

PLAN DESIGN & BENEFITS ADMINISTERED BY AETNA LIFE INSURANCE COMPANY - SELF FUNDED

PLAN FEATURES IN-NETWORK **OUT-OF-NETWORK** Benefit limitations - Some service or supplies have limits on them per year. There might be a maximum number of visits or days, or a dollar limit per year. In such cases, the benefit year begins on the day your plan coverage takes effect (unless otherwise noted). Refer to your plan documents to learn more. **Deductible** (per plan year) \$2,500 per Individual \$4,000 per Individual \$5,000 per Family \$8,000 Family Covered expenses in-network add up towards your in-network deductible. Covered expenses out-of-network add up towards your out-of-network deductible. You must first meet the deductible before the plan begins paying benefits, unless otherwise noted. The amount you pay (cost sharing) for some medical services does not count toward your deductible. Prescription drug costs do not count toward the deductible. Refer to your plan documents for details. Once you meet the family deductible, then all family members have met it for the rest of the year. There is no individual deductible for members of a family. Member coinsurance Covered 100% You pay 20% Applies to all expenses except as noted. Out-of-pocket limit (per plan year) \$5,250 per Individual \$10,000 per Individual \$10,500 per Family \$20,000 per Family Covered expenses in-network add up towards your in-network out-of-pocket limit. Covered expenses out-of-network add up towards your out-of-network out-of-pocket limit. Some of your cost sharing may not count toward the out-of-pocket limit. Your pharmacy expenses do not count toward your out-of-pocket limit. In-network expenses include coinsurance/copays and deductibles. Out-of-network expenses include coinsurance and deductibles. Penalty amounts do not apply. Your family will have one out-of-pocket limit. You will meet it when the expenses of several family members add up to the family out-of-pocket limit. No one person will have to pay more than the individual out-of-pocket limit amount. Lifetime maximum Unlimited except where otherwise indicated. Payment for out-of-network care** Does not apply Professional: Prevailing Charges Facility: Facility Charge Review Primary care physician selection Encouraged Does not apply Precertification requirements -Some out-of-network services need approval by us in advance (precertification). Without this approval, we reduce benefits by 20%. Refer to your plan documents for a full list of services that need this approval. Referral requirement Not required None Telehealth consultations - You can access covered services for telehealth visits from different kinds of providers in your plan. Log on to Aetna.com to see a list of telehealth providers. You'll also find more about your options, including cost share amounts. IN-NETWORK **PREVENTIVE CARE OUT-OF-NETWORK** Routine adult physical exams/ Covered 100%: no deductible 20%: no deductible immunizations 1 exam every 12 months until age 65, then 1 exam every 12 months age 65 and older Routine well child Covered 100%; no deductible 20%; no deductible

- exams/immunizations • 7 exams in the first 12 months
- 3 exams from age 13 to 24 months
- 3 exams from age 25 to 36 months
- 1 exam every 12 months thereafter until age 22

Routine gynecological care exams Covered 100%: no deductible 20%: no deductible

1 exam and pap smear per year, includes related fees.



