

Downstream Authority of the Quapaw Tribe of Oklahoma Regular Meeting
October 7, 2016

Meeting Called to Order: 10:05 am

ROLL CALL:	John Berrey, Chairman	Absent
	Larry Ramsey, Secretary	Present
	Ranny McWatters, Treasurer	Present
	Marilyn Rogers, Member	Present
	Tamara Reeves, Member	Present

DECLARATION OF QUORUM: announced by Larry Ramsey

Jani/Alan/Kathy

Marketing Review

Play & Earn Options

- Father's Day
 - 3 tool kits and 1 tool (screw driver with interchangeable bit)
 - Choice is the stubby tool kit
- Mother's Day
 - Discussion of different items, will bring sample items for review
 - Jewelry cleaner
 - Rustic Cuff
 - Spa items

December Artwork

- Back to the 80's
 - 4 options presented
 - #1 choice
- Blinded by the Light
 - 3 options presented
 - #1 choice
- Cookie Jar
 - 3 options presented
 - #1 Choice

Promotions

- November
 - PD – King & Queen of Court
 - Kiosk entries
- January
 - PD – Chinese New Year
 - Invited guests
 - Tea pots and loose tea gift bags
 - January 28
 - Gift tree with restaurant gift certificates
 - Lucky money tree envelopes
 - \$25Qplay up to 2017 in cash

- Snuggle Up play and earn
 - Blanket
 - January 15
- Win It Again
 - Jan, Feb, March
 - April 29
 - Hand pay jackpot winners
 - \$500 cash every 30 minutes from 5pm-8:30pm
 - Grand Prize at 9pm
 - Amount of last carded jackpot up to \$5000
- Flurries of Free Play
 - January 14
 - \$100-249.99 NADT
 - Qplay loaded on account
- Young at Heart
 - Jan, Feb, Mar
 - EGM tournament
- Sports Memorabilia Event
 - Sun Jan 29, 10am – 4pm
 - Kansas and Oklahoma \$100+ NADT
 - Order picture – pick up on Feb 25
- Winner Winstorm
 - Fridays in January
 - Drawings every 30 minutes from 6pm – 8:30pm
 - 200 fake bills in the machine
 - 30 seconds to grab as many as possible
 - \$20 Qplay for every \$10 in fake bills
 - One bill with invisible ink
 - Winner will receive \$1500
 - If not chose then next drawing increases by \$1500
 - Jan 27th Grand Prize
 - \$4000 – cash
 - \$400 – Qplay
 - \$500 – Qplay
 - \$600 – Qplay
 - 20 finalist will receive \$100 qplay
- Bottoms Up
 - Legends
 - October 19-March
 - Pair of GA tickets for pavilion shows
 - 60 magnets available
- Frozen Frenzy Fridays
 - Table games
 - Earn entries Monday through Thursday
 - 6pm – 11:30pm, \$500 plaques

- NFL Hot Seats
 - Nov/Dec
 - Poker – Texas Hold'em
 - Thurs/Mon – 1game
 - Sunday – 3 games
 - 2 games on Christmas
 - \$100 – TD/FG
 - \$200 – safety
- College Football Hotseats
 - Jan 2-9
 - Poker – texas hold'em
 - \$100 – TD/FG
 - \$200 – safety
 - 3 games – Jan 2
 - 1 game – Jan 9
- Winter Classic
 - Poker tournament
 - Jan 25-29th
 - 2nd Annual tournament
- January Free Roll Tournament
 - Poker
 - 40 hours of promotion eligible games
 - 10 place prize pool in cash

November Newsletter

- Approved as presented

Jani

- Digital Signage
 - Poker room is replacing all tvs
 - Would like to add an enclosed in wall signage
 - Consensus of the DDA
- Uniform – Valet/Guest Service/Shuttle Driver
 - Shuttle Driver
 - 2 options presented
 - Vented/nonvented
 - Choice is vented dryfit shirt
 - Guest Services Supervisor
 - Male/female options presented
 - Choice is the drifit version
 - Valet
 - Drift male/female options presented
 - Valet to be embroidered on the chest and arms
- Entertainment
 - Loverboy - confirmed for Jan 21

