

2025 Medical Plan *Preferred Premium* Process

To: All Laitram Employees

Enclosed for your review is the following:

1. Laitram Health Plan Update
2. Materials outlining the process for receiving your Health Reimbursement Account (HRA) incentive for 2025 and the Preferred Premium for 2026.

Important Information and Reminders:

- **New Health Plan Participants** – If you (or your spouse) are new to the Health Plan - due to Open Enrollment, as a New Hire, or due to a Qualifying Life Event, you are required to complete Steps 1, 2 and 3 of the Comprehensive Health Review (CHR) process within 120 days from your effective date of coverage to receive the HRA incentive, maintain the 2025 Preferred Premium, AND earn the 2026 Preferred Premium. This is the only time you can earn the 2026 Preferred Premium.
- **Biometric Screening** - As we do each year, biometric screenings will be scheduled to take place on the Harahan, Baltimore, and Hammond campuses. Details are included in this packet.
- **CHR Deadline** – For 2026, the deadline to complete Steps 1, 2 and 3 of the CHR process is October 15, 2025. Note: Step 3 only required this year for employees/spouses if the employee's last name starts with M-Z. See inside for more details on the CHR process. **Note: If new to the plan, CHR must be completed within 120 days, regardless of last name.**
- **Annual Physical** – You can use your annual preventive physical to satisfy Step 3 (Health Review Visit) of the CHR process. Remember, the annual preventive physical is paid for 100% by the health plan but you must submit the enclosed Verification Form to receive credit for the visit. As always, you can continue to schedule your Health Review Visit with your favorite Marathon Nurse Practitioner.
- **2025 Non-Preferred Premium** – For those that choose not to complete the Preferred Premium Process in 2025, the non-preferred premium for 2026 will remain at \$50 per month or \$100 per month if both the employee and participating spouse decide not to complete the process.

Please take a few minutes to review the materials. If you are not enrolled in or joining the Health Plan in 2025, there is no need to review the Health Plan enclosures.

Health Plan U

Included in this brochure is the Health Risk Assessment (HRA) Incentive and Preferred Premium Process for the upcoming plan year (2025). Review these materials carefully as they set forth the steps and corresponding deadlines that you (and your spouse if enrolled in the health plan) must meet to receive certain incentives/Preferred Premium under the health plan. If you don't take the required steps or meet the required deadlines, you will not be eligible to receive the incentives/Preferred Premium. **No exceptions will be made.**

Remember that spouses on the health plan are required to complete the required steps if they want to receive the HRA Incentive and Preferred Premium. Please make sure your spouse is aware of these requirements.

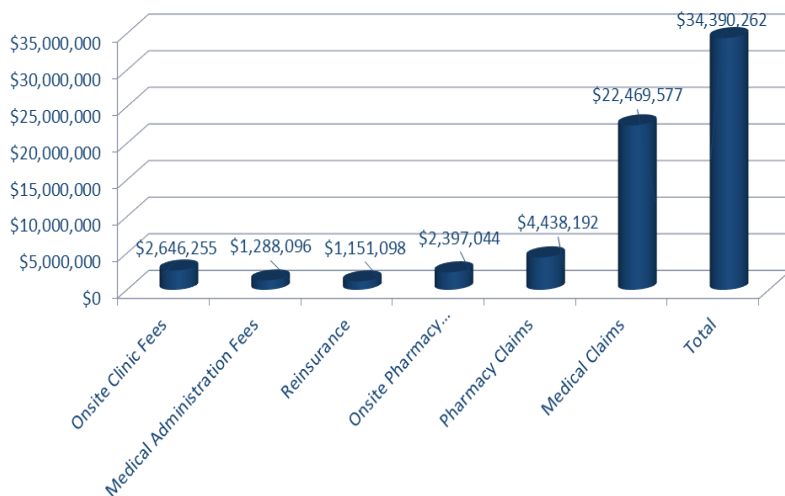
How our Health Plan Operates

Laitram's health plan is self-insured. This means that all medical claims (doctor visits, medicine, diagnostic tests, surgical procedures, etc.), plan administration costs, government fees, and other related expenses are paid from Company assets and the premiums we collect from you. If plan costs go up, these additional costs must be paid by the Company, you or a combination of both.

