The Alaska Support Industry Alliance Association
Proposed Effective Date: 01-01-2025
Open Choice® PPO - Alaska
Qualified High Deductible Health Plan
AK21 PPO Plus 4000 80/60/50 HSA EMB RX6

PLAN DESIGN & BENEFITS
MEDICAL PLAN PROVIDED BY AETNA LIFE INSURANCE COMPANY

PLAN FEATURES	MAXIMUM SAVINGS	STANDARD SAVINGS	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 January 1 (unless otherwise noted). Refer to your plan documents to learn more.			
Deductible (per calendar year)	$4,000 per Individual $8,000 per Family	$4,000 per Individual $8,000 per Family	$6,000 per Individual $12,000 per Family
Covered expenses in-network add up towards your maximum savings and standard savings deductible at the same time. Covered expenses out-of-network add up separately 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 count toward the deductible. Refer to your plan documents for details. Your family will have one deductible. You will meet it when the expenses of several family members add up to the family deductible. No one person will have to pay more than the individual deductible.			
Member coinsurance Applies to all expenses except as noted.	You pay 20%	You pay 40%	You pay 50%
Out-of-pocket limit (per calendar year)	$6,750 per Individual $13,500 per Family	$6,750 per Individual $13,500 per Family	$12,000 per Individual $24,000 per Family
Covered expenses in-network add up towards your maximum savings and standard savings out-of-pocket limit at the same time. Covered expenses out-of-network add up separately 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 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**	Not applicable	Not applicable	Professional: 80th percentile of Fair Health Facility: Facility Fee Schedule
Primary care physician selection	Optional	Not applicable	Does not apply
Precertification requirements - Some out-of-network services need approval by us in advance (precertification). Without this approval, we reduce benefits by $400. Refer to your plan documents for a full list of services that need this approval.			
Referral requirement	Not required	Not required	None
Virtual care consultations - You can access covered services for virtual care visits from different kinds of providers in your network. Log on to **Aetna.com** to see a list of virtual care providers. You'll also find more about your options, including cost share amounts.			

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CVS VIRTUAL CARE	MAXIMUM SAVINGS	STANDARD SAVINGS	OUT-OF-NETWORK
CVS Health Virtual Primary Care (VPC) - preventive care consultations	Covered 100%; no deductible	Covered 100%; no deductible	Not applicable
Includes screening and counseling services through CVS Health Virtual Primary Care for members age 18 and older; refer to Aetna.com for more information.			
CVS Health Virtual Primary Care (VPC) - consultations	Covered 100%; after deductible	Covered 100%; after deductible	Not applicable
Includes basic medical service consultations through CVS Health Virtual Primary Care for members age 18 and older; refer to Aetna.com for additional information.			
CVS Health Virtual Care (VC) - general medicine	Covered 100%; after deductible	Covered 100%; after deductible	Not applicable
CVS Health Virtual Care (VC) - mental health	Covered 100%; after deductible	Covered 100%; after deductible	Not applicable
PREVENTIVE CARE	**MAXIMUM SAVINGS**	**STANDARD SAVINGS**	**OUT-OF-NETWORK**
Routine adult physical exams/ immunizations	Covered 100%; no deductible	Covered 100%; no deductible	50%; after deductible
1 exam every 12 months until age 65, then 1 exam every 12 months age 65 and older			
Routine well child exams/immunizations	Covered 100%; no deductible	Covered 100%; no deductible	50%; after deductible
• 7 exams in the first 12 months • 3 exams from age 13 months to 24 months • 3 exams from age 25 months to 36 months • 1 exam every 12 months thereafter until age 22			
Routine gynecological care exams	Covered 100%; no deductible	Covered 100%; no deductible	50%; after deductible
1 exam and pap smear per year, includes related fees.			
Routine mammogram	Covered 100%; no deductible	Covered 100%; no deductible	50%; after deductible
Recommended: One per year for members age 40 and over			
Women's health	Covered 100%; no deductible	Covered 100%; no deductible	50%; after 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 interpersonal and domestic violence, breastfeeding support, supplies and counseling. Also includes: contraceptive methods (ACA mandated contraceptives, including contraceptives and devices you can't get at a pharmacy), sterilization procedures (including tubal ligation), patient education and counseling. Limits may apply.			
Pre-natal maternity	Covered 100%; no deductible	Covered 100%; no deductible	50%; after deductible
Routine digital rectal exam	Covered 100%; no deductible	Covered 100%; no deductible	50%; after deductible
Recommended: For members age 40 and over			
Prostate-specific antigen test	Covered 100%; no deductible	Covered 100%; no deductible	50%; after deductible
Recommended: For members age 40 and over			