- Team Member Holiday Gifts
 - Several samples presented
 - Jackets
 - Bedding sets
 - Blanket
 - Relic watch – get samples
 - Toaster oven/broiler
 - Bring back additional samples and review at next meeting
- Embroidery Machine
 - Would like to get a larger machine
 - 4 head \$21,200
 - 6 head \$27.000
 - Consensus of the DDA for 6 head
- Insurance
 - Review DD/Executive plan members
 - DDA plan – add
 - Thomas Mathews
 - Executive Plan – add
 - Kathy Bergquist
 - Josh Silar
 - Penny Loyd
 - Tyson Schmidt
 - Consensus of DDA
 - Costs
 - FT Employee – no change to coverages
 - Exec/DDA plan – increase monthly to match employee rate
 - Consensus of the DDA
 - HSA
 - Pretax money
 - Not restricted to year
 - No cost to DCR
 - Consensus of the DDA
- Spring River
 - Floor replacement & equipment repair
 - 10/24-11/2
 - Buffalo Grille lunch and dinner buffet - \$6.95
- Bonus distribution
 - 10/14
 - 95%
- Jennifer Lunsford
 - Cultural coordinator
 - Would like to add to job description to help with special needs children at DLC

Adjourn: 12:30 pm

SATURDAY, DECEMBER 31 | 6PM - 11:30PM

BACK TO THE 80'S

EVERY 30 MINUTES ONE RANDOMLY SELECTED PLAYER
UP TO \$2017 CASH. WINNERS WILL BE ENTERED INTO
THE GRAND PRIZE DRAWING AT 12:30 AM | JANUARY 1, 2017

GRAND PRIZE DRAWING OF UP TO \$20,017 CASH!

DOWNSTREAM[®]
CASINO RESORT



SEE Q CLUB FOR DETAILS

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BACK TO THE 80'S

SATURDAY, DECEMBER 31, 2016 | 6:00PM - 11:30PM

EVERY 30 MINUTES ONE RANDOMLY SELECTED
PLAYER WILL HAVE A CHANCE TO WIN
\$250 Q PLAY TO \$2,017 CASH
WINNERS WILL BE ENTERED INTO THE GRAND PRIZE DRAWING
AT 12:10AM, JANUARY 1, 2017 FIVE WILD CARD NAMES WILL BE
DRAWN AND WILL WIN \$150 Q PLAY AND A SPOT
IN THE GRAND PRIZE DRAWING

GRAND PRIZE DRAWING - 12:30AM, JANUARY 1, 2017
FINALISTS HAVE A CHANCE TO WIN: \$100 Q PLAY, \$2,000, \$4,000,
\$6,000, \$8,000, \$10,000 OR **\$20,017 CASH!**

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DOWNSTREAM
CASINO RESORT

Blinded by the LIGHT

SUNDAYS, DECEMBER 4, 11, 18, 2016
1:30PM - 4:30PM | GRAND PRIZE DRAWINGS AT 5PM
EVERY 30 MINUTES 2 RANDOMLY SELECTED PLAYERS WILL WIN
PICK A CARD AND FIND THE 80'S ITEM ON THE CARD BEFORE
YOUR OPPONENT AND WIN THE CASH PRIZE ON THE CARD

CASH PRIZES RANGE FROM \$500 - \$1,000. BOTH PLAYERS WILL BE IN THE
GRAND PRIZE DRAWING FOR A
CHANCE TO WIN \$5,000 CASH



SUNDAYS, DECEMBER 4, 11, 18, 2016 | 1:30PM - 4:30PM
GRAND PRIZE DRAWINGS AT 5PM | EVERY 30 MINUTES 2 RANDOMLY SELECTED PLAYERS WILL WIN

