

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

| PLAN FEATURES | IN-NETWORK | OUT-OF-NETWORK |
|--|-----------------------------------|---|
| | | num visit, day, or dollar limitation on a per |
| | January 1st unless otherwise many | dated. Refer to your plan documents for more |
| information. | • • • • • • • • | |
| Deductible (per calendar year) | \$2,500 Individual | \$5,000 Individual |
| | \$5,000 Family | \$10,000 Family |
| All covered expenses accumulate sim | | |
| Unless otherwise indicated, the deduc | | |
| | | cluded from charges to meet the Deductible. |
| Pharmacy expenses apply towards the | | having grat their Daductible. There is an |
| | | having met their Deductible. There is no |
| Individual Deductible to satisfy within t | | 400/ |
| Member Coinsurance | 20% | 40% |
| Applies to all expenses unless otherwi | | |
| Payment Limit (per calendar year) | \$6,750 Individual | \$10,000 Individual |
| | \$6,750 Family | \$10,000 Family |
| All covered expenses accumulate sim | | |
| Certain member cost sharing element Pharmacy expenses apply towards the | | IL LITTIL. |
| | | urance percentage, copays, and deductibles |
| (except any penalty amounts) may be | | surance percentage, copays, and deductibles |
| | | Limit. Once Family Payment Limit is met, all |
| family members will be considered as | | Linnt. Once I anny I ayment Linnt is met, an |
| Lifetime Maximum | | |
| Unlimited except where otherwise indi | cated | |
| Payment for Out-of-Network Care** | | Professional: 105% of Medicare |
| | | Facility: 140% of Medicare |
| Primary Care Physician Selection | Not Applicable | Not Applicable |
| Certification Requirements - | | |
| • | -Network care must be obtained to | avoid a reduction in benefits paid for that |
| | | s, Convalescent Facility Admissions, Home |
| | | ed amount applied separately to each type of |
| expense is \$400 per occurrence. | | |
| • | | |

Referral Requirement

None

None



PLAN DESIGN & BENEFITS

MEDICAL PLAN PROVIDED BY AETNA LIFE INSURANCE COMPANY

| PREVENTIVE CARE | IN-NETWORK | OUT-OF-NETWORK |
|--|--|--|
| Routine Adult Physical Exams/ | Covered 100%; deductible waived | 40%; after deductible |
| Immunizations | | |
| | 5, 1 exam every 12 months age 65 and o | |
| Routine Well Child | Covered 100%; deductible waived | 40%; after deductible |
| Exams/Immunizations | | |
| 7 exams first 12 months, 3 exams 13 | h - 24th months, 3 exams 25th - 36th m | onths, 1 exam per 12 months thereafter |
| to age 22. | | |
| Routine Gynecological Care | Covered 100%; deductible waived | 40%; after deductible |
| Exams | | |
| 1 obgyn exam and pap smear per yea | | |
| Routine Mammograms | Covered 100%; deductible waived | 40%; after deductible |
| Women's Health | Covered 100%; deductible waived | 40%; after deductible |
| | abetes, HPV (Human- Papillomavirus) D | |
| | I screening for human immunodeficiency | |
| | breastfeeding support, supplies and cour | |
| | rocedures, patient education and counse | |
| Routine Digital Rectal Exam | Covered 100%; deductible waived | 40%; after deductible |
| Recommended: For covered males a | | |
| Prostate-specific Antigen Test | Covered 100%; deductible waived | 40%; after deductible |
| Recommended: For covered males a | | |
| Colorectal Cancer Screening | Covered 100%; deductible waived | Covered under Routine Adult Exam |
| | 45 and over and members under the ag | |
| Routine Hearing Screening | Covered 100%; deductible waived | 40%; after deductible |
| PHYSICIAN SERVICES | IN-NETWORK | OUT-OF-NETWORK |
| Office Visits to non-Specialist | 20%; after deductible | 40%; after deductible |
| | ral physician, family practitioner or pedia | |
| Specialist Office Visits | 20%; after deductible | 40%; after deductible |
| Includes visits to a naturopath | | |
| Hearing Exams | Covered 100%; deductible waived | Not Covered |
| 1 routine exam per 24 months. | | |
| Pre-Natal Maternity | Covered 100%; deductible waived | 40%; after deductible |
| Walk-in Clinics | 20%; after deductible | Not Covered |
| | th care facilities that (a) may be located i | |
| | (b) provide limited medical care and ser | |
| | cy rooms, the outpatient department of a | hospital, ambulatory surgical centers, |
| and physician offices are not consider | | |
| Allergy Testing | Your cost sharing is based on the | Your cost sharing is based on the |
| | type of service and where it is | type of service and where it is |
| | performed | performed |
| Allergy Injections | Your cost sharing is based on the | Your cost sharing is based on the |
| | type of service and where it is | type of service and where it is |
| | performed | performed |
| | | |



