

*SOUTHERN CALIFORNIA CONFERENCE
EMPLOYEE ASSISTANCE PLAN*

2026 DENTAL IMPLANT ASSISTANCE

The Southern California Conference ("SCC") will reimburse employees and family members who are covered by SCC's health care assistance plan for expenses incurred for dental implants. Only employees and dependents who are covered by the SCC Dental Plan through Blue Shield of CA are eligible for this reimbursement. The Conference will reimburse the following covered services for dental implants:

- 1) Dental implant assistance is only available for amounts that exceed the coverage provided by the SCC Blue Shield of Dental plan.
- 2) Dental implant assistance may include oral surgery, preparation, root canal, crown and other expenses directly related to the dental implant treatment.

Dental implant assistance will be paid at 60% of reasonable and customary costs when provided by a dentist who is a member of the Blue Shield of CA Dental network. If the service is provided by an out-of-network dentist, the reimbursement rate will be reduced to 50% of reasonable and customary costs.

Pre-authorization is required. The employee must submit a treatment plan which includes the treating dentist's diagnostic study, cost estimates and other information to support the need for the dental implant. The diagnostic study should include the reason other treatments, e.g., bridges, are not appropriate.

The maximum SCC will pay for dental implant treatment is \$3,000.00 per calendar year per covered person. To claim a benefit, turn in the Explanation of Benefits from Blue Shield of CA Dental Insurance and the itemized invoice/statement from the treating dentist and proof of payment. For reimbursement, these documents must be returned to the Human Resources Department as soon as possible, but no later than March 31 of the year following the date of treatment.

Note: This is not an insurance plan. This Employee Assistance Plan is subject to change without notice at the sole discretion of Southern California Conference Seventh-day Adventists.