Routine mammogram	Covered 100%; no deductible	20%; no deductible			
Recommended: One per year for mem		000/			
Women's health	Covered 100%; no deductible	20%; no deductible			
Includes: Screening for gestational diabetes, HPV (Human- Papillomavirus) DNA testing, counseling for sexually					
transmitted infections, counseling and screening for human immunodeficiency virus, screening and counseling for					
	reastfeeding support, supplies and couns				
	ACA mandated contraceptives, including				
	lures (including tubal ligation), patient ed	ucation and counseling. Limits may			
apply.					
Pre-natal maternity	Covered 100%; no deductible	20%; no deductible			
Routine digital rectal exam	Covered 100%; no deductible	20%; no deductible			
Recommended: For members age 40					
Prostate-specific antigen test	Covered 100%; no deductible	20%; no deductible			
Recommended: For members age 40					
Colorectal cancer screening	Covered 100%; no deductible	20%; no deductible			
Recommended: For members age 45					
Routine eye exams	Not Covered	Not Covered			
Routine hearing screening	Covered 100%; no deductible	20%; no deductible			
Medications	Certain over-the-counter preventive me				
PHYSICIAN SERVICES	IN-NETWORK	OUT-OF-NETWORK			
Office visits to primary care	\$20 office visit copay; after deductible	20%; after deductible			
physician (PCP)					
Includes services of an internist, gener	al physician, family practitioner or pediati	rician.			
Telehealth consultation with non-	\$20 office visit copay; after deductible	20%; after deductible			
specialist		·			
Specialist					
	\$40 office visit copay; after deductible	20%; after deductible			
Specialist office visits Telehealth consultation with	\$40 office visit copay; after deductible \$40 office visit copay; after deductible	20%; after deductible 20%; after deductible			
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Specialist office visits Telehealth consultation with specialist	\$40 office visit copay; after deductible	20%; after deductible			
Specialist office visits Telehealth consultation with specialist Hearing exams	\$40 office visit copay; after deductible Not Covered	20%; after deductible Not Covered			
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DIAGNOSTIC PROCEDURES	IN-NETWORK	OUT-OF-NETWORK
Diagnostic X-ray (Other than	Covered 100%; after deductible	20%; after deductible
complex imaging services)		
	s for this service at their office, you pay yo	
Diagnostic laboratory	Covered 100%; after deductible	20%; after deductible
	s for this service at their office, you pay yo	
Diagnostic complex imaging	Covered 100%; after deductible	20%; after deductible
	s for this service at their office, you pay yo	
EMERGENCY MEDICAL CARE	IN-NETWORK	OUT-OF-NETWORK
Jrgent care provider	\$40 office visit copay; after deductible	20%; after deductible
Non-urgent use of urgent care	Not Covered	Not Covered
provider		
Emergency room	\$100 copay; after deductible	Same as in-network care
Copay waived if admitted		
Non-emergency care in an	Not Covered	Not Covered
emergency room		
Emergency use of ambulance	Covered 100%; after deductible	Same as in-network care
Non-emergency use of ambulance	Not Covered	Not Covered
HOSPITAL CARE	IN-NETWORK	OUT-OF-NETWORK
npatient coverage	\$300 copay; after deductible	20%; after deductible
	r the care you need, your cost sharing ar	
penefits you receive.		
npatient maternity coverage	\$300 copay; after deductible	20%; after deductible
iipationit materinty coverage	quod copay, artor academore	2070, arter deductible
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SUBSTANCE ABUSE	IN-NETWORK	OUT-OF-NETWORK
Inpatient	\$300 copay; after deductible	20%; after deductible
When you're admitted into a hospital for	or the care you need, your cost sharing a	mount counts toward all covered
benefits you receive.		
Residential treatment facility	\$300 copay; after deductible	20%; after deductible
When you're admitted into a facility for	the care you need, your cost sharing am	ount counts toward all covered benefits
you receive.	-	
Substance abuse office visits	\$40 copay; after deductible	20%; after deductible
Substance abuse telehealth	\$40 office visit copay; after deductible	20%; after deductible
consultations	• •	
Other substance abuse services	Covered 100%; after deductible	20%; after deductible
When you receive outpatient care at a	facility but don't stay overnight, your cost	
covered benefits during your visit.	, , , , , , , , , , , , , , , , , , , ,	J
THERAPY SERVICES	IN-NETWORK	OUT-OF-NETWORK
Spinal manipulation therapy	\$40 copay; after deductible	20%; after deductible
Outpatient short-term	Covered 100%; after deductible	20%; after deductible
rehabilitation	•	•
Limited to 60 visits per year		
Includes physical, occupational, and sp	peech therapies.	
Habilitative physical therapy	Covered 100%; after deductible	20%; after deductible
Habilitative occupational therapy	Covered 100%; after deductible	20%; after deductible
Habilitative speech therapy	Covered 100%; after deductible	20%; after deductible
Autism related physical therapy	Covered 100%; after deductible	20%; after deductible
Autism related occupational	Covered 100%; after deductible	20%; after deductible
therapy	Covered 10070, and academore	2070, and adaddisio
Autism related speech therapy	Covered 100%; after deductible	20%; after deductible
Autism related behavioral therapy	\$40 copay; after deductible	20%; after deductible
These benefits are combined with outp		,,
Autism related applied behavior	Covered 100%; after deductible	20%; after deductible
analysis	• · · · · · · · · · · · · · · · · · · ·	,,
	e same as any other outpatient mental he	ealth other services benefit
OTHER SERVICES	IN-NETWORK	OUT-OF-NETWORK
Skilled nursing facility	Covered 100%; after deductible	20%; after deductible
y	Limited to 100 days per year	Limited to 30 days per year
When you're admitted into a facility for	the care you need, your cost sharing am	
you receive.		
Home health care	Covered 100%; after deductible	20%; after deductible
Limited to 60 visits per year		20 / 0, distor 20 23 3 3 3
Home health care services include priv	vate dutv nursina	
	rom a home health care agency. One vis	it equals a period of four hours or less.
Hospice care - inpatient	Covered 100%; after deductible	20%; after deductible
	the care you need, your cost sharing am	
you receive.	and same year recally year east analying and	22 22
Hospice care - outpatient	Covered 100%; after deductible	20%; after deductible
	facility but don't stay overnight, your cost	
covered benefits during your visit.	, was acres ones, growing it, your cook	
Private duty nursing	Covered as part of home health care	Covered as part of home health care
We count each period of up to 8 hours		22.5.04 do part or nomo nodim outo
South Such period of up to o flours	as one private daty ridioling office.	