DOWNSTREAM
CASINO RESORT

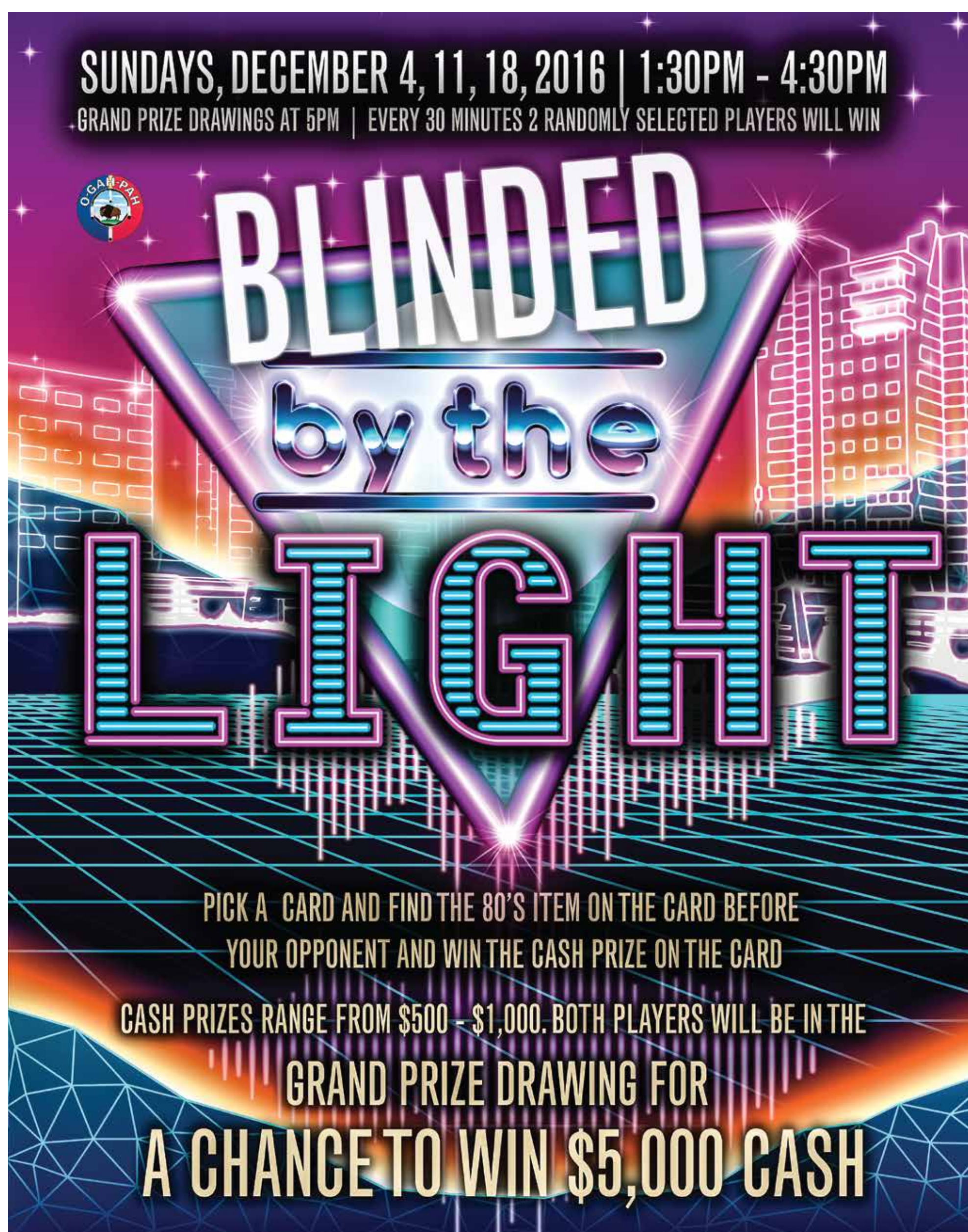
BLINDED BY THE *Light*



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PICK A CARD AND FIND THE 80'S ITEM ON THE CARD BEFORE YOUR OPPONENT AND
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BLINDED
by the
LIGHT

PICK A CARD AND FIND THE 80'S ITEM ON THE CARD BEFORE
YOUR OPPONENT AND WIN THE CASH PRIZE ON THE CARD
CASH PRIZES RANGE FROM \$500 - \$1,000. BOTH PLAYERS WILL BE IN THE
GRAND PRIZE DRAWING FOR
A CHANCE TO WIN \$5,000 CASH



Cookie Jar

PLAY & EARN

Earn 50 points between 6AM and 10:55PM on Tuesday, December 6, 2016 to receive one (1) Holiday Cookie Jar

Earn 50 points between 6AM and 10:55PM on Tuesday, December 13, 2016 to receive one (1) Holiday Cookie Jar



1 PER PERSON PER PROMOTIONAL DAY | MUST PICK UP ITEM AT Q CLUB FROM 9AM TO 11AM WHILE SUPPLIES LAST. SEE Q CLUB FOR DETAILS.