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

| DIAGNOSTIC PROCEDURES | IN-NETWORK | OUT-OF-NETWORK |
|--|---|----------------------------------|
| Diagnostic X-ray | 20%; after deductible | 40%; after deductible |
| | ice visit and billed by the physician, expe | enses are covered subject to the |
| applicable physician's office visit memb | er cost sharing. | |
| Diagnostic Laboratory | 20%; after deductible | 40%; after deductible |
| If performed as a part of a physician of | ice visit and billed by the physician, expe | enses are covered subject to the |
| applicable physician's office visit memb | er cost sharing. | |
| Diagnostic Complex Imaging | 20%; after deductible | 40%; after deductible |
| If performed as a part of a physician of | ice visit and billed by the physician, expe | enses are covered subject to the |
| applicable physician's office visit memb | er cost sharing. | |
| EMERGENCY MEDICAL CARE | IN-NETWORK | OUT-OF-NETWORK |
| Urgent Care Provider | 20%; after deductible | 40%; after deductible |
| Non-Urgent Use of Urgent Care | Not Covered | Not Covered |
| Provider | | |
| Emergency Room | 20%; after deductible | Same as in-network care |
| Non-Emergency Care in an | Not Covered | Not Covered |
| Emergency Room | | |
| Emergency Use of Ambulance | 20%; after deductible | Same as in-network care |
| Non-Emergency Use of Ambulance | Not covered unless medically | Not covered unless medically |
| | necessary for safe transport | necessary for safe transport |
| HOSPITAL CARE | IN-NETWORK | OUT-OF-NETWORK |
| Inpatient Coverage | 20%; after deductible | 40%; after deductible |
| | I benefits incurred during your inpatient s | |
| Inpatient Maternity Coverage | 20%; after deductible | 40%; after deductible |
| (includes delivery and postpartum | | |
| care) | | |
| | I benefits incurred during your inpatient s | |
| Outpatient Hospital Expenses | 20%; after deductible | 40%; after deductible |
| | I benefits incurred during your outpatient | |
| Outpatient Surgery - Hospital | 20%; after deductible | 40%; after deductible |
| | I benefits incurred during your outpatient | |
| Outpatient Surgery - Freestanding | 20%; after deductible | 40%; after deductible |
| Facility | | |
| | I benefits incurred during your outpatient | |
| MENTAL HEALTH SERVICES | IN-NETWORK | OUT-OF-NETWORK |
| Inpatient | 20%; after deductible | 40%; after deductible |
| | I benefits incurred during your inpatient s | stay. |
| Mental Health Office Visits | 20%; after deductible | 40%; after deductible |
| | I benefits incurred during your outpatient | |
| Other Mental Health Services | 20%; after deductible | 40%; after deductible |
| SUBSTANCE ABUSE | IN-NETWORK | OUT-OF-NETWORK |
| Inpatient | 20%; after deductible | 40%; after deductible |
| | | |
| Your cost sharing applies to all covered Residential Treatment Facility | 20%; after deductible | 40%; after deductible |

