



## FUELMAN MAINTENANCE

FM Maintenance orders under \$200 don't require authorization! Consider spacing out the "extras", like new windshield wipers and filters, over 2 or 3 oil changes rather than all at once.

## LAYING THE FOUNDATION FOR YOUR CAREER

Want to sharpen your skills and grow your career?

We are offering apprenticeship classes in:

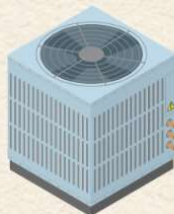
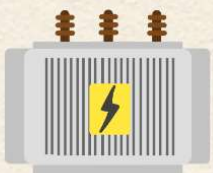
⚡ Electrical

❄️ HVAC

🔧 Plumbing

**Apprenticeships build skills, improve safety knowledge, and create opportunities for future leadership roles.**

April 30th is National Apprentice Day — a great time to recognize those investing in their future and building their long-term careers.



APRIL  
2026



HR MONTHLY  
CONNECTION

THE OFFICE  
WILL BE CLOSED  
APRIL 24TH

## EMPLOYEE BIRTHDAYS



ALBERT AHERN  
WILLIE BURGETT  
CARSON MARLIN  
TODD YARBER

CONTACT  
ALEXIS IN HR  
IF YOU ARE  
INTERESTED OR  
HAVE QUESTIONS  
ABOUT THE  
APPRENTICESHIP  
PROGRAM!

## PRESCRIPTION BENEFITS: WHAT YOU NEED TO KNOW

Your BCBS of MS health insurance doesn't just cover doctor visits — it also helps keep the cost of your prescriptions manageable. Understanding your prescription benefits can help you save money and get the medications you need when you need them.

### UNDERSTANDING DRUG TIERS

YOUR PRESCRIPTION PLAN PLACES MEDICATIONS INTO DIFFERENT TIERS (CATEGORIES). EACH TIER HAS A DIFFERENT COST WHEN YOU FILL A 30-DAY PRESCRIPTION AT A NETWORK PHARMACY.

TIER 1 – GENERIC MEDICATIONS: - \$15 COPAY

TIER 2 – PREFERRED BRAND OR HIGHER-COST GENERICS - \$35 COPAY

TIER 3 – NON-PREFERRED BRAND MEDICATIONS - \$75 COPAY

TIER 4 – SPECIALTY MEDICATIONS - \$100 COPAY


GENERALLY, THE LOWER THE TIER, THE LOWER YOUR COST. CHOOSING GENERIC MEDICATIONS WHEN AVAILABLE CAN HELP YOU SAVE MONEY ON PRESCRIPTIONS.

**DID YOU KNOW?**  
MANY MEDICATIONS REQUIRE  
**PRIOR AUTHORIZATION,**  
MEANING YOUR INSURANCE  
MAY NEED **APPROVAL BEFORE**  
THE PRESCRIPTION  
IS COVERED.



#### Prescription Drug Deductible

Your plan includes a \$50 prescription drug deductible per person each year. After the deductible is met, you will pay the CO-PAY based on the medication tier.

 **Note:** The prescription deductible is separate from the medical deductible and usually applies to Tier 2–4 medications, not most Tier 1 generics.

.....  
Our health plan uses a non-formulary prescription structure. A formulary is a list of medications preferred by the insurance plan.  
.....