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CASINO RESORT

COOKIE JAR

PLAY & EARN

Earn 50 points between 6AM and 10:55PM on Tuesday, December 6, 2016 to receive one (1) Holiday Cookie Jar

Earn 50 points between 6AM and 10:55PM on Tuesday, December 13, 2016 to receive one (1) Holiday Cookie Jar

1 PER PERSON PER PROMOTIONAL DAY
MUST PICK UP ITEM AT Q CLUB FROM 9AM TO 11AM
WHILE SUPPLIES LAST. SEE Q CLUB FOR DETAILS.

COOKIE JAR

Play & Earn

**TUESDAY
DECEMBER 6, 2016**
EARN 50 POINTS BETWEEN
6:00AM AND 10:55PM TO
RECEIVE PRESENT COOKIE JAR

**TUESDAY,
DECEMBER 13, 2016**
EARN 50 POINTS BETWEEN
6:00AM AND 10:55PM TO
RECEIVE SANTA COOKIE JAR

1 PER PERSON PER PROMOTIONAL DAY.
MUST PICK UP ITEM AT THE
Q CLUB FROM 9:00AM - 11:00PM.
WHILE SUPPLIES LAST.
SEE Q CLUB FOR DETAILS.

DOWNSTREAM
CASINO RESORT

69300 East Nee Road
Quapaw, Oklahoma 74363
1-888-396-7876



Visit us online at downstreamcasino.com

WHERE WINNING COMES NATURALLY

SEE KIOSK TO REDEEM

**\$10 FOOD
CREDIT**
AVAILABLE TWICE IN NOVEMBER
(EXCLUDES RED OAK STEAKHOUSE
AND HOLIDAYS)

DOWNSTREAM
CASINO RESORT

NOVEMBER
2016

Q CLUB

NEWSLETTER

DOWNSTREAM
CASINO RESORT

TAKE IT OR LEAF IT



FRIDAYS
NOVEMBER 11, 18 & 25

Tribal Spotlight



Cedar is a very important plant to the Quapaw Tribe. It is used in various ceremonies such as a blessing for a new child, before memorial dinners; and to send our Quapaw people on their journey during a funeral.

Certain people within the Tribe have the honor of providing the different blessings. The elders provide the knowledge and guidance to the family for whichever blessing is being asked of them to do. When the casino was being developed, it was recommended that cedar trees be planted on the property to provide blessings to all who visit here. The pavilion is made from cedar trees emphasizing the importance that cedar has to the Quapaw Tribe.



MONDAYS - THURSDAYS | NOVEMBER 7 - 24
DRAWINGS EVERY 15 MINUTES | 7PM - 11:45PM
\$100 NON-NEGOTIABLE PLAQUES

MUST BE ACTIVELY PLAYING WITH Q CLUB CARD. SEE TABLE GAMES FOR DETAILS.



Stuffin' Your
POCKETS
HOT SEATS

FRIDAYS, NOVEMBER 11, 18 & 25
WINNER EVERY 30 MINUTES | 6PM - 9PM



**TAKE IT
OR
LEAF IT**

WIN UP TO \$5,000 CASH

EARN ENTRIES NOVEMBER 1 - NOVEMBER 25
SEE Q CLUB FOR DETAILS

PICK-A- Pumpkin

HOT SEATS

TUESDAYS, NOVEMBER 8 & 15
5:30PM - 8:30PM

1 WINNER EVERY 30 MINUTES WILL WIN UP TO \$400 Q PLAY
MUST BE ACTIVELY PLAYING WITH A Q CLUB CARD ON ANY ELIGIBLE EGM MACHINE
SEE Q CLUB FOR DETAILS.

Turkey



Play and Earn

November 20 - 22
6:00AM - 10:55PM

Earn 125 points to receive
a 10-14 lb turkey!

Swipe Q Club card at kiosk
for voucher.

Must pick up turkey
at the bus bay
between

9AM - 11PM each
promotional day.

One per person.

While supplies last.
See Q Club for details

2016 NEW YEAR'S EVE

BACK TO THE 80'S

PARTY ON THE FLOOR

WIN A SHARE OF OVER \$75K CASH & Q PLAY



MJ Dejavu

*The Closest Thing to the King of Pop ★ Starring: Justin Dean
and Material Girl Appearing on Legends Stage*