Durable medical equipment	Covered 100%; after deductible	20%; after deductible
Hearing aids	Covered 100%; after deductible	20%; after deductible
Coverage is included for dependent ag	ge 15 or younger.	
Diabetic supplies (if not covered	Covered same as any other medical	Covered same as any other medical
under the prescription drug benefit)	expense.	expense.
	You pay your prescription drug cost	You pay your prescription drug cost
	sharing amount if you have	sharing amount if you have
	prescription drug coverage. If not,	prescription drug coverage. If not,
	you pay your PCP visit cost sharing	you pay your PCP visit cost sharing
	amount.	amount.
Infusion therapy - home/office	\$40 copay; after deductible	20%; after deductible
Infusion therapy - outpatient	Your cost sharing amount depends	Your cost sharing amount depends
hospital/freestanding facility	on the type of service and where you	on the type of service and where you
, ,	receive it.	receive it.
Gene-based, Cellular, and other	Your cost sharing amount depends	Not Covered
Innovative Therapies (GCIT™)	on the type of service and where you	
. , ,	receive it.	
	\$50 copay: after deductible for gene	
	therapy drugs, if applicable	
	In-network coverage is provided at	
	GCIT™ designated facilities only.	
Transplants	\$300 copay; after deductible	20%; after deductible
•	In-network coverage is only available	Out-of-network coverage applies
	at Institutes of Excellence (IOE)	when you use a non-IOE facility. You
	contracted facility.	will pay more out of pocket when
	ŕ	using a non-IOE facility.
Bariatric surgery	\$300 copay; after deductible	20%; after deductible
When you're admitted into a hospital for	or the care you need, your cost sharing a	mount counts toward all covered
benefits you receive.		
Acupuncture	Not Covered	Not Covered
FAMILY PLANNING	IN-NETWORK	OUT-OF-NETWORK
Infertility treatment	Your cost sharing amount depends	Your cost sharing amount depends
	on the type of service and where you	on the type of service and where you
	receive it.	receive it.
	and treatment of the underlying cause of i	nfertility.
Comprehensive infertility services	Covered 100%; after deductible	20%; after deductible
Coverage includes artificial insemination		
Advanced Reproductive	Covered 100%; after deductible	20%; after deductible
Technology (ART)		
	ation (IVF), zygote intrafallopian transfer (
	rs, intracytoplasmic sperm injection (ICSI	
•	applies to all procedures covered by any	of our plans except where prohibited
by law.		
Vasectomy	Covered 100%; after deductible	20%; after deductible
Tubal ligation	Covered 100%; no deductible	20%; after deductible
GENERAL PROVISIONS		
Dependents who are eligible to be	Spouse, children from birth to age 26.	Student status of children does not
on your plan	matter.	



PLAN DESIGN & BENEFITS ADMINISTERED BY AETNA LIFE INSURANCE COMPANY - SELF FUNDED

**We cover the cost of services based on whether doctors are "in network" or "out of network." We want to help you understand how much we pay for your out-of-network care. At the same time, we want to make it clear how much more you will need to pay for this "out-of-network" care.

You may choose a provider (doctor or hospital) in our network. You may choose to visit an out-of-network provider. If you choose a doctor who is out of network, your health plan may pay some of that doctor's bill. Most of the time, you will pay a lot more money out of your own pocket if you choose to use an out-of-network doctor or hospital.

