTICE CAREFULLY.**

#### **I. Background Information and Effective Date**

The Department of Health and Human Services published a final regulation addressing the privacy of Protected Health Information (as defined in section III below) in August of 2002 (the "Privacy Rule"). As a result, the Verizon Communications Inc. ("Verizon") health plans listed in section II below will have to comply with the Privacy Rule, effective April 14, 2003 (the "Effective Date"). This Notice, which is required by the Privacy Rule, is effective on the Effective Date.

#### **II. Plans on Behalf of Which this Notice is Being Provided**

For purposes of this Notice, the term "Verizon Health Plans" has special meaning. This Notice applies to the following Verizon plans, which collectively are referred to in this Notice as the "Verizon Health Plans:"

- Verizon Plan 550 (EIN: 23-2259884, PIN: 550)
- Verizon Plan 552 (EIN: 23-2259884, PIN: 552)

**Note:** Verizon Plan 550 and Verizon Plan 552 are hybrid entities under the Privacy Rule. In that case, this Notice shall only apply and be interpreted to apply to that portion of these plans that are subject to the Privacy Rule as a group health plan.

In addition, in the event you are covered by an insured health plan, your insurer will be providing you with a separate notice that describes the insurer's use and disclosure of your Protected Health Information.

#### **III. Health Information to Which this Notice Applies**

This Notice applies to "Protected Health Information," which is defined as any written, oral, or electronic health information that meets the following three requirements:

- The information is created or received by a health care provider, a Verizon Health Plan, or Verizon.
- The information includes specific identifiers that identify you or could be used to identify you.

- The information relates to one of the following:
  - Providing health care to you;
  - Your past, present, or future physical or mental condition; or
  - The past, present, or future payment for your health care.

This includes any of the following documentation, if the documentation reveals your identity and your health status or payment issues: medical records (such as hospital charts or doctor's notes); medical bills (such as bills for hospital or doctor's services); claims data (such as data on claims payments made by one of the Verizon Health Plans on your behalf); and insurance payment information (such as an Explanation of Benefits).

#### **IV. Uses and Disclosures of Protected Health Information by the Verizon Health Plans**

The Verizon Health Plans may use or disclose your Protected Health Information for purposes of making or obtaining payment for your health care, for purposes of conducting health care operations, or for certain other specified purposes. The Verizon Health Plans have established a policy to guard against unnecessary uses and disclosures of your Protected Health Information.

The purposes for which your Protected Health Information may be used and disclosed by the Verizon Health Plans may be summarized as follows:

##### ***A. To Make or Obtain Payment for Health Care***

The Verizon Health Plans may use or disclose your Protected Health Information to make payment for, or to obtain or facilitate payment of, your health care claims. Payment for health care includes such activities as: making eligibility or coverage determinations; claims management or adjudication; claims appeals determinations; coordination of benefits with another health plan; medical necessity determinations; concurrent or retrospective review of services; utilization review of services; pre-certification or pre-authorization of services; subrogation of claims; billing; determination of cost sharing amounts; risk adjusting based on enrollee health status and demographics; disclosure to consumer reporting agencies; obtaining payment under a contract of reinsurance; and collection activities.

For example, a Verizon Health Plan may provide Protected Health Information regarding your coverage or treatment to other health plans to coordinate the payment of benefits between or among the other plans and the Verizon Health Plan.

***B. To Conduct Health Care Operations***

The Verizon Health Plans may use or disclose your Protected Health Information to facilitate the administration and operation of the Verizon Health Plans. Health care operations include such activities as: case management and care coordination; conducting or arranging for medical review, auditing, or legal services; population-based activities to improve health or reduce health care costs; contacting providers or patients with information regarding treatment alternatives; clinical guideline and protocol development; reviewing the competence or qualifications of health care professionals and evaluating health plan performance; underwriting and premium rating; fraud and abuse detection; and activities relating to the creation, renewal, or replacement of a health care contract. Pursuant to the provisions of the Genetic Information Nondiscrimination Act of 2008, the Verizon Health Plans do not use or disclose Protected Health Information that is “genetic information” for underwriting purposes as defined under such Act.

For example, a Verizon Health Plan may use Protected Health Information regarding your coverage or treatment for case management to help ensure that appropriate treatment is being provided for your condition.