What it Costs to Operate our Health Plan

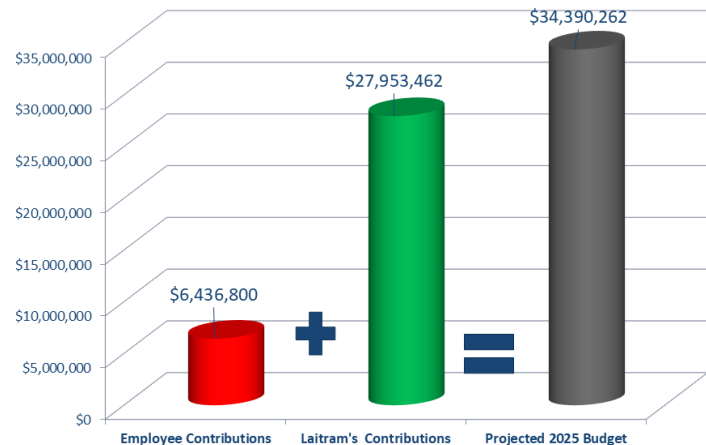
In 2025, our health plan budget will be in excess of **\$34 million dollars**. The budget information below provides a breakdown of the costs to the health plan along with how the plan is funded with your premiums and Company dollars.

Health Plan Expenses



*Estimated Rx Rebates applied to Traditional Pharmacy claims

Employee/Laitram Contributions



*Based on 2025 Post OE EE contributions (Preferred Rates). Laitram Contribution and Total Budget includes liability for spouses moving to S/HRA

Update 2025

What is Driving Higher Health Plan Costs?



Individual Behavior - Chronic conditions and diseases (70-80% of most health plan costs) are typically the result of one or more individual behaviors (tobacco use, poor diet, physical inactivity, etc.) that can be altered or reversed through diet, exercise or altering the at risk behavior.



Medications – Advancements in drug therapy offer new hope to people with various ailments including cancer, hepatitis, etc. but these drugs have a significant price tag. Also, some generic medication costs continue to increase.



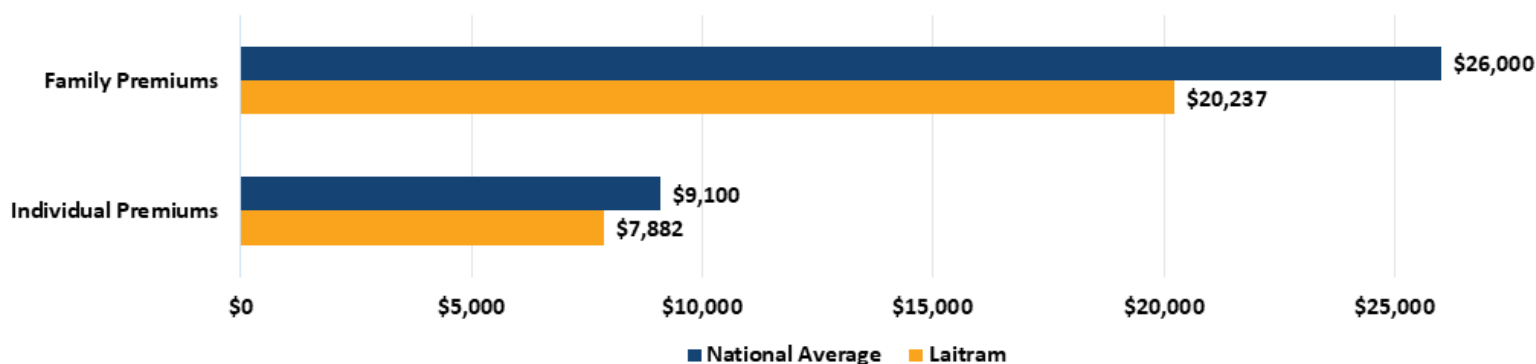
High Claims – High claims in excess of \$50,000 contribute to the increased cost of the plan.