Prepared: 10/01/2019 01:38 PM



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

| Substance Abuse Office Visits | 20%; after deductible | 40%; after deductible |
|---|---|---|
| | d benefits incurred during your outpatien | |
| Other Substance Abuse Services | 20%; after deductible | 40%; after deductible |
| OTHER SERVICES | IN-NETWORK | OUT-OF-NETWORK |
| Skilled Nursing Facility Limited to 120 days per year | 20%; after deductible | 40%; after deductible |
| | d benefits incurred during your inpatient | stav. |
| Home Health Care | 20%; after deductible | 40%; after deductible |
| Home health care services include priv | , | , |
| | by a participating home health care agen | cy; 1 visit equals a period of 4 hrs or |
| ess. | | |
| Hospice Care - Inpatient | 20%; after deductible | 40%; after deductible |
| Your cost sharing applies to all covere | d benefits incurred during your inpatient | stay. |
| Hospice Care - Outpatient | 20%; after deductible | 40%; after deductible |
| Your cost sharing applies to all covere | d benefits incurred during your outpatien | |
| Spinal Manipulation Therapy | 20%; after deductible | 40%; after deductible |
| Limited to 20 visits per year | | |
| Outpatient Short-Term | 20%; after deductible | 40%; after deductible |
| Rehabilitation | | |
| Limited to 25 visits per year | | |
| Includes speech, physical, occupationa | | - |
| Habilitative Services | Cost sharing same as any other | Cost sharing same as any other |
| (Physical/Occupational/Speech | physical, occupational, speech | physical, occupational, speech |
| Therapy) | therapy expense. | therapy expense. |
| Neurodevelopmental Therapy | 20%; after deductible | 40%; after deductible |
| Autism Behavioral Therapy | 20%; after deductible | 40%; after deductible |
| Covered same as any other Outpatien | | |
| Autism Applied Behavior Analysis | 20%; after deductible | 40%; after deductible |
| | t Mental Health Other Services benefit | 400/ // 1 1 //11 |
| Autism Physical Therapy | 20%; after deductible | 40%; after deductible |
| Autism Occupational Therapy | 20%; after deductible | 40%; after deductible |
| Autism Speech Therapy | 20%; after deductible | 40%; after deductible |
| Durable Medical Equipment | 20%; after deductible | 40%; after deductible |
| Diabetic Supplies (if not covered | Covered same as any other medical | Covered same as any other medical |
| under Pharmacy benefit) | expense. | expense. |
| Affordable Care Act mandated | Covered 100%; deductible waived | Covered same as any other expense |
| Women's Contraceptives | 0 | |
| Women's Contraceptive drugs and | Covered 100%; deductible waived | Covered same as any other expense |
| devices not obtainable at a | | |
| pharmacy | 000/. often de dust'l la | |
| Infusion Therapy Administered in the home or | 20%; after deductible | 40%; after deductible |
| physician's office | 000/ // 1 1 // 1 | 400/ // // // // |
| Infusion Therapy Administered in an outpatient hospital department or freestanding facility | 20%; after deductible | 40%; after deductible |
| | | |
| Prepared: 10/01/2019 01:38 PM | | Pa |
| | | |



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

| Transplants | 20%; after deductible | 40%; after deductible |
|---|--|---|
| | Preferred coverage is provided at an | Non-Preferred coverage is provided |
| | IOE contracted facility only. | at a Non-IOE facility. |
| Bariatric Surgery | Not Covered | Not Covered |
| Acupuncture | 20%; after deductible | 40%; after deductible |
| Limited to 20 visits per year | | |
| Temporomandibular Joint Disorder | 20%; after deductible | 40%; after deductible |
| (TMJ) | | |
| ncludes coverage for TMJ surgery. No | n-surgical treatment limited to \$1,000 pe | er year maximum and \$5,000 lifetime |
| maximum, in-network or out-of-network | combined | |
| Other Licensed Providers (including | Your cost sharing is based on the | Your cost sharing is based on the |
| alternative care) | type of service and where it is | type of service and where it is |
| | performed | performed |
| "Other" Health Care 20% member c | oinsurance, after deductible, for service | s that are neither in-network nor out-o |
| network. | | |
| FAMILY PLANNING | IN-NETWORK | OUT-OF-NETWORK |
| Infertility Treatment | Your cost sharing is based on the | Your cost sharing is based on the |
| | type of service and where it is | type of service and where it is |
| | ć 1 | norformod |
| | performed | performed |
| Diagnosis and treatment of the underlyi | • | penomea |
| Diagnosis and treatment of the underlyi Comprehensive Infertility Services | • | Not Covered |