***C. For Treatment Alternatives or Distribution of Health-Related Benefits and Services***

The Verizon Health Plans may use or disclose your Protected Health Information to tell you about treatment alternatives, or to provide you with information about other health-related benefits or services that may be of interest to you.

***D. To Assist Verizon as Plan Sponsor***

The Verizon Health Plans may disclose your Protected Health Information to Verizon, as sponsor of the Verizon Health Plans, to assist Verizon in the performance of plan administrative functions. The Verizon Health Plans also may provide summary health information to Verizon, as plan sponsor, so that Verizon may obtain premium bids or modify, amend, or terminate the Verizon Health Plans. Summary health information does not directly identify you, but summarizes claims history, claims expenses, or types of claims experienced. Finally, the Verizon Health Plans may disclose your enrollment and disenrollment information to Verizon as plan sponsor.

***E. When Legally Required***

The Verizon Health Plans may disclose your Protected Health Information when required to do so by any federal, state, or local law.

***F. In Connection With Judicial and Administrative Proceedings***

The Verizon Health Plans may disclose your Protected Health Information in the course of any judicial or administrative proceeding in response to an order of a court or administrative tribunal as expressly authorized by the order. The Verizon Health Plans also may disclose your Protected Health Information in the course of any judicial or administrative proceeding in response to a subpoena, discovery request, or other lawful process, but only when the Verizon Health Plan involved receives satisfactory assurance from the party seeking the Protected Health Information that that party made reasonable efforts to either notify you about the request or to obtain an order protecting your Protected Health Information.

**G. For Law Enforcement Purposes**

The Verizon Health Plans may disclose your Protected Health Information to a law enforcement official for certain law enforcement purposes. For example, the Verizon Health Plans may disclose your Protected Health Information pursuant to a law requiring the reporting of certain types of wounds or other physical injuries.

**H. For Health Oversight Activities**

The Verizon Health Plans may disclose your Protected Health Information to a health oversight agency for health oversight activities authorized by law, including: audits; civil, administrative, or criminal investigations; inspections; licensure or disciplinary actions; civil, administrative, or criminal proceedings or actions; or other activities necessary for appropriate oversight of the health care system, certain government benefit programs, certain entities subject to government regulatory programs, or certain entities subject to civil rights laws. The Verizon Health Plans may not disclose your Protected Health Information if you are the subject of an investigation and the investigation does not arise out of and is not directly related to your receipt of health care or public benefits.

**I. In the Event of a Serious Threat to Health or Safety**

Under certain circumstances, the Verizon Health Plans may, consistent with applicable law and standards of ethical conduct, use or disclose your Protected Health Information if the Verizon Health Plans, in good faith, believe that the use or disclosure is necessary to prevent or lessen a serious and imminent threat to the health or safety of a person or to the health or safety of the public.

**J. For Specified Government Functions**

Under certain circumstances, the Verizon Health Plans may use or disclose your Protected Health Information to facilitate specified government functions related to: the military and veterans; national security and intelligence activities; protective services for the President of the United States and others; or correctional institutions and inmates.

**K. For Public Health Activities**

The Verizon Health Plans may disclose your Protected Health Information for public health activities, such as to assist public health authorities or other legal authorities to prevent or control disease, injury, or disability, or for other public health activities as specified in the Privacy Rule.

**L. For Disaster Relief Purposes**

Under certain circumstances, the Verizon Health Plans may use or disclose your Protected Health Information to a public or private entity authorized by law or by its charter to assist in disaster relief efforts.

**M. In Connection with Decedents**

The Verizon Health Plans may disclose your Protected Health Information to funeral directors or coroners to enable them to carry out their lawful duties.

**N. For Workers' Compensation Purposes**

The Verizon Health Plans may disclose your Protected Health Information to the extent necessary to comply with laws related to Workers' Compensation or similar programs established by law that provide benefits for work-related injuries or illnesses without regard to fault.

**O. For Involvement In, and Notification Of, Your Care**

The Verizon Health Plans may use or disclose your Protected Health Information to your relatives or other persons you identify who are involved in your care or payment for your care, or to notify family members or others responsible for your care of your condition or location. In these situations, when you are present and not incapacitated, the Verizon Health Plans will either: (1) provide you with an opportunity to disagree to the use or disclosure and, if you do not disagree, your Protected Health Information may be used or disclosed; or (2) obtain your agreement to the use or disclosure.