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Colorectal cancer screening Recommended: For members age 45 and over	Covered 100%; no deductible	Covered 100%; no deductible	50%; after deductible
Routine eye exams 1 routine exam per 12 months.	Covered 100%; no deductible	Covered 100%; no deductible	50%; after deductible
Routine hearing screening	Covered 100%; no deductible	Covered 100%; no deductible	50%; after deductible
PHYSICIAN SERVICES	**MAXIMUM SAVINGS**	**STANDARD SAVINGS**	**OUT-OF-NETWORK**
Office visits to non-specialist Includes services of an internist, general physician, family practitioner or pediatrician.	20%; after deductible	40%; after deductible	50%; after deductible
Specialist office visits Includes visits to a naturopath	20%; after deductible	40%; after deductible	50%; after deductible
Hearing exams	Not Covered	Not Covered	Not Covered
Walk-in clinics Walk-in clinics are free-standing health care facilities. Sometimes they may be within a pharmacy, drug store, supermarket, or other retail store. They offer some limited medical care and services. Not walk-in clinics: Urgent care centers, emergency rooms, the outpatient department of a hospital, ambulatory surgical centers, and physician offices.	20%; after deductible	40%; after deductible	50%; after deductible
Allergy testing	Your cost sharing amount depends on the type of service and where you receive it.	Your cost sharing amount depends on the type of service and where you receive it.	Your cost sharing amount depends on the type of service and where you receive it.
Allergy injections	Your cost sharing amount depends on the type of service and where you receive it.	Your cost sharing amount depends on the type of service and where you receive it.	Your cost sharing amount depends on the type of service and where you receive it.
DIAGNOSTIC PROCEDURES	**MAXIMUM SAVINGS**	**STANDARD SAVINGS**	**OUT-OF-NETWORK**
Diagnostic X-ray (Other than complex imaging services) When your physician performs and bills for this service at their office, you pay your office visit cost share amount.	20%; after deductible	40%; after deductible	50%; after deductible
Diagnostic laboratory When your physician performs and bills for this service at their office, you pay your office visit cost share amount.	20%; after deductible	40%; after deductible	50%; after deductible
Diagnostic complex imaging When your physician performs and bills for this service at their office, you pay your office visit cost share amount.	20%; after deductible	40%; after deductible	50%; after deductible
EMERGENCY MEDICAL CARE	**MAXIMUM SAVINGS**	**STANDARD SAVINGS**	**OUT-OF-NETWORK**
Urgent care provider	20%; after deductible	20%; after deductible	50%; after deductible
Non-urgent use of urgent care provider	Not Covered	Not Covered	Not Covered
Emergency room	20%; after deductible	20%; after deductible	Same as in-network care
Non-emergency care in an emergency room	Not Covered	Not Covered	Not Covered
Emergency use of ambulance	20%; after deductible	20%; after deductible	Same as in-network care

