



Employee Eye Care Benefits

Applicable to active employees who have been employed through the benefits waiting period and are benefits eligible after the first full month of employment. Employee's are not eligible for the Lasik Surgery or Elective Procedure discount until the completion of 6 months of Employment.

Effective: 09/08/2023

Service or Product	Employee Benefit	Immediate Family Benefit
Annual Routine Eye Exam with an Optometrist	No billing to insurance, adjusted off internally.	No billing to insurance, adjusted off internally.
Medically Necessary Services	Standard Billing to insurance, no adjustment applicable.	Standard Billing to insurance, no adjustment applicable.
Contact Lens Fittings	Retail less 50%	Retail less 25%
Contact Lenses	Invoice Cost	Retail less 25%
Prescription Eyewear	Retail less 50%	Retail less 50%
Non-Prescription Eyewear	Retail less 50%	Retail less 50%
Elective Procedure	Retail less 50% Excludes supplies	Retail less 25% Excludes supplies
Lasik Surgery	Retail less 50%	Retail less 25%

Please note: Employees are responsible for notifying the Optical Shop or the Provider before a family member arrives to make a purchase or appointment.

Please note:

- Employee discounts cannot be combined with any other promotion or discount.
- Immediate Family is defined as someone who can be covered under your health insurance or a domestic partner. Also includes Parents and Siblings.
- Employees may not share their benefit allocations with anyone who does not fit the above criteria.