**P. To Assist Victims of Abuse, Neglect, or Domestic Violence**

The Verizon Health Plans may, under certain circumstances, disclose Protected Health Information about individuals who are reasonably believed to be a victim of abuse, neglect, or domestic violence to a government authority, including a social service or protective services agency, authorized by law to receive such reports.

**Q. For Cadaveric Organ, Eye, or Tissue Donation**

The Verizon Health Plans may use or disclose Protected Health Information to organ procurement organizations or other entities engaged in the procurement, banking, or transplantation of cadaveric organs, eyes, or tissue for the purpose of facilitating organ, eye, or tissue donation and transplantation.

**R. For Certain Government-Approved Research Activities**

The Verizon Health Plans may use or disclose Protected Health Information about you for research as provided under the Privacy Rule.

**S. To Other Covered Entities**

The Verizon Health Plans may disclose Protected Health Information to health care providers to assist them in connection with their treatment or payment activities. In addition, the Verizon Health Plans may disclose Protected Health Information to other entities subject to the Privacy Rule to assist them with their payment activities or certain of their health care operations. For example, the Verizon Health Plans might disclose your Protected Health Information to a health care provider when needed by the provider to render treatment to you.

**T. With an Authorization**

Other than as stated above, the Verizon Health Plans will not use or disclose your Protected Health Information without your written authorization. If you authorize a Verizon Health Plan to use or disclose your Protected Health Information, you may revoke that authorization in writing at any time. If you revoke the authorization, the Verizon Health Plan will no longer use or disclose your Protected Health Information for the reasons covered by your written authorization. Your revocation will not affect any uses or disclosures a Verizon Health Plan has already made prior to the date the Verizon Health Plan receives notice of the revocation.

**V. Your Rights Regarding Your Protected Health Information**

You have the following rights regarding the Protected Health Information retained by a Verizon Health Plan:

**A. Right to Request Restrictions**

You have the right to request that a Verizon Health Plan restrict:

- Uses and disclosures of your Protected Health Information to carry out payment or health care operations.



- Certain uses and disclosures for disaster relief and other notification purposes and for involvement in your care.

If you make a request to a Verizon Health Plan for a restriction as described above, the Verizon Health Plan is not required to agree to such a restriction in certain situations. However, the Verizon Health Plan must comply with your requested restriction if: (1) except as otherwise required by law, you request a restriction on the disclosure to a health plan of your Protected Health Information for payment or health care operations; and (2) the Protected Health Information relates solely to a health care item or service for which a health care provider has been paid out of pocket in full.

If you wish to make a request for a restriction, please make a request in writing to the privacy contact identified in paragraph IX below. Your request should include the following: (1) what uses and/or disclosures you want to limit; and (2) to whom you want the restriction to apply (for example, disclosures to your spouse).

***B. Right to Receive Confidential Communications***

You have the right to request that a Verizon Health Plan communicate with you in a certain way if you feel that the disclosure of your Protected Health Information could endanger you. For example, you may ask that a Verizon Health Plan only communicate with you at a certain telephone number. If you wish to receive confidential communications, please make your request in writing to the privacy contact identified in paragraph IX below. Your request must be reasonable and should include the following: (1) an alternative address or other means of contacting you; and (2) a statement that the disclosure of all or part of the Protected Health Information to which the request pertains could endanger you. The Verizon Health Plan(s) will attempt to accommodate these requests for confidential communications.

***C. Right to Inspect and Copy***

In general, you have the right to inspect and obtain a copy of your Protected Health Information. If a Verizon Health Plan uses or maintains an electronic health record with respect to your Protected Health Information, you have the right to request and obtain a copy of this information in an electronic format. A request to inspect or obtain a copy of your Protected Health Information must be made in writing to the privacy contact identified in paragraph IX below and must include: (1) the desired form or format of access; (2) a description of the Protected Health Information to which the request applies; and (3) appropriate contact information. If you request a copy of your Protected Health Information, you may be charged a reasonable fee for the costs of copying, postage, and other supplies associated with your request. Under very limited circumstances, your request to inspect or obtain a copy of your Protected Health Information may be denied. In most cases, if your request is denied, you may request a review of the denial in accordance with the privacy complaint procedure, a copy of which can be obtained from the privacy officer in care of the Verizon HIPAA Unit at the address in paragraph IX below.