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Non-emergency use of ambulance	Not Covered	Not Covered	Not Covered
HOSPITAL CARE	**MAXIMUM SAVINGS**	**STANDARD SAVINGS**	**OUT-OF-NETWORK**
Inpatient coverage	20%; after deductible	40%; after deductible	50%; after deductible
When you're admitted into a hospital for the care you need, your cost sharing amount counts toward all covered benefits you receive.			
Inpatient maternity coverage (includes delivery and postpartum care)	20%; after deductible	40%; after deductible	50%; after deductible
When you're admitted into a hospital for the care you need, your cost sharing amount counts toward all covered benefits you receive.			
Outpatient hospital	20%; after deductible	40%; after deductible	50%; after deductible
When you receive outpatient care at a hospital but don't stay overnight, your cost sharing amount counts toward all covered benefits during your visit.			
Outpatient surgery - hospital	20%; after deductible	40%; after deductible	50%; after deductible
When you receive outpatient care at a hospital but don't stay overnight, your cost sharing amount counts toward all covered benefits during your visit.			
Outpatient surgery - freestanding facility	20%; after deductible	40%; after deductible	50%; after deductible
When you receive outpatient care at a hospital but don't stay overnight, your cost sharing amount counts toward all covered benefits during your visit.			
MENTAL HEALTH SERVICES	**MAXIMUM SAVINGS**	**STANDARD SAVINGS**	**OUT-OF-NETWORK**
Inpatient	20%; after deductible	40%; after deductible	50%; after deductible
When you're admitted into a hospital for the care you need, your cost sharing amount counts toward all covered benefits you receive.			
Mental health office visits	20%; after deductible	40%; after deductible	50%; after deductible
Other mental health services	20%; after deductible	40%; after deductible	50%; after deductible
When you receive outpatient care at a facility but don't stay overnight, your cost sharing amount counts toward all covered benefits during your visit.			
SUBSTANCE ABUSE	**MAXIMUM SAVINGS**	**STANDARD SAVINGS**	**OUT-OF-NETWORK**
Inpatient	20%; after deductible	40%; after deductible	50%; after deductible
When you're admitted into a hospital for the care you need, your cost sharing amount counts toward all covered benefits you receive.			
Residential treatment facility	20%; after deductible	40%; after deductible	50%; after deductible
When you're admitted into a facility for the care you need, your cost sharing amount counts toward all covered benefits you receive.			
Substance abuse office visits	20%; after deductible	40%; after deductible	50%; after deductible
Other substance abuse services	20%; after deductible	40%; after deductible	50%; after deductible
When you receive outpatient care at a facility but don't stay overnight, your cost sharing amount counts toward all covered benefits during your visit.			

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THERAPY SERVICES	MAXIMUM SAVINGS	STANDARD SAVINGS	OUT-OF-NETWORK
Spinal manipulation therapy Limited to 12 visits per year	20%; after deductible	40%; after deductible	50%; after deductible
Outpatient short-term rehabilitation Limited to 25 visits per year Includes physical, occupational, and speech therapies.	20%; after deductible	40%; after deductible	50%; after deductible
Habilitative physical therapy	20%; after deductible	40%; after deductible	50%; after deductible
Habilitative occupational therapy	20%; after deductible	40%; after deductible	50%; after deductible
Habilitative speech therapy	20%; after deductible	40%; after deductible	50%; after deductible
Autism related physical therapy	20%; after deductible	40%; after deductible	50%; after deductible
Autism related occupational therapy	20%; after deductible	40%; after deductible	50%; after deductible
Autism related speech therapy	20%; after deductible	40%; after deductible	50%; after deductible
Autism related behavioral therapy These benefits are combined with outpatient mental health visits	20%; after deductible	40%; after deductible	50%; after deductible
Autism related applied behavior analysis Your benefits for these services are the same as any other outpatient mental health other services benefit	20%; after deductible	40%; after deductible	50%; after deductible
OTHER SERVICES	**MAXIMUM SAVINGS**	**STANDARD SAVINGS**	**OUT-OF-NETWORK**
Skilled nursing facility Limited to 60 days per year When you're admitted into a facility for the care you need, your cost sharing amount counts toward all covered benefits you receive.	20%; after deductible	40%; after deductible	50%; after deductible
Home health care Limited to 120 visits per year Home health care services include private duty nursing Limited to three visits per day by staff from a home health care agency. One visit equals a period of four hours or less.	20%; after deductible	40%; after deductible	50%; after deductible
Hospice care - inpatient When you're admitted into a facility for the care you need, your cost sharing amount counts toward all covered benefits you receive.	20%; after deductible	40%; after deductible	50%; after deductible
Hospice care - outpatient When you receive outpatient care at a facility but don't stay overnight, your cost sharing amount counts toward all covered benefits during your visit.	20%; after deductible	40%; after deductible	50%; after deductible
Private duty nursing We count each period of up to 8 hours as one private duty nursing shift.	Covered as part of home health care	Covered as part of home health care	Covered as part of home health care
Durable medical equipment	20%; after deductible	40%; after deductible	50%; after deductible