More Participants – As we increase our ranks, more participants and associated costs are added to the plan.

How Our Health Plan Stacks Up...

Louisiana ranks near the top of the list of annual amount workers pay for their family's employer-provided health insurance. Here's how Laitram's Health Plan stacks up...



Don't Forget Your Annual Preventive Screenings!

The health plan covers the cost of an annual physical for everyone covered by the plan and recommended screenings (e.g. mammogram, colonoscopy, etc.) for those in certain age groups. This cost does not come out of your HRA and is paid 100% by Laitram. These screenings play a vital role in your health and help control long term costs through early detection. And for 2026, the annual physical can be used to satisfy Step 3 of the CHR process.

If you have questions not answered by these materials, please contact our Benefits Specialists, Edie Sclafini (504-570-1205) or Becky Klein (985-348-6326).

Preferred Premium Process

Outlined below is the process (i) to earn the \$200 incentive toward your Health Reimbursement Account for 2025 (plus an additional \$200 if your spouse is on the medical plan) and (ii) to receive the preferred health insurance premium for 2026.

Preferred Premium Process - Three Easy Steps

Steps Must be completed in calendar year 2025



Completed through the Marathon e-Health Portal website at: my.marathon-health.com



As in prior years, biometric screenings will be scheduled to take place on the Harahan, Baltimore, and Hammond campuses. See schedule included in this packet. If attending a mass screening is not an option, you can have the screening completed as part of your free annual wellness exam (or other visit to your physician for a fee) and have the results sent to Marathon Health. A verification form for this purpose is included in this packet with instructions for submitting the form to Marathon Health.

Note: Preventive Bloodwork done in conjunction with your annual wellness exam must be coded as preventive to be covered at 100%. Coding should be confirmed with your provider at time of visit.



Meeting with one of the Marathon Health Nurse Practitioners/Physician Assistant or your Personal Physician (Verification Form required). **Step 3 only required in 2025 for (i) employees/spouses if the employee's last name starts with M-Z, (ii) all employees/spouses new to the health plan whether at Open Enrollment, as a New Hire, or due to a Qualifying Life Event effective during the plan year.**

Which Steps Do I (and My Spouse) Need to Do?

- 1. To Receive the \$200 HRA Incentive for 2025** – Both you and your spouse must complete Step 1 and 2 no later than **April 30, 2025**, to receive this incentive.
- 2. To Receive the 2026 Preferred Premium** – Both you and your spouse must complete Steps 1, 2, and 3 no later than **October 15, 2025**, to receive the Preferred Premium for 2026. **Note:** Step 3 only required for employees/spouses if the employee's last name starts with M-Z.
- 3. New Health Plan Participants: Open Enrollment, New Hires, or due to a Qualifying Life Event** – If you (or your spouse) are new to the health plan, you are required to complete **Steps 1, 2, and 3** of the Comprehensive Health Review (CHR) process no later than **120 days from your effective date of coverage to receive the HRA incentive, maintain the Preferred Premium for 2025, and earn the Preferred Premium for 2026. This is you (and your spouse's) only opportunity to earn the 2026 Preferred Premium.**

Reminders:

- This program is voluntary. If you don't want to receive the HRA incentive or preferred premium, you have the choice not to complete one or all of the three steps.
- The Incentive and Preferred Premium Process repeats each year. Even if you completed one or all three steps in 2024, you need to complete them again in 2025 if you want to receive the HRA incentive for 2025 and the Preferred Premium in 2026.
- Health Review visits are based on the **employee's last name for both the employee and spouse**. Last names starting with A-L participate in Step 3 during even years (2024, 2026, etc.) and odd years for employees M-Z (2025, 2027, etc.).

If you have any questions regarding this program, please contact Edie Sclafini (504) 570-1205 or Becky Klein (985) 348-6326.