***D. Right to Amend***

If you believe that Protected Health Information a Verizon Health Plan has about you is inaccurate or incomplete, you may ask that Verizon Health Plan to amend that Protected Health Information. You have the right to request an amendment for as long as the Protected Health Information is kept by the Verizon Health Plan.

A request to amend your Protected Health Information must be made in writing to the privacy contact identified in paragraph IX below. The request to amend must include the name of the Verizon Health Plan(s) to which the request applies, a description of the amendment requested, and a reason to support the request.

Your request for an amendment may be denied if you request an amendment of Protected Health Information that the Verizon Health Plan determines: (1) was not created by the Verizon Health Plan, unless the originator of the Protected Health Information is no longer available to make the amendment; (2) is not part of the Verizon Health Plan's records; (3) is not Protected Health Information that you would be permitted to inspect or copy; or (4) is accurate and complete.

If your request is denied, you may request a review of the denial in accordance with the privacy complaint procedure, a copy of which can be obtained from the privacy officer in care of the Verizon HIPAA Unit at the address in paragraph IX below.

***E. Right to an Accounting of Disclosures***

You have a right to request a list of the disclosures made by a Verizon Health Plan of your Protected Health Information. The list will not include the following types of disclosures: (1) disclosures to you of your own Protected Health Information; (2) disclosures for purposes of payment and health care operations; (3) disclosures you authorize; (4) disclosures to persons involved in your care or for disaster relief or other notification purposes; (5) disclosures for national security, intelligence, or law enforcement purposes; (6) disclosures that are part of a limited data set, as defined in the Privacy Rule; or (7) disclosures that are incident to a use or disclosure otherwise permitted or required by the Privacy Rule.

A request for an accounting must be made in writing to the privacy contact identified in paragraph IX below. The request must specify the name of the Verizon Health Plan(s) to which the request applies, as well as the time period for which you are requesting the accounting. The time period for which you request an accounting may not start earlier than the April 14, 2003 Effective Date of the Privacy Rule and may not be for a period of time going back more than six years. The first accounting you request within a 12-month period will be free of charge. For additional accountings within that same 12-month period, you may be charged a reasonable fee for the costs of providing the accounting. You will be notified in advance of the cost involved, and you may choose to withdraw or modify your request at that time before any costs are incurred.

***F. Right to Receive a Paper Copy of this Notice***

You have the right to request and receive a paper copy of this Notice at any time, even if you received this Notice previously or agreed to receive this Notice electronically. To obtain a paper copy of this Notice, please contact the Verizon Benefits Center toll-free at 1-855-4VzBens (1-855-489-2367).

## **VI. Other Obligations of the Verizon Health Plans**

In addition to the other obligations set forth in this Notice, the Verizon Health Plans are required to:

- Maintain the privacy of your Protected Health Information in a manner consistent with the Privacy Rule.
- Provide you with this Notice of their legal duties and privacy practices with respect to your Protected Health Information.
- Abide by the terms of this Notice.

When and as required, the Verizon Health Plans will notify you in the event of an impermissible or unauthorized acquisition, access, use, or disclosure of your Protected Health Information, that compromises the security or privacy of such Protected Health Information, under the Privacy Rule.

## **VII. Changes to this Notice**

The Verizon Health Plans reserve the right to change this Notice and to make the revised or changed Notice effective for Protected Health Information the Verizon Health Plans already have about you, as well as for any such information received in the future. If the Verizon Health Plans change any of their privacy policies and procedures, the Verizon Health Plans will revise the Notice as appropriate and will provide a copy of the revised Notice to you within 60 days of the material change. You may also obtain a paper copy of this Notice from the Verizon Benefits Center at 1-855-4VzBens (1-855-489-2367).

## **VIII. Complaints**

If you believe that your privacy rights have been violated, you may file a complaint with the privacy officer in care of the Verizon HIPAA Unit identified in paragraph IX below or with the Secretary of the United States Department of Health and Human Services. All complaints must be submitted in writing. You will not be retaliated against in any way for filing a complaint.

