

ABenefits Xtra

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Your Health & Benefits Awareness resource published by the Human Resources Department at ABX Air, Inc.



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Healthcare Center Update Constructions starts

On Friday, July 23, 2004, removal of the old building material began to make room for the new ABX Air Healthcare Center. President & CEO Joe Hete and Benefits Manager Jeff Walling started the demolition efforts with the first hammer blows. General contractor Miller-Valentine has started cutting concrete in the building for the plumbing runs. Outside the building, Air Park Services employees completed construction of a new sidewalk that links the lower parking lot with the parking lot in front of the building. Construction is expected to take 10 to 12 weeks with an expected opening date in October. For more updates visits the Healthcare Center News page on the ABX Benefits Web site at www.abxair.com.



Above: Benefits Manager Jeff Walling and ABX President Joe Hete breaking down the wall signifying that construction had begun. Below: A new sidewalk is poured to allow for convenient access form other ABX buildings and parking.



Healthcare COST

Ever wonder how the health of ABX employees compares to others? This month's ABX Snapshot gives us a clue. Using summarized data from United HealthCare (UHC), we can compare ABX with 40 million Americans covered by UHC nationwide, which are indicated as "Norm" on the chart.

The chart shows the top five most-expensive diagnostic groups for ABX's health plan and how ABX compares with national norms. The data is for an eight-month period from Sept. 1, 2003, to April 30, 2004. As you can see, except for cancers, which was 13% lower than the norm, all other diagnostic groups exceed the norms.

Circulatory includes heart disease, hypertension, strokes, and blood vessel diseases and cost our health plan \$5.4 million dollars in just eight months – \$812,000 more than what would be expected.

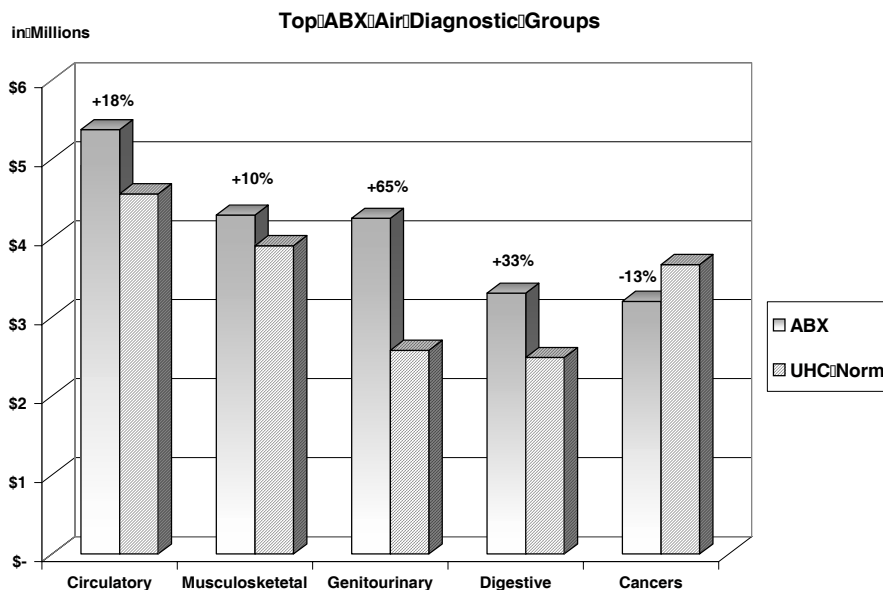
Genitourinary, which includes diseases of the genital organs, urinary system, kidneys, menstrual disorders and infertility disorders, cost our health plan \$1.67 million more than expected.

Musculoskeletal claims, which one would expect to be higher because of the physical nature of our industry where just 10 percent higher (\$385,000) than expected.

By analyzing data from UHC we can start designing programs to prevent the types of illness our employees and dependents are experiencing. We will be working with the new Healthcare Center staff as well as United HealthCare to help design these programs. Look for more information about disease management in the coming months.

Note: UHC provides only summarized data to ABX. Individual medical information is not provided to ABX in accordance with HIPPA privacy rules.

Snapshot



Questions & Answers

Q. What are my vision benefits?

A. For an eligible employee or a covered dependent under the ABX Air Medical Plan, the vision benefit will pay a **maximum of \$50** for a vision exam and reimbursement for one eyewear purchase once each calendar year up to a **maximum of \$100**.

Q. Is there a list of preferred vision providers?

A. Cole Managed Vision has a list of preferred providers for your location at www.colemanagedvision.com. Be sure to use plan number 40840. Target Optical, JC Penny Optical, Sears Optical, and many Pearle Vision Centers are participants in the network.

