

SUMMARY OF ALCON DENTAL INDEMNITY PLAN BENEFITS

Effective 1/1/2010

This plan applies to Huntington, West Virginia employees and Alcon Sales employees who live outside a CIGNA dental PPO Network Area

FEATURES / BENEFITS	ALCON DENTAL PLAN* (CIGNA)
CHOICE OF DENTISTS:	May use any dentist (excluding close relatives)
ANNUAL DEDUCTIBLE:	None
ANNUAL MAXIMUM BENEFIT PER PERSON:	\$2,000 per person
OFFICE VISIT FEE	N/A
PREVENTIVE AND DIAGNOSTIC CARE:	
Routine oral exam, teeth cleaning, bitewing x-rays	Plan pays 80%; covered two times per calendar year
BASIC RESTORATIVE CARE:	
Fillings	Plan pays 80%
Tooth Extraction	Plan pays 80%
Full-Mouth X-Rays	Plan pays 80%; covered once every 3 years
Root canals	Plan pays 80%
Periodontal Scaling & Root Planing	Plan pays 80%
Emergency dental treatment	Plan pays 80%
MAJOR RESTORATIVE CARE:	
Crowns / Bridges:	Plan pays 80%
Dentures:	Plan pays 80% 12 month waiting period for new dentures; replacements after 5 years
ORTHODONTICS:	
Teeth-straightening services and supplies for adults and children	Plan pays 50% up to \$1,500 lifetime max. benefit (new treatment only)
EMPLOYEE CONTRIBUTIONS FOR DENTAL PLAN COVERAGE (PAYROLL DEDUCTIONS)	
Employee Only:	\$ 4.00 /month
Family:	\$ 20.00 /month
Part-time employee contributions – employees working 20 - 35 hrs/wk : Employee only- \$16.00/mo; Family: \$30.00 /mo	

*Benefits provided under the Alcon Dental Plan are based on reasonable and customary charges.

This is only a summary of the Dental Plan. Please refer to the Alcon Summary Plan Description for more detailed information.