## **IX. Contact Information**

In some cases, your Protected Health Information may be held internally at Verizon by members of the Verizon workforce who perform functions on behalf of the Verizon Health Plans. In most cases, however, your Protected Health Information will be held by privacy contacts, such as the health insurers or health plan option administrators, who pay claims on behalf of one or more of the Verizon Health Plans.

### **Contact your health insurer or health plan option administrator:**

If you have a question, concern, complaint, or request regarding Protected Health Information held by a **health insurer or health plan option administrator**, contact your health insurer or health plan option administrator directly. Contact information for your health insurer or health plan option administrator can be found in your summary plan description, your insurance cards, on the BenefitsConnection website at [www.verizon.com/benefitsconnection](http://www.verizon.com/benefitsconnection) or by calling the Verizon Benefits Center toll-free at 1-855-4VzBens (1-855-489-2367).

**Contact the Privacy Officer for the Verizon Health Plans:**

If you have a question, concern, complaint, or request regarding Protected Health Information held internally at Verizon, contact the privacy officer for the Verizon Health Plans as follows:

HIPAA Privacy Officer  
c/o Verizon HIPAA Unit  
P.O. Box 1483  
Lincolnshire, IL 60069-1483  
1-908-559-3628

**IF YOU HAVE ANY QUESTIONS REGARDING THIS NOTICE, PLEASE CONTACT THE PRIVACY OFFICER DESIGNATED IN PARAGRAPH IX ABOVE.**

The Notice of Privacy Practices for the Verizon Communications Inc. Health Plans is available on the BenefitsConnection website at [www.verizon.com/benefitsconnection](http://www.verizon.com/benefitsconnection). Generally, the Notice of Privacy Practices for the Verizon Communications Inc. Health Plans available on BenefitsConnection is the most up to date. Once you have logged on to BenefitsConnection, select the Library link from the home page and then “HIPAA Privacy Policy” under “Benefit Forms” in order to view the Notice. You may view the Notice on the website and/or print a paper copy from the website. You may also request a paper copy of the Notice at any time by calling the Verizon Benefits Center at 1-855-4VzBens (1-855-489-2367).

# Administrative Information

Administrative information about the Plan is provided in this section.

## ***Important Telephone Numbers***

You can connect to the Verizon Benefits Center and other Verizon benefit providers by calling 1-855-4VzBens. If you prefer, you can call the benefit providers directly via the telephone numbers shown on your Vision Plan ID card.

## ***Plan Sponsor/Employer***

The Plan sponsor/employer is:

Verizon Communications Inc.  
One Verizon Way  
Basking Ridge, NJ 07920

## ***Plan Administrator***

The Plan administrator is:

Verizon  
c/o Verizon Benefits Center  
P.O. Box 8998  
Norfolk, VA 23501-8998

Telephone number: 1-855-4VzBens (1-855-489-2367) and follow the instructions to reach the Verizon Benefits Center.

You may communicate to the Plan administrator in writing at the address above. But, for questions about Plan benefits, you should write or call the Verizon Benefits Center. The Verizon Benefits Center administers enrollment and handles participant questions, requests and certain benefits claims, but is not the Plan administrator. Claims relating to the scope and amount of benefits under the Plan are administered by the administrators listed under “Claims Regarding Scope/Amount of Benefits Under the Plan” in the “Additional Information” section.

The Plan administrator or a person designated by the administrator has the full and final discretionary authority to publish the Plan document and benefit Plan communications, to prepare reports and make filings for the Plan and to otherwise oversee the administration of the Plan. However, most of your day-to-day questions can be answered by the Plan’s benefits administrator or a Verizon Benefits Center Representative.

Do not send any benefit claims to the Plan administrator or to the Verizon legal department. Instead, submit them to the claims administrator for the Plan (see the “Additional Information” section for more information).

## **Benefits Administrators**

The benefits administrators have authority and responsibility to perform daily administration of benefits under the Plan.

- Davis Vision, Inc. is the benefits administrator for CWA-represented associates. (See below for the address for the benefits administrator.)
- Vision Service Plan (VSP) is the benefits administrator for IBEW-represented associates. (See below for the address for the benefits administrator.)

## **Claims and Appeals Administrators**

The claims administrators have the authority to make final determinations regarding claims for benefits. The claims administrators are authorized to determine eligibility for benefits and interpret the terms of the Plan in its sole discretion, and all decisions by the claims administrators are final and binding on all parties.

