

Wellperks Frequently Asked Questions

Q If I was hired mid-year, how will my incentive be calculated?

A Incentives are calculated based on months of eligible employment under the Olympic Steel health care plan. For example, if you were hired in March 15th you are eligible for coverage June 1st. If you meet the criteria before September 30th, you will receive seven months of the \$550 maximum (single) incentive, or \$320.83.

Q What if someone is hired after September 30th will they get the incentive?

A Yes, a new hire coming onboard September 30th or later is grandfathered in for the incentive and will receive a pro-rated amount based on the months of eligibility under the health care plan for that year. For the following year they must submit their form to earn the incentive.

Q If I get married before September 1st and add my spouse to the plan, will he/she be eligible?

A Yes, the spouse would be eligible upon being added to the plan and meeting the program criteria for a pro-rated number of months.

Q What if I get married and add my spouse on October 1st, will they get the incentive?

A Yes, because the date is after September 30th, the spouse will automatically receive the incentive, pro-rated based on eligible months on the plan. For the following year they must submit their form to earn the incentive.

Q What if I leave Olympic Steel prior to the incentive payout?

A Employees who terminate before the payout date will not receive the incentive.

Q What other Qualifying Life Events (QLEs) could impact my incentive?

A Qualifying Life Events such as getting married, divorced, gaining or losing health care coverage (QLE) can impact your incentive.

Q What if I have my physician visit at the end of September and there is trouble uploading my form?

A There will be a 2-week grace period after payouts have been made, if issues arise whereas you need to appeal the missed deadline. This may include trouble uploading a form, missing exam information, etc.

Q Where do I find more information?

A Information about the Wellperks program can be found at www.steelperks.com, including program instructions and the exam form.