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Diabetic supplies -- (if not covered under the prescription drug benefit)	Covered same as any other medical expense. You pay your prescription drug cost sharing amount if you have prescription drug coverage. If not, you pay your PCP visit cost sharing amount.	Covered same as any other medical expense. You pay your prescription drug cost sharing amount if you have prescription drug coverage. If not, you pay your PCP visit cost sharing amount.	Covered same as any other medical expense. You pay your prescription drug cost sharing amount if you have prescription drug coverage. If not, you pay your PCP visit cost sharing amount.
Infusion therapy - home/office	20%; after deductible	40%; after deductible	50%; after deductible
Infusion therapy - outpatient hospital/freestanding facility	20%; after deductible	40%; after deductible	50%; after deductible
Gene-based, Cellular, and other Innovative Therapies (GCIT™)	Your cost sharing amount depends on the type of service and where you receive it. 20%: after deductible for gene therapy drugs, if applicable In-network coverage is provided at GCIT™ designated facilities only.	Your cost sharing amount depends on the type of service and where you receive it. 20%: after deductible for gene therapy drugs, if applicable In-network coverage is provided at GCIT™ designated facilities only.	Not Covered
Hearing aids $3,000 per rolling 36 month period	20%; after deductible	20%; after deductible	20%; after deductible
Vision eyewear	Covered 100% up to $350 per year; no deductible		
Transplants	20%; after deductible In-network coverage is only available at Institutes of Excellence (IOE) contracted facility.	20%; after deductible In-network coverage is only available at Institutes of Excellence (IOE) contracted facility.	50%; after deductible Out-of-network coverage applies when you use a non-IOE facility. You will pay more out of pocket when using a non-IOE facility.
Bariatric surgery	Not Covered	Not Covered	Not Covered
Acupuncture Limited to 12 visits per year	20%; after deductible	40%; after deductible	50%; after deductible
Alaska medical travel reimbursement	Covered 100%; no deductible	Covered 100%; no deductible	Covered 100%; no deductible
For Air Transportation to the nearest facility equipped to diagnose and treatment of a non-emergency medical condition. All non-emergency transportation services REQUIRE prior approval and are subject to limitations; see your plan documents.			
"Other" health care - 40% member coinsurance, after deductible, for services that are neither in-network nor out-of-network.			
FAMILY PLANNING	**MAXIMUM SAVINGS**	**STANDARD SAVINGS**	**OUT-OF-NETWORK**