There are several claims and appeals administrators for the Plan.

### **Verizon Claims Review Committee (VCRC)**

The VCRC is responsible for enrollment and eligibility claims under the Plan, excluding the VDT User Eye Care Program. The VCRC can be reached at the following address:

Verizon Claims Review Committee  
c/o Verizon Benefits Center  
P.O. Box 8998  
Norfolk, VA 23501-8998  
1-855-4VzBens (1-855-489-2367)

### **Davis Vision, Inc.**

For CWA-represented Plan participants, including the VDT User Eye Care Program, Davis Vision, Inc. is the benefits administrator responsible for authorizing benefit payments, considering appeals, resolving questions, obtaining records, filing reports and the distribution of information to Plan participants. Davis Vision, Inc. can be reached at the following address:

Davis Vision, Inc.  
711 Troy Schenectady Road  
Latham, NY 12110-2488  
1-877-999-7006

### **Vision Service Plan (VSP)**

For IBEW-represented Plan participants, VSP is the benefits administrator responsible for authorizing benefit payments, considering appeals, resolving questions, obtaining records, filing reports and the distribution of information to Plan participants. VSP can be reached at the following address:

Vision Service Plan  
Attn: Appeals Dept.  
P.O. Box 2350  
Rancho Cordova, CA 95741  
1-800-877-7195

## **Qualified Medical Child Support Orders (QMCSOs)**

The Verizon Benefits Center is responsible for the administration of QMCSOs. The Verizon Benefits Center can be reached at the following address:

Verizon Benefits Center  
P.O. Box 8998  
Norfolk, VA 23501-8998

You also can call the Verizon Benefits Center at 1-855-4VzBens (1-855-489-2367).

## ***Subrogation***

Trover Solutions Inc. is responsible for insurance recoveries. Trover Solutions Inc. can be reached at:

Trover Solutions Inc.  
Attention: Verizon Subrogation Unit  
P.O. Box 36380  
Louisville, KY 40232  
1-800-395-5568

## ***Plan Funding***

The Plan is not financed by an insurance company, nor are benefits guaranteed under a contract of insurance. The claims and appeals administrators listed above do not insure or guarantee Plan benefits. The Company has the discretion to pay all claims out of the general assets of the Company.

## ***Plan Identification***

Vision coverage is provided through the Verizon Vision Care Plan for Mid-Atlantic Associates, which is a component plan of Verizon Plan 550. It is a welfare plan listed with the Department of Labor under two numbers: The Employer Identification Number (EIN) is 23-2259884 and the Plan Number (PN) is 550.

In addition to the benefits described in this SPD, Verizon Plan 550 provides other benefits to Mid-Atlantic associate employees of Verizon (including Verizon Connected Solutions Inc. technicians). Vision benefits for Verizon Connected Solutions Inc. technicians are provided under the Verizon Connected Solutions Vision Care Plan. Medical benefits are provided under the component plans referred to as the Verizon Managed Care Network and Medical Expense Plan for Mid-Atlantic Associates and the Verizon Connected Solutions Managed Care Health Plan. Dental benefits are provided under the component plan referred to as the Verizon Dental Expense Plan for Mid-Atlantic Associates. Medical and dental benefits are described in separate SPDs.

## ***Plan Year***

Plan records are kept on a plan-year basis, which is the same as the calendar year.

## ***Agent for Service of Legal Process***

The agent for service of legal process is the Plan administrator. Legal process must be served in writing to the Plan administrator at the address stated above for the Plan administrator.

In addition, a copy of the legal process involving this Plan must be delivered to:

Verizon Legal Department  
Employee Benefits Group  
Verizon Communications Inc.  
One Verizon Way  
Basking Ridge, NJ 07920

## ***Collective Bargaining Agreements***

The terms of your benefits are also governed by a collective bargaining agreement between Verizon and your union. You and your beneficiaries may review the collective bargaining agreement at your location and you also can request a copy by writing to the Plan administrator.

## ***Official Plan Document***

This SPD is part of the official Plan documents.

## ***Participating Companies***

The following is a list of participating companies as of January 1, 2013. The list may change from time to time.

