



TEAM MEMBER BENEFITS

“We believe that if we take care of Our People, the institution of Bloomin’ Brands will take care of itself.”

Principles & Beliefs

Taking care of Our People includes supporting our Team Members and their families with enriched wellness programs, healthy lifestyle programs, behavioral health support and competitive health insurance plans.

Below you will find highlights and upcoming changes to our 2018 benefits plan. For complete plan details, please refer to the plan documents on the Bloomin’ Brands benefits website at MyBBI.com > **BBI Benefits**.

Medical Plans Administered by UnitedHealthcare (UHC)

Rate Tiers. A new salary rate tier will be added beginning January 1, 2018. The medical premium tiers will be:

- Less than \$45,000
- \$45,000 to \$149,999
- \$150,000 +

Please review biweekly rates in the 2018 Benefits Booklet or visit MyBBI.com > Benefits.

Health Rewards Program. We are expanding opportunities to financially reward Team Members and spouses enrolled in the medical plan who actively participate in programs to help achieve personal wellness goals. We have also increased the maximum annual reward to **\$400 (individual)** and **\$800 (family.)** You will have the entire year to complete your health actions.

We will continue to offer both Choice HRA and My Health Savings (HSA) Plans in 2018.

Choice HRA Plan. The 2018 in-network only deductibles and out-of-pocket maximums will be as follows:

Individual Deductible	\$3,000
Family Deductible	\$6,000
Individual Out-of-Pocket Maximum	\$6,500
Family Out-of-Pocket Maximum	\$13,000

My Health Savings (HSA) Plan. The 2018 in-network deductibles and out-of-pocket maximums will be as follows:

Individual Deductible	\$1,800
Family Deductible	\$3,600
Individual Out-of-Pocket Maximum	\$3,500
Family Out-of-Pocket Maximum	\$7,000

The maximum amount you can contribute towards your Health Savings Account (HSA) has increased to \$3,450 for individual and \$6,850 for family coverage (less any Health Rewards earned from Bloomin’ Brands.)



Enhanced Behavioral Health Solutions. Effective January 1, 2018, both health plans will include full care management for behavioral health including:

- Autism Applied Behavioral Analytics (ABA)
- Tele-mental Health, and
- Family crisis and caregiver support.

Pharmacy Benefits Administered by Express Scripts, Inc. (ESI)

Exclusive Smart90. Team Members will have two ways to get up to a 90-day supply of maintenance prescriptions (medication taken regularly for ongoing conditions,) either through home delivery from the Express Scripts Pharmacy OR a retail pharmacy in the Smart90 network. The Smart90 network includes all Walgreens pharmacies and subsidiaries.

Weight Watchers Online Program Discount Now Available for Spouses. Effective January 1, 2018, spouses enrolled in the BBI UnitedHealthcare medical plan are also eligible to receive 50% off the regular \$16.96/month price of the Weight Watchers Online Plus. Weight Watchers will charge you a monthly fee of \$8.48 per person to participate in the program, and you will see the company subsidized amount on your paychecks quarterly for tax purposes.

Dental and Vision Plans. Please review biweekly rates in the Benefits Booklet or visit **MyBBI.com > Benefits.**

Reminder!

If you haven't entered social security number(s) for your dependent(s) into BBI Connect, please be sure to add this information during Open Enrollment. BBI is required to report who is covered our health plan, including employees and dependents to the IRS due to healthcare reform.

In addition, please review your Beneficiary Designations for the Core Life coverage provided by Bloomin' Brands.

This Summary of Material Modifications describes recent changes made to the OSI Restaurant Partners, LLC (a Bloomin' Brands company) benefits plan. It does not interpret, extend or change the terms of the Plan in any way. In the event of any discrepancy between the information in this Summary of Material Modifications or the Plan's Summary Plan Description and the actual provisions of the governing Plan documents and insurance contracts, the Plan documents and insurance contracts will govern. OSI Restaurant Partners, LLC retains the right to suspend, modify, amend or terminate the Plan at any time and to interpret the terms and provisions of the Plan and its documents. You may request printed copies of the Plan's Summary Plan Descriptions, Summary of Benefits and Coverage and this document by emailing bbiconnect@bloominbrands.com or by calling 1-800-555-5808 (option 3) to speak with a Resource Center representative.