



EMBARQ™

2007

Flex Benefits Enrollment

We Have Got You Covered

Annual Enrollment

Begins October 27, 2006

Ends 10 p.m., CT, November 17, 2006

All changes effective January 1, 2007



EMBARQ™ Benefits

In today's costly economy, we want you to feel secure that your needs are met and your wallet is protected against some of life's uncertainties. That is why EMBARQ provides you and your family a valuable program of coverage that you can depend on — great benefits at affordable costs.

As we complete our first year as EMBARQ, the company continues to face the same hurdles of providing high-quality benefit programs that we all can afford. For 2007, we made some changes, but tried to keep the financial impact on you as minimal as possible.

We continue efforts to make your benefits information easy to understand and to educate you on effectively using and purchasing health care. This year, most EMBARQ™ employees will have online enrollment through WebFlex and will use EQIP, the EMBARQ™ Intranet, for benefits information.

With all the changes over the past year, we hope you can appreciate our efforts to keep your 2007 EMBARQ™ benefits as close as possible to what you currently have. Please be sure to read carefully all of your enrollment materials so you can see how these changes affect you.

Sincerely,



Randall T. Parker
Director, Benefits

Embarq Benefits

Your Flex Benefits Annual Enrollment Guide for 2007 will be available on the annual enrollment site at <http://flexcare.corp.intranet> beginning October 18, 2006.

What Is Different For 2007?

The following is a summary of what is new. Full details are available in your Flex Benefits Annual Enrollment Guide for 2007 — coming soon.

Medical

New Plan Names

At EMBARQ, we are proud of our new brand and have extended this brand identity to our self-funded medical options as follows:

- ▶ EMBARQ Choice — formerly SprintChoice Healthcare
- ▶ EMBARQ Select — formerly SprintSelect Healthcare
- ▶ EMBARQ HPN — formerly SprintSelect^{HPN}
- ▶ EMBARQ Indemnity — formerly SprintIndemnity Healthcare

EMBARQ Choice and EMBARQ Select

The co-insurance for EMBARQ Choice in-network services has changed. You now will pay 15% after the applicable co-payment and/or deductible. The plan will pay 85%.

For improved provider access and pricing, claims administrators have changed for the following states:

- ▶ CIGNA for Florida (formerly Aetna) — EMBARQ Choice and EMBARQ Select; Embarq HPN continues to use Aetna
- ▶ Aetna for Pennsylvania (formerly CIGNA) — EMBARQ Choice and EMBARQ Select
- ▶ Aetna for Texas (formerly CIGNA) — EMBARQ Choice, EMBARQ Select and EMBARQ HPN

For EMBARQ Choice, the provider network will change from the CIGNA preferred provider organization (PPO) network to the **CIGNA Open Access Plus (OAP)** network in Indiana, North Carolina, South Carolina and Tennessee.

For EMBARQ Select, the provider network in the states where CIGNA is the provider will be the **CIGNA Open Access Plus (OAP)** network.

CIGNA will be the claims administrator for the new EMBARQ HPN medical option offered in certain parts of North Carolina.

HMO Changes

Certain Health Maintenance Organizations (HMOs) no longer will be offered in states where Embarq does not provide local wireline service.

A new CIGNA HMO option will be available in Pennsylvania and will replace the Aetna HMO option. If you are eligible for this option, it will appear on your PFS.

John Deere Health Plan now is called United Healthcare of the River Valley.

Other HMO changes will be reflected on the Comparison Guides included with your Flex Benefits packet — coming soon.



Embarq Benefits

Prescription Drug

Prescription drug coverage has been simplified:

- ▶ Two coverage options will be offered for 2007: Base Plan and Premium Plan; Base Plus Plan option no longer available.
- ▶ One formulary listing will be used for both options — Express Scripts National Preferred — currently used for the Premium Plan option.
- ▶ Mandatory mail order will be required under both options for certain managed health conditions; new for Premium Plan.
- ▶ The Value Enhanced Network of pharmacies will be utilized for the Base Plan option. The Managed Network of pharmacies will continue to be used for the Premium Plan option.
- ▶ Co-pays and/or co-insurance may change depending on the option you elect. See the enrollment guide — coming soon — for details.

