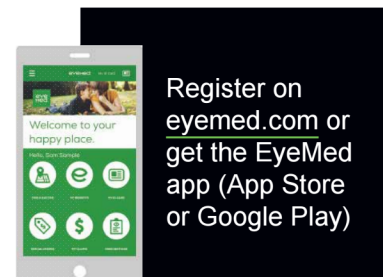


Vision

EyeMed | eyemed.com | 866.800.5457

The Minnesota Star Tribune is pleased to offer a voluntary vision plan. EyeMed's vision care benefits include coverage for eye exams, standard lenses and frames, contact lenses, and discounts for laser surgery. The vision plan is built around a network of eye care providers, with better benefits at a lower cost to you when you use providers who belong to the EyeMed network. When you use an out-of-network provider, you will have to pay more for vision services.



In-network providers include private practitioners as well as selected chains, including Target Optical, LensCrafters, Pearle Vision, and Cohen's Fashion optical. To locate a provider, visit eyemed.com.

	In-network	Out-of-network reimbursement
Eye exam (once per 12 months) Preventive eye exams are also covered under the medical plan at in-network providers.	\$10 copay	Up to \$40
Frames	\$150 allowance	Up to \$105
Fit and follow-up exams	\$40 copay	N/A
Standard lenses (once per 12 months)		
Single vision	\$25 copay	Up to \$30
Bifocal	\$25 copay	Up to \$50
Trifocal	\$25 copay	Up to \$70
Lenticular	\$25 copay	Up to \$70
Contact lenses (once per 12 months)		
Medically necessary	\$0 copay	Up to \$210
Elective	\$150 allowance	Up to \$105

Value adds

- 40% off additional pairs of glasses and a 15% discount on conventional lenses once funded benefit is used
- 20% off any item not covered by the plan, including non-prescription sunglasses
- LASIK or PRK from US Laser Network 15% off retail price or 5% off promotional price. Please call 800.988.4221 to get started.
- Amplifon Hearing Health Care Network 40% off hearing exams and a low price guarantee on discounted hearing aids. Please call 877.203.0675 to get started.

Log into eyemed.com/member to see all plans included in your benefits see all benefits included in your plan.

Employee monthly vision payroll contributions

Effective January 1, 2026

	Monthly contribution
Employee	\$7.60
Employee + spouse	\$14.42
Employee + child(ren)	\$15.18
Family	\$22.32

- You can elect the EyeMed vision plan regardless of whether you are enrolled in the medical or dental plan.
- You will receive a printed ID in your welcome packet but can also access your electronic ID card via the EyeMed app.
- This is a voluntary benefit, so employees pay 100% of the cost through pretax payroll deductions.