- Verizon Advanced Data Inc.
- Verizon Delaware Inc.
- Verizon Maryland Inc.
- Verizon New Jersey Inc.
- Verizon Pennsylvania Inc.
- Verizon Services Corp.
- Verizon South Inc. (Virginia)
- Verizon Virginia Inc.
- Verizon Washington D.C. Inc.
- Verizon Corporate Services Corp.



# Glossary

## C

### **COBRA**

A federal law (the Consolidated Omnibus Budget Reconciliation Act of 1985 and its subsequent amendments) allowing continuation of Plan coverage for a period of time at the participant's expense if a participant loses Plan coverage because of certain qualifying events.

### **Covered Person**

- Vision Care Plan: Any associate and his or her dependents enrolled in the Plan or any eligible individual who has elected coverage under COBRA.
- VDT User Eye Care Program: Any associate who uses a VDT as part of his or her normal work activities.

### **Covered Services**

The services, treatments or supplies identified as payable in the official Plan document.

## F

### **Full-Time Associate**

A full-time associate is an employee who is regularly scheduled to work 25 or more hours a week. Also, a part-time employee who is not a member of IBEW Local 1944 and who has been continuously employed since December 31, 1980 is considered a full-time associate.

## I

### **Imputed Income**

Most dependents are considered Internal Revenue Service (IRS) tax dependents. You do not pay imputed income for IRS tax dependents.

If you cover a same-sex domestic partner, a domestic partner's child or another person who is not considered an IRS tax dependent, Verizon is required to report income for you that reflects the value of the coverage for tax-reporting purposes. This is known as imputed income. You will receive a W-2 annually for the value of coverage for any dependent who is not an IRS tax dependent.

Verizon assumes all dependents are IRS tax dependents, except same-sex domestic partners and their children. You must contact the Verizon Benefits Center if your same-sex domestic partner and his or her children are your IRS tax dependents or if you cover other dependents who are not IRS tax dependents.

### **In-Network Provider**

- Vision Care Plan: An ophthalmologist, optometrist or optician who has contracted with the claims administrator to participate in the network and who has agreed to accept payment directly from the administrator for covered services, except for applicable member copays.

- VDT User Eye Care Program: An ophthalmologist, optometrist or optician who has signed an agreement with the program administrator to participate in the network and who has agreed to accept payment directly for covered services.

## **IRS Tax Dependent**

An IRS tax dependent for Plan purposes changed under the Health Care and Education Reconciliation Act. While Verizon always recommends that you consult with a tax adviser, the definition provided here is a summary of these complex rules for **federal** tax purposes.

### **General Rule**

Your spouse, including your same-sex spouse, is an IRS tax dependent as defined by federal (IRS) rules. In addition, your child who has not attained the age of 27 as of the end of the taxable year is an IRS tax dependent. This rule is more generous than the eligibility rule that applies to covering a child under the Plan. To meet this general rule, the child must be your (the associate's) son, daughter, stepson, stepdaughter or eligible foster child.<sup>1</sup> A son or daughter includes your legally adopted child or a child who is lawfully placed with you for adoption. This exclusion does **not** apply to the child of your domestic partner.

### **Other Categories**

If you are covering an individual who is not an IRS tax dependent under the general rule, he or she may still be an IRS tax dependent if he or she is a U.S. citizen or resident who is a "qualifying child" or a "qualifying relative."

A "qualifying child" generally is a person who meets **all** of these requirements:

- Is younger than the associate covering the child.
- Is unmarried (i.e., has not filed a joint tax return during the calendar year at issue).
- Is under the age of 19 (or 24 in the case of a student) or is permanently and totally disabled.
- Is your child, grandchild, brother, sister, stepbrother or stepsister or niece or nephew.
- Does not provide over one-half of his or her own support for the calendar year.
- Lives with you for more than one-half of the calendar year.

If a person does not meet the definition of "qualifying child," he or she might be an IRS tax dependent by satisfying the "qualifying relative" requirements.

A "qualifying relative" generally is a person who meets **all** of these requirements:

- Is not your qualifying child or any other taxpayer's qualifying child during the calendar year.

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<sup>1</sup> An "eligible foster child" is an individual who is placed with you by an authorized placement agency or by judgment, decree or other order of any court of competent jurisdiction.