When you choose out-of-network care, we limit the amount it will pay. This limit is called the "recognized" or "allowed" amount.

This amount is based on the out-of-network plan you or your employer picks.

- For doctors and other professionals the amount is based on the "prevailing" charges. We get this data from an external database.
- For hospitals and other facilities, the amount is based on the Facility Fee Schedule.

Your doctor sets his or her own rate to charge you. It may be higher -- sometimes much higher -- than what your plan "recognizes." Your doctor may bill you for the dollar amount that we don't "recognize." You must also pay any copayments, coinsurance and deductibles under your plan. No dollar amount above the "recognized charge" counts toward your deductible or out-of-pocket maximums. To learn more about how we pay out-of-network benefits visit our website.

You can avoid these extra costs by getting your care from Aetna's broad network of health care providers. Go to www.aetna.com and click on "Find a Doctor" on the left side of the page. If you are already a member, sign on to your Navigator member site.

This applies when you choose to get care out of network. When you have no choice (for example: emergency room visit after a car accident, or for other emergency services), we will pay the bill as if you got care in network. You pay cost sharing and deductibles for your in-network level of benefits. Contact us if your provider asks you to pay more. You are not responsible for any outstanding balance billed by your providers for emergency services beyond your cost sharing and deductibles.

This way of paying out-of-network doctors and hospitals applies when you choose to get care out of network. When you have no choice (for example: emergency room visit after a car accident), we will pay the bill as if you got care innetwork. You pay your plan's copayments and deductibles for your in-network level of benefits. Contact us if your provider asks you to pay more. You are not responsible for any outstanding balance billed by your providers for emergency services beyond your copayments and deductibles.

Plans are provided by: Aetna Health Inc. While this material is believed to be accurate as of the production date, it is subject to change.

Health benefits and health insurance plans contain exclusions and limitations. Not all health services are covered.

See plan documents for a complete description of benefits, exclusions, limitations and conditions of coverage. Plan features and availability may vary by location and are subject to change. Providers are independent contractors and are not our agents. Provider participation may change without notice. We do not provide care or guarantee access to health services.



PLAN DESIGN & BENEFITS ADMINISTERED BY AETNA LIFE INSURANCE COMPANY - SELF FUNDED

The following is a list of services and supplies that are *generally* not covered. However, your plan documents may contain exceptions to this list based on state mandates or the plan design or rider(s) purchased by your employer.

- All medical and hospital services not specifically covered in, or which are limited or excluded by your plan documents.
- · Cosmetic surgery, including breast reduction.
- Custodial care.
- · Dental care and dental X-rays.
- Donor egg retrieval
- Experimental and investigational procedures, except for coverage for medically necessary routine patient care costs for members participating in a cancer clinical trial.
- · Hearing aids
- Home births
- Immunizations for travel or work, except where medically necessary or indicated.
- Implantable drugs and certain injectable drugs including injectable infertility drugs.
- Infertility services, including artificial insemination and advanced reproductive technologies such as IVF, ZIFT, GIFT, ICSI and other related services, unless specifically listed as covered in your plan documents.
- Long-term rehabilitation therapy.
- Non-medically necessary services or supplies.
- Outpatient prescription drugs (except for treatment of diabetes), unless covered by a prescription plan rider and overthe-counter medications (except as provided in a hospital) and supplies.
- Radial keratotomy or related procedures.
- · Reversal of sterilization.
- Services for the treatment of sexual dysfunction/enhancement, including therapy, supplies or counseling or prescription drugs.
- · Special duty nursing.
- Therapy or rehabilitation other than those listed as covered.
- Weight control services including surgical procedures, medical treatments, weight control/loss programs, dietary regimens and supplements, appetite suppressants and other medications; food or food supplements, exercise programs, exercise or other equipment; and other services and supplies that are primarily intended to control weight or treat obesity, including Morbid Obesity, or for the purpose of weight reduction, regardless of the existence of comorbid conditions.

In case of emergency, call 911 or your local emergency hotline, or go directly to an emergency care facility. Translation of this material into another language may be available. Please call Member Services at the number on the back of your ID card.

Puede estar disponible la traduccion de este material en otro idioma. Por favor llame a Servicios al Miembro al **1-888-982-3862.**

Plan features and availability may vary by location and group size.

For more information about Aetna plans, refer to www.aetna.com.

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