

Effective July 1, all Pernod Ricard USA employees enrolled in our Aetna health care plan are eligible for travel reimbursement of up to an annual maximum of \$10,000 for *any* medical procedure if there is no available provider within 100 miles of their home.

If you have any questions about this updated policy, you can call Aetna concierge at 1-866-335-1115 or continue to check this site for more up-to-date information. As a reminder, those needing to process this news, or facing any hardship, can access support from our Employee Assistance Program (EAP) or BetterUp Care.

FAQs

Benefits

1. What qualifies as a reimbursable medical travel expense?

- + Mileage, bus, train, and/or coach airline tickets; lodging; and tolls incurred to obtain medical care where there is no treatment available within 100 miles of home are reimbursable travel expenses for any covered services.
- + Per IRS regulation, the lodging reimbursement is limited to \$50 per night per patient, up to \$100 total per night including the patient's travel companion (such as a spouse or partner)

2. How many days of travel would be covered when traveling 100 or more miles to receive covered services?

There is no day limit with Aetna, however from an internal perspective employees must use PTO or STD time to cover their absence. Aetna will offer travel and lodging reimbursement up to an annual maximum of \$10,000, which includes any covered services except National Medical Excellence, Institute of Excellence/Institutes of Quality and Gene Therapy (separate guidelines and limit apply to these services).

3. Is there a member-facing document that outlines the Travel and Lodging Benefit? Member-facing materials are in development.

Aetna is working on a member facing document that we expect to be released soon. Continue to monitor PRUSAbenefits.com for more information.

4. When will this benefit be available to me?

If you are enrolled in the Aetna health care plan, the Travel and Lodging Benefit will be available effective July 1, 2022.

5. Will our monthly healthcare costs increase due to this new Travel and Lodging Benefit? Answer?

Your healthcare premiums and coverage will not change during the 2022 calendar year. As per our usual process, costs could change for 2023 and you will have a chance to consider this during open enrollment.

6. Can I opt out of coverage if I am morally opposed to it?

If you are enrolled in Aetna, this coverage is available to you, and it is up to you and your healthcare needs as to whether you use it.

7. When is the Travel and Lodging Benefit an option to use?

You are eligible if you are unable to find treatment for the medical condition you have within 100 miles of your home.

8. Does that also include if a local doctor cannot fit me in for an appointment?

No it does not account for delay in getting an appointment. If you need assistance with access to care you can contact Aetna concierge at 1-866-335-1115

9. How will I access the benefit without compromising my privacy? There are many medical procedures I would feel uncomfortable telling my employer about

Pernod Ricard will continue to administer the benefits under the Aetna health care plan including the Travel and Lodging Benefit in accordance with HIPAA. Please review the HIPAA Notice of Privacy Practices [available at link] for more information about how your information can be used under HIPAA.