- Receives over one-half of his or her support from you for the calendar year.
- Is “related to you” or “lives with you for the entire calendar year as a member of your household.”

### **Examples**

Your domestic partner might be your IRS tax dependent if he or she is a U.S. citizen or resident, receives over one-half of his or her support from you and lives with you for the entire calendar year as a member of your household. Even though a domestic partner is not a “relative” in the traditional sense, he or she may meet the definition of “qualifying relative.”

Your domestic partner’s child typically will not be your IRS tax dependent, unless the domestic partner also is your tax dependent.

## **L**

### **Legally Separated**

An employee and his or her spouse legally are separated if they do not live together and if they have a signed document or a legal proceeding, such as a separation agreement, that indicates that the employee or his or her spouse intends to live separately.

## **Lenses**

- Single vision lenses: Standard lenses that provide a single focal length.
- Bifocal lenses: Lenses that have two focal lengths, one to adjust for close focus and one to adjust the eyes for distant focus.
- Lenticular lenses: Lenses designed to reduce weight and thickness; primarily used for people who have had cataracts removed surgically.
- Trifocal lenses: Bifocal lenses that have an additional narrow area to adjust the eye for intermediate focus.

## **Licensed Vision Care Provider**

A medically licensed vision care provider, such as an ophthalmologist, optician or optometrist.

## **O**

### **Out-of-Network Provider**

A licensed vision care provider who is not affiliated with the Plan network or the VDT User Eye Care Program network.

## **P**

### **Part-Time Associate**

A part-time associate is an employee who is regularly scheduled to work fewer than 25 hours per week.

## **Participating Company**

Verizon or any corporation or partnership which is an affiliate of Verizon which has elected to participate in the Plan.

## **S**

### **Same-Sex Domestic Partner**

To qualify as a Class I Dependent, your same-sex domestic partner must meet all of the following criteria:

- Is an adult of the same sex as you.
- Is not married to anyone else.
- Is not the domestic partner of anyone else.
- Is your only domestic partner and intends to remain so indefinitely.
- Is not related to you by blood that would prevent marriage under the law.
- Lives with you in the same permanent residence.
- Is jointly responsible, along with you, for one another's welfare and for basic living expenses.
- Is at least 18 years old and competent to contract under the law.

In addition, if you disenroll your partner, you must wait 60 days before enrolling a new partner.

You must agree to notify the Verizon Benefits Center if your partner no longer meets the criteria listed above.

### **Spouse**

**Before January 1, 2014**, Spouse is defined under the Plan as follows:

Your spouse is a person of the opposite sex who is a husband or wife, pursuant to a legal union, under the laws of the state in which you live.

The definition of spouse specified in this document is consistent with the definition under the federal Defense of Marriage Act. The Plan uses this definition, even if state or local laws define spouse differently.

**On and after January 1, 2014**, Spouse is defined under the Plan as follows:

Your spouse is a person who is a husband or wife, pursuant to a legal union, under the laws of the state in which you live. The term spouse includes a person of the same sex to whom you are married under state law. "State" means any domestic or foreign jurisdiction having the legal authority to sanction marriage.

## **T**

### **Term Associate**

A term associate is an associate whose employment is intended to last longer than 12 months but no longer than 36 months. A term associate's employment ends upon completion of the specific project for which he or she is hired.

## **V**

### **VDT**

Any electronic video screen data presentation machine commonly called a Video Display Terminal (VDT) or Cathode Ray Tube (CRT). A VDT or CRT does not include hand-held processing devices, self-contained personal computers, memory typewriters, televisions, cash registers, calculators or oscilloscopes.

### **VDT Vision Examination**

A VDT vision examination is an eye examination performed by an in-network provider and usually includes but is not limited to internal and external examination of your eyes, as well as measurements to determine if corrective lenses are required for occupational use.

## **W**

### **Working Retiree**

A former associate employee of a participating company (other than Verizon Delaware Inc., Verizon Pennsylvania Inc. or Verizon Directory Services) who was represented by CWA immediately prior to leaving the Company and:

- Who retired on a service pension or who elected a service pension cashout under the Verizon Pension Plan for Mid Atlantic Associates
- Who is reemployed by a participating company after 90 or more days of retirement
- Whose reemployment lasts 120 or fewer days in a calendar year.