DRAWINGS | FLOOR ENTERTAINMENT | DJ AT MAIN ENTRANCE

PHOTO BOOTH | PARTY FAVORS | CONFETTI CANNONS

NEW YEAR'S EVE COUNTDOWN | DRESS IN 1980'S THEMED COSTUMES
PHOTO OPS WITH "BACK TO THE FUTURE" DELOREAN TIME MACHINE

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

Early Bird
November 1-30
BONUS

WPT
DEEPSTACKS

WPT
DEEPSTACKS

WPT
DEEPSTACKS

WPT
DEEPSTACKS
LIVE ENTERTAINMENT

WPT
DEEPSTACKS
LIVE ENTERTAINMENT

WPT
DEEPSTACKS

WPT
DEEPSTACKS
Stuffin' Your
POCKETS
HOT SEATS

PICK-A-Pumpkin
HOT SEATS
Stuffin' Your
POCKETS
HOT SEATS

PICK-A-Pumpkin
HOT SEATS
Stuffin' Your
POCKETS
HOT SEATS

YOUNG AT HEART
SLOT TOURNAMENT
NHL HOC SERIES
Stuffin' Your
POCKETS
HOT SEATS

VETERAN'S DAY
TAKE IT OR LEAF IT
LIVE ENTERTAINMENT

SPRING RIVER BUFFET
PRIME RIB NIGHT
4PM - 10PM
\$19.95
LIVE ENTERTAINMENT

NHL HOC SERIES

POCKETS
HOT SEATS
NHL HOC SERIES

PICK-A-Pumpkin
HOT SEATS
Stuffin' Your
POCKETS
HOT SEATS

PICK-A-Pumpkin
HOT SEATS
Stuffin' Your
POCKETS
HOT SEATS

YOUNG AT HEART
SLOT TOURNAMENT
NHL HOC SERIES
Stuffin' Your
POCKETS
HOT SEATS

TAKE IT OR LEAF IT
LIVE ENTERTAINMENT

JAMEY JOHNSON
IN THE PAVILION
LIVE ENTERTAINMENT

Turkey
Play and Earn
NHL HOC SERIES

Turkey
Play and Earn
NHL HOC SERIES
Stuffin' Your
POCKETS
HOT SEATS

Turkey
Play and Earn
NHL HOC SERIES
Stuffin' Your
POCKETS
HOT SEATS

Turkey
Play and Earn
NHL HOC SERIES
Stuffin' Your
POCKETS
HOT SEATS

HAPPY THANKSGIVING
NHL HOC SERIES
Stuffin' Your
POCKETS
HOT SEATS

TAKE IT OR LEAF IT
LIVE ENTERTAINMENT

SPRING RIVER BUFFET
PRIME RIB NIGHT
4PM - 10PM
\$19.95
LIVE ENTERTAINMENT

NHL HOC SERIES

NHL HOC SERIES

SPRING RIVER BUFFET
SEAFOOD NIGHT
4PM - 9PM
\$20.95

SPRING RIVER BUFFET
WEDNESDAY FAMILY DINNER BUFFET
4PM - 9PM
Kids Eat For Free*
*Two kids 12 and under eat for free per each adult meal purchased
\$17.95

DOWNSTREAM CASINO RESORT HAS PAID OUT OVER
\$8.5 MILLION
IN JACKPOTS IN SEPTEMBER



**NFL
HOT SEALS**

NOVEMBER 10, 13, 14, 17,
20, 21, 24, 27, 28

\$100 HOT SEAL DRAWING
FOR EVERY TOUCHDOWN AND
FIELD GOAL

\$200 HOT SEAL DRAWING
FOR EVERY SAFETY

SEE POKER ROOM FOR DETAILS



DOWNSTREAM
CASINO RESORT

**Early
Bird
BONUS**

November 1 - 30

9AM - 10AM PLAYERS WILL RECEIVE
\$20 TOWARDS THEIR BUY-IN ON PROMOTION
ELIGIBLE POKER TABLES

THE PAVILION AT
DOWNSTREAM®



JAMEY JOHNSON

SATURDAY, NOVEMBER 19

Doors open at 7PM | Show starts at 8PM
Receive \$10 in Q Play after the show with ticket | One per person

For more information or to purchase tickets visit
downstreamcasino.com, the Heekaton Gift Shop or call 918-919-6099

DOWNSTREAM
CASINO RESORT



Nee

**Hungarian
MUD BACK
TREATMENT**

World famous Hungarian mud has a
powerful natural detoxification increasing
circulation. Cinnamon provides
antibacterial properties leaving your back
feeling renewed.