Reimbursement Accounts

The Dependent Day Care Account Debit card is no longer available for use with this account due to a recent update in Federal IRS regulations.

Dental

Both plan options now provide limited coverage for dental implants as an alternative for a three-unit bridge, for members age 16 and older, under the major and restorative benefit. Coverage allows up to the maximum plan allowance for a three-unit bridge.

Life and Accidental Death & Dismemberment

- ▶ Beneficiaries now are separate for Employee Life and AD&D insurance.
- ▶ You now must identify the spouse/qualified domestic partner and/or dependents you are covering for Dependent Spouse Life, Dependent Child Life and AD&D Insurance.

Choices For Enrolling

To enroll, you may use WebFlex (online enrollment) or PhoneFlex (interactive phone enrollment). WebFlex provides the *fastest and most efficient* enrollment. Step-by-step enrollment instructions are included in your Flex Benefits Annual Enrollment Guide for 2007.

Mandatory Web Enrollment Expanded: If you work at 5454 W. 110th Street in Overland Park, 9300 or 9350 Metcalf in Overland Park, KS, at the Embarq Logistics building in New Century, KS (KSNCAA), or on the Sprint Nextel Campus in Overland Park, KS, you must enroll through WebFlex for 2007 — PhoneFlex will not be available to you.

Your 2007 coverage elections will stay in effect for the entire 2007 calendar year unless you have a qualifying change in family status — please review carefully all enrollment information before making your benefit elections for 2007.

More Info From Web Casts

To learn more about the 2007 Flex Benefits, EMBARQ invites you to participate in one of the EQTV Web casts scheduled for October 24 and November 3. If you do not have access to EQTV, participation also will be available through conference call. Watch for more information on these presentations.

Embarq Benefits

Enrollment Packets Coming Soon!

Your enrollment packet will contain:

- ▶ Flex Benefits Annual Enrollment Guide for 2007
- ▶ Flex Benefits for 2007 brochure
- ▶ Your Personalized Fact Sheet (PFS)
- ▶ Dependent and Beneficiary Forms
- ▶ Comparison Guide — for medical, dental and prescription drug options available to you, with phone numbers for Member Services and Web site addresses (where available)
- ▶ 2007 Flex Benefits Enrollment Survey

HMOs in your area may mail separate coverage and provider information directly to you. If you have questions after you receive your PFS, need provider information or need plan information, please call the toll-free number printed on the Comparison Guide included with your PFS.

If You Do Not Enroll...

If you do not enroll by 10 p.m., CT, November 17, you automatically will receive coverage under the default provisions of the Flex Benefits Plan. You will not be allowed to participate in the Reimbursement Account program during 2007 and you will not be eligible to receive the nonsmoker discount on the cost of your medical coverage.

2007 Enrollment Calendar

When...	What...
Mid-October, 2006	Enrollment packets mailed
Wednesday, October 18, 2006	Enrollment materials available online
Tuesday, October 24, 2006	All employee Flex Benefits Webcast
Friday, October 27, 2006	Enrollment begins
Friday, November 3, 2006	All employee Flex Benefits Webcast
Friday, November 17, 2006	Enrollment ends at 10 p.m. (CT)
Monday, December 18, 2006	Deadline for submitting forms required to complete your enrollment
Sunday, December 31, 2006	Survey deadline
Monday, January 1, 2007	New coverage takes effect

Most EMBARQ[™] benefits are provided to all employees, but, depending on where you work, your job arrangements and other factors, benefit availability may vary. We try to describe all benefits as accurately as possible. In the event of any discrepancy between the brief descriptions found in the enrollment material and the legal plan documents, the legal documents will govern. To learn more about your benefits, please visit the Web site on the EMBARQ[™] Intranet — EQIP — by clicking on Career & Benefits, then Benefits and Summary Plan Descriptions. If you have questions, please contact the Employee Help Line at 1-800-697-6000.

Need Help?

If you need help during enrollment, just contact the **Employee Help Line** for fast and courteous assistance. Call...

Employee Help Line
1-800-697-6000