Questions?

If you have questions, please send them to abx.benefits@abxair.com or via COMAT to Benefits Department, ILN/9C Mailstop 2061B. Questions of common interest may be published in the Q&A section of this newsletter. In addition, the ABX Benefits Web site will be updated with new information as it becomes available. The web site is available at www.abxair.com. Click on *Employee Connection* and then *Benefit's Home*.

Upcoming events

A new class entitled *Getting Ready for Retirement* will be presented by Fidelity Investments. This is an in-depth income-planning session for those employees who are preparing for retirement within the next 2-5 years. Attendance will be limited to those employees over age 50 and their spouses, with a maximum of 60 participants. It is limited to employees not covered by a collective bargaining agreement. The class is scheduled on Tue., Oct. 12, from 6-8 p.m. at Southern State Community College, North Campus. Information about this event and how to sign up will be mailed shortly to employees age 50 or older.

Blood Drive

Don't forget to give blood at the ABX Blood Drive on Aug. 25 (days) and Aug. 27 (nights). Help support your community by giving blood.

CAP/401(k) Fund Info

New Small Company Growth Fund Added

The Morgan Stanley Small Company Growth Fund is being added to the CAP/401(k) program, replacing the Franklin Small-Mid Cap Growth fund. The Morgan Stanley fund will be added to the CAP fund line up effective Sept. 1, 2004. At the same time, the Franklin fund will no longer accept new contributions. Because the Franklin fund has a 30-day short-term trading fee of 1 percent, the existing assets in the Franklin fund will not be transferred to the new Morgan Stanley fund until the 30-day period has expired. Once the 30-day period is over, the Franklin Small-Mid Cap Growth fund no longer will be available as a fund in the CAP/401(k). The transition is expected to be completed by Oct. 1, 2004.

Fidelity Low Price Stock Fund Closed July 30

The Fidelity Low Price Stock Fund closed July 30, 2004, and no longer is accepting contributions from new shareholders. (Existing shareholders may continue to contribute to the fund). The CAP/401(k) Advisory Committee has elected to add a new fund, Lord Abbet Small Cap Value fund for those participants who would like to invest in a small cap value fund and are not currently investors in the Low-Price Stock Fund. The Lord Abbet fund will be available Sept. 1, 2004.

Other Changes

Beginning Sept. 1, 2004, four new Freedom Funds are being added to the line-up. These additional Freedom Funds will allow investors to choose a Freedom Fund every five years instead of the current 10 years. Freedom Funds are asset allocation mutual funds that allow you to select a single fund that is closest to your expected retirement date, and Fidelity automatically will adjust the asset allocation (and risk/return ratio) for you over time.

At the close of business on Sept. 30, 2004, the share class of the Managed Income Portfolio investment option offered through the plan will change from the Managed Income Portfolio to the Managed Income Portfolio II—Class I, which has a lower management fee. The investments in the fund are the same. Additional information about these fund changes is being mailed to participants' home address by Fidelity and is also available at www.401k.com.

Back to School

Can Your Child See the Writing on the Board?

Eighty percent of everything children learn is based on what they see. And one in four school-aged children has a vision problem. The good news is that early detection of problems may lead to successful treatment and development of normal vision. Because children's visual systems are still changing and maturing, the American Optometric Association recommends vision exams by 6 months of age; at 3 years of age, before starting first grade, and every two years thereafter. Problems can occur because children rely heavily on their visual systems. Unfortunately, some vision problems in children may contribute to or be mistaken for learning disabilities. What is the likelihood that your child may have a vision problem?

- More than 12.1 million school-age children, or one in four, have vision impairments.
- Among preschool-age children, more than one in 20 has a vision problem that can cause permanent sight loss if left untreated.
- Amblyopia, or "lazy eye," affects more than 1 in 50 children.
- About one in 50 children in America has Strabismus, a visual defect in which the eyes are misaligned and point in different directions.

Even with the prevalence of vision problems in children, some parents don't see the need to take their children to an optometrist for eye exams because most schools provide vision screenings. However, these screenings are not adequate measures of overall eye health because they measure only distance vision. Near vision, lazy eye, and eye diseases all can go undetected in this type of screening. Some warning signs that your child may need vision correction include:

- Excessive rubbing of eyes
- Shuts or covers one eye
- Tilts or thrusts head forward
- Holds objects too close
- Squints or frowns
- Crossed or misaligned eyes
- Color photos of eyes show white reflection instead of red or no reflection
- Complains of dizziness or headaches following close-up work

August is National Eye Exam Month. Schedule an eye exam for your child before school starts.

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