MONDAY-FRIDAY 12PM-8PM
SATURDAY AND SUNDAY 10AM-8PM
CALL 918-919-6350 TO MAKE
YOUR APPOINTMENT

VETERAN'S DAY BUFFET

NOVEMBER 11, 2016

**1 FREE BUFFET
FOR ANY
ACTIVE MILITARY
OR VETERAN
OF THE
U.S. MILITARY**



Spring River
BUFFET

**DOWNSTREAM CASINO RESORT
HAS PAID OUT OVER**

\$745,744,220

IN JACKPOTS

SINCE OPENING IN JULY OF 2008

Spring River
BUFFET

MONDAY - SATURDAY LUNCH BUFFET* \$6.95

11AM - 3PM | Regular price \$9.95

MONDAY DINNER BUFFET

BUY 1 GET 1 FREE**

\$17.95

4PM-9PM

TUESDAY - SEAFOOD NIGHT

\$20.95

4PM - 9PM

WEDNESDAY FAMILY DINNER BUFFET

\$17.95

4PM - 9PM | Kids Eat For Free*

*Two kids 12 and under eat for free per each adult meal purchased

THURSDAY BEEF BONANZA*

\$18.95

(Featuring QCC Beef) 4PM-9PM

THURSDAY - YOUNG AT HEART NIGHT*

\$15.95

4PM - 9PM | 50+ only

Friday - Best of the Buffet Night*

\$19.95

4PM - 10PM

SATURDAY - PRIME RIB NIGHT

\$19.95

4PM - 10PM

SUNDAY - BRUNCH

\$10.95

10AM - 3PM

SUNDAY - DINNER BUFFET*

\$17.95

4PM - 9PM

RIVER PASS* **

Eat all day for **\$22.95**

Parties of 10 or more will be charged an 18% service charge

Closed daily from 3PM - 4PM

* Pricing excludes holidays & special events

** Coupons and other discounts not applicable



Friday - Saturday 7AM - 10PM

Sunday - Thursday 7AM - 5PM

16 oz. PUMPKIN PIE LATTE \$4.50



ALL YOU CAN EAT BREAKFAST BUFFET \$9.95

Daily - 7AM - 12PM (Drinks not included)

SENIOR SPECIAL (AGE 50+) \$4.95

2 eggs, sausage patty or bacon and

1 piece of toast

Daily - 7AM - 12PM

CUBAN BREAKFAST SANDWICH \$9.99

Homemade Focaccia herb bread, pulled pork, sliced ham, Monterey Jack cheese, yellow mustard, dill pickles and topped with a fried egg

Daily - 7AM - 12PM



**5 FOR \$10 BUCKETS | MIX AND MATCH
MILLER LITE, COORS LIGHT AND COORS
ORIGINAL BOTTLES**

during any live televised NFL game

ALL YOU CAN EAT WINGS \$10.99

(BBQ, Buffalo or Naked ONLY) during any live televised NFL game

HOUSE GIN with any mixer \$2.00

(EXCLUDES RED BULL)

ALL AMERICAN CHEESEBURGER \$9.99

2 quarter pound beef patties, American cheese, lettuce, tomato, onion and Thousand Island dressing with fries



**5 FOR \$10 BUCKETS | MIX AND MATCH
MILLER LITE, COORS LIGHT AND COORS
ORIGINAL BOTTLES**

during any live televised NFL game

HOUSE GIN with any mixer \$2.00

(EXCLUDES RED BULL)

LOADED ON YOUR CARD AND READY TO PLAY.
NO NEED TO WAIT IN LINE AT THE Q CLUB.

DOWNSTREAM
VALID FOR Q PLAY ONLY ON LISTED DATES. MUST HAVE VALID PHOTO ID TO PARTICIPATE. NO CASH HAVE PIN # REQUIRED FROM Q CLUB. REDEEM Q VALUE. PIN # REQUIRED BY INSERTING Q CLUB CARD IN SLOT PLAY OFFER BY INSERTING Q CLUB CARD IN SLOT MACHINE AND ENTERING PIN #. INSERT A SLOT TICKET OR CASH TO RECEIVE CREDITED PLAY ON MACHINE. NOT VALID ON ALL MACHINES. MANAGEMENT RESERVES THE RIGHT TO CHANGE OR CANCEL PROMOTION AT ANY TIME.