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Infertility treatment	Your cost sharing amount depends on the type of service and where you receive it.	Your cost sharing amount depends on the type of service and where you receive it.	Your cost sharing amount depends on the type of service and where you receive it.
You have coverage for the diagnosis and treatment of the underlying cause of infertility.			
Advanced Reproductive Technology (ART)	Not Covered	Not Covered	Not Covered
In-vitro fertilization (IVF), zygote intrafallopian transfer (ZIFT), gamete intrafallopian transfer (GIFT), ovulation induction (OI), cryopreserved embryo transfers, intracytoplasmic sperm injection (ICSI), or ovum microsurgery			
Comprehensive infertility services	Not Covered	Not Covered	Not Covered
Artificial insemination and ovulation induction			
Vasectomy	20%; after deductible	40%; after deductible	50%; after deductible
Tubal ligation	Covered 100%; no deductible	Covered 100%; no deductible	50%; after deductible
PHARMACY	**IN-NETWORK**	**OUT-OF-NETWORK**	
The full cost of the drug is applied to the deductible before any benefits are considered for payment under the pharmacy plan. In-network pharmacy expenses apply towards the Maximum Savings tier only. Out-of-network pharmacy expenses apply towards the out-of-network tier.			
Pharmacy plan type	Advanced Control Plan - Aetna		
Prescription drug deductible	Prescription drug expenses apply to your medical deductible.		
Preventive medications - We waive the deductible for certain preventive medications. For a full list of these drugs, go to your secure member site or ask your employer.			
Prescription drug out-of-pocket limit	Prescription drug expenses apply to your medical out-of-pocket limit.		
Preferred generic drugs			
Retail	$15 copay	20% of allowed charges	
Mail order	$37.50 copay	20% of allowed charges	
Preferred brand-name drugs			
Retail	$45 copay	20% of allowed charges	
Mail order	$112.50 copay	20% of allowed charges	
Non-preferred generic and brand-name drugs			
Retail	$70 copay	20% of allowed charges	
Mail order	$175 copay	20% of allowed charges	
Specialty drugs			
Preferred specialty	30% Maximum $200	20% of allowed charges	
Non-preferred specialty	30% Maximum $300	20% of allowed charges	
Pharmacy day supply and requirements			
Retail	1x retail copay for 30 day supply, 2x retail copay for 31-60 day supply, and 3x retail copay for 61-90 day supply from Aetna National Network.		
Mail order	You can get a 31-90-day supply from CVS Caremark® Mail Service Pharmacy.		
	Advanced Control Formulary Aetna Insured List		
Your prescription drug plan also includes:			

• Diabetic supplies
• $25 copay maximum per fill per 30 day supply for formulary insulin drugs; no deductible for formulary insulin drugs
• A limited list of over-the-counter medications when filled with a prescription

Family planning
• Contraceptives covered up to a 12-month supply. Contraceptive copay strategy applies.

The following are covered 100% in-network:
• Oral chemotherapy drugs
• Seasonal vaccinations
• Preventive vaccinations
• Affordable Care Act (ACA) eligible preventive medications and contraceptives
Refer to **Aetna.com** for a complete list of eligible prescription drugs.

Precertification requirements
Some covered prescription drugs need approval from us before we will cover the drug. If you are currently taking one of these drugs when you switch to this plan, you may get one fill of your prescription within the first 90 days of starting the plan.
Some covered prescription drugs require step therapy before we cover them. With step therapy, you must first try one or more drugs before we will pay for drugs that require step therapy. If you are currently taking one of these drugs when you switch to this plan. you may get one fill of your prescription within the first 90 days of starting this plan.
To get the most up-to-date precertification requirements and a list of drugs that require step therapy, see your plan documents or go online to your member website.

Choose generics with dispense as written (DAW) override - Sometimes your physician may say you need a brand-name prescription drug even if a generic is available. If so, you will pay the brand-name copay. If you ask for a brand-name prescription drug when a generic is available, you will pay the applicable brand-name copay plus the difference between the generic price and the brand-name price.

GENERAL PROVISIONS

Dependents who are eligible to be on your plan	Spouse, children from birth to age 26. Student status of children does not matter.

**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 what Medicare pays for these services. The government sets the Medicare rate. Exactly how much we "recognize" depends on the plan you or your employer picks.

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 in-network. 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.

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.

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• 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 over-the-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.**
Aetna and MinuteClinic, LLC (which either operates or provides certain management support services to MinuteClinic-branded walk-in clinics) are both within the CVS Health family.