



# Cares

To ensure that none of our employees go without a paycheck in this time of uncertainty we have asked for PTO donations from your fellow co-workers and we will begin applying these generous donations to employees that are not getting any hours or other pay.

This pay will be applied to employees that:

- Are not already getting paid through the FFCRA (Sick Leave and eFMLA)
- Have exhausted all their own PTO
- Have not been offered hours.
- Donated PTOs will be distributed and tracked carefully and fairly giving any remaining PTO back to the donor if there is any remaining.

This pay will be applied for the days that the company has no work available to make sure that all employees have a source of income.



We want to remind everyone that our QNN is a great resource to keep up to date with company news regarding COVID-19.

QNN (English) - <https://q1w.com/ann/>

QNN (Español) - <https://q1w.com/ann-es/>

Please make sure to keep your phone number and email address updated by using the following link. <https://q1w.members-only.online/info>

## Additional Employee Benefits

### Florida Blue

- All cost-share for members that receive any COVID service (test or inpatient/outpatient care) will be waived.
- Telemedicine services through Teladoc will be covered at no charge.
- Waiving early medication refill limits for 30-day prescription maintenance medications for commercial members who have plans with prescription drug coverage. Also, Walgreens is waiving delivery fees for eligible prescriptions.
- Mental Health services are covered through New Directions Behavioral Health at no cost to the member by calling 833-848-1762. This benefit is for members and non-members.
- Florida Blue is opening a special enrollment period from **4/1 to 4/15** to allow employees who were previously not enrolled to enroll at this time. If you have previously declined coverage and would like to enroll please contact Christy immediately at (407) 408-8520.

### One America

Under the CARES Act that was signed into law on March 27, 2020, we may now allow COVID-19 distributions and loan relief to participants. The CARES Act creates a new penalty-free distribution available to a "qualified individual" who meets any one of the following:

- Is diagnosed with novel coronavirus, COVID-19
- Has a spouse or dependent diagnosed with novel coronavirus, COVID-19
- Experiences adverse financial impact due to quarantine, furlough, layoff, reduced work hours or inability to work due to issues with childcare related to novel coronavirus, COVID-19
- Is faced with other novel coronavirus, COVID-19-related factors as determined by the Secretary of the Treasury.

The CARES Act changes various provisions concerning plan loans to participants who meet the definition of a "qualified individual" to which the COVID-19 distribution rules apply. In order to provide greater access to their account balance without taking a taxable distribution, the CARES Act:

- Increases the limit available for loans issued between March 27, 2020 and September 23, 2020, to the lesser of 100% of the participant's vested account balance or \$100,000 (from a prior limit of 50% or \$50,000).
- Allows for the deferral of repayments for a period of one year (provided interest still accrues and is added to the balance once repayments resume).
- Extends the five-year period for repayment of loans by the period-of-time the repayments are suspended. For more information please log in to your account at [www.oneamerica.com](http://www.oneamerica.com)

On the next page you will find several resources that Daphne has put together for residents of Orange and Osceola Counties. We are trying to find every resource available inside and outside of the company. Thank you Daphne!