DOWNSTREAM
EXCLUDES HOLIDAYS AND CANNOT BE COMBINED WITH ANY OTHER OFFER. VALID DURING NORMAL BUSINESS HOURS SUNDAY THROUGH SATURDAY. OFFER IS NON-TRANSFERABLE. NO CASH VALUE. GRATUITY NOT INCLUDED. MUST HAVE A VALID PHOTO ID. MANAGEMENT RESERVES THE RIGHT TO CHANGE OR CANCEL PROMOTION AT ANY TIME. ONE PER DAY.

Premium Costs 2016 v. 2017

(1) All team members excluding DDA/Executive Plan Participants

(2) All team members participating with DDA/Executive Plan – suggested increase to mirror (1)?

<u>T. M. Medical Cost</u>	2016 Per Pay Period/Per Month		2017 Per Pay Period/Per Month	
Employee	\$25.00	\$50.00	\$25.00 NO CHANGE	\$50.00
Employee + Child(ren)	\$125.00	\$250.00	\$125.00 “	\$250.00
Employee + Spouse	\$150.00	\$300.00	\$150.00 “	\$300.00
Family	\$195.00	\$390.00	\$195.00 “	\$390.00
<u>Deductibles</u> NO CHANGE				
Individual	\$1,250.00 In Network	\$2,500.00 Out	\$1,250.00 In Network	\$2,500.00 Out
Family	\$3,000.00 In Network	\$6,000.00 Out	\$3,000.00 In Network	\$6,000.00 Out
Out of Pocket Max Indv	\$6,000 In Network per year - \$10,000 Out of Network per year			
Out of Pocket Max – Fmly	\$12,000 In Network per year - \$20,000 Out of Network per year			
Co-Pay	\$40/visit – primary care office visit \$40/visit – Specialist or other practitioner office			
	\$0 - Preventive care/screening/immunization – office visit			
	\$40/visit – Urgent Care			
	\$1,000/visit – Emergency Room** (life, limb, admission exclusions)			
<u>RX Co-pays</u> NO CHANGE	\$30 – Generic;	\$45- Formulary; \$65 Name brand; \$500 specialty		
<u>Dental</u> NO CHANGE	\$2,000 max	\$750 max - orthodontia		
<u>Vision</u> NO CHANGE	\$200.00 max			

Executive Plan

Employee	\$25.00	\$50.00	\$25.00	\$50.00
Employee + Child(ren)	\$102.60	\$205.00	\$125.00	\$250.00
Employee + Spouse	\$123.00	\$246.00	\$150.00	\$300.00
Family	\$160.63	\$321.00	\$195.00	\$390.00

<u>Deductibles – Exec</u>	2016 Per Pay Period/Per Month		2017 Per Pay Period/Per Month	
Individual – NO CHANGE	\$1,250.00 In Network	\$2,500.00 Out	\$1,250.00 In Network	\$2,500.00 Out
Family	\$3,000.00 In Network	\$6,000.00 Out	\$3,000.00 In Network	\$6,000.00 Out
Out of Pocket Max Indv	Same as F/T Team Members			
	\$6,000 In Network per year - \$10,000 Out of Network per year			
Out of Pocket Max Fmly	\$12,000 In Network per year - \$20,000 Out of Network per year			
Co-Pay	\$20/visit – primary care office visit			
	\$20/visit – Specialist or other practitioner office visit			
	\$0 – Preventive care/screening/immunization – office visit			
	\$1000/visit – Emergency Room** (life, limb, admission exclusions)			
RX Co-pays NO CHANGE	Same as F/T Team Members			
Dental	\$3,500 max			
Vision	\$1,000 max			

DDA Plan

Employee	\$25.00	\$50.00	\$25.00	\$50.00
Employee + Children	\$102.60	\$205.00	\$125.00	\$250.00
Employee + Spouse	\$123.00	\$246.00	\$150.00	\$300.00
Family	\$160.63	\$321.00	\$195.00	\$390.00

Deductibles DDA **NO CHANGE**

Individual	\$0 – no out of pocket	\$0 – no out of pocket	No Change	No Change
Family	\$0 – no out of pocket	\$0 – no out of pocket	No Change	No Change
Out of Pocket Max	\$0	\$0	No Change	No Change
Co-Pay	\$0 – no out of pocket	\$0	No Change	No Change
Rx Co-pays	\$0 – no out of pocket	\$0	No Change	No Change
Dental	Unlimited	Unlimited	No Change	No Change
Vision	Unlimited	Unlimited	No Change	No Change