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

| Advanced Reproductive | Not Covered | Not Covered |
|---|--|--|
| Technology (ART) | | |
| In-vitro fertilization (IVF), zygote intrafal | | |
| embryo transfers, intracytoplasmic spe | | |
| Vasectomy | Covered 100%; after deductible | 40%; after deductible |
| Tubal Ligation | Covered 100%; deductible waived | 40%; after deductible |
| PHARMACY | IN-NETWORK | OUT-OF-NETWORK |
| The full cost of the drug is applied to th | e deductible before any benefits are co | nsidered for payment under the |
| pharmacy plan. | | |
| Pharmacy Plan Type | Advanced Control Plan | |
| Value Drugs Tier 1A | | |
| Retail | \$4 copay | 40% of submitted cost; after |
| | | applicable copay |
| Mail Order | \$8 copay | Not Applicable |
| Generic Drugs | | |
| Retail | \$10 copay | 40% of submitted cost; after |
| | | applicable copay |
| Mail Order | \$20 copay | Not Applicable |
| Preferred Brand-Name Drugs | | |
| Retail | \$40 copay | 40% of submitted cost; after |
| | | applicable copay |
| Mail Order | \$80 copay | Not Applicable |
| Non-Preferred Generic and Brand-Na | ame Drugs | |
| Retail | \$70 copay | 40% of submitted cost; after |
| | | applicable copay |
| Mail Order | \$140 copay | Not Applicable |
| Specialty Drugs | | |
| Preferred Specialty | 30% | Not Covered |
| · · · | Maximum \$150 | |
| Non-Preferred Specialty | 30% | Not Covered |
| | Maximum \$150 | |
| Pharmacy Day Supply and Requirem | ents | |
| Retail | | |
| Mail Order | | |
| Specialty | Up to a 30 day supply | - |
| | | ecialty pharmacy. Subsequent fills mus |
| | be through our preferred specialty pharmacy network. | |
| Advanced Control Formulary Aetna Insured List | | nsured List |

Preventive Medications - Deductible is waived for certain preventive medications. A full list of these drugs is available on your secure member site or from your employer.



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

Choose Generics with Dispense as Written (DAW) override - the member pays the applicable copay. If the physician requires brand-name, member would pay brand-name copay. If the member requests brand-name when a generic is available, the member pays the applicable copay plus the difference between the generic price and the brand-name price.

Plan Includes: Diabetic supplies and Contraceptive drugs and devices obtainable from a pharmacy. Contraceptives covered up to a 12 month supply. A limited list of over-the-counter medications are covered when filled with a prescription. Oral chemotherapy drugs covered 100% Precertification and quantity limits included Step Therapy included Seasonal Vaccinations covered 100% in-network Preventive Vaccinations covered 100% in-network Affordable Care Act mandated female contraceptives and preventive medications covered 100% in-network. Also

includes male condoms. GENERAL PROVISIONS

Dependents Eligibility

Spouse, children from birth to age 26 regardless of student status.

**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.

• For doctors and other professionals 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.

• 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.

Prepared: 10/01/2019 01:38 PM

Page 7



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

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, coinsurance 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, coinsurance and deductibles.

Plans are provided by: Aetna Life Insurance Company. 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. You may be responsible for the health care provider's full charges for any non-covered services, including circumstances where you have exceeded a benefit limit contained in the plan. 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.



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

• 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.

Aetna, or its affiliate(s), receives rebates from drug manufacturers that may be taken into account in determining Aetna's Preferred Drug List. Rebates may reduce the amount a member pays the pharmacy for covered prescriptions. Aetna Rx Home Delivery refers to Aetna Rx Home Delivery, LLC, a licensed pharmacy subsidiary of Aetna Inc., that operates through mail order. The charges that Aetna negotiates with Aetna Rx Home Delivery may be higher than the cost they pay for the drugs and the cost of the mail order pharmacy services they provide. For these purposes, the pharmacy's cost of purchasing drugs takes into account discounts, credits and other amounts that they may receive from wholesalers, manufacturers, suppliers and distributors.

In case of emergency, call 911 or your local emergency hotline, or go directly to an emergency care facility.

Translation of the material into another language may be available. Please call Member Services at 1-888-982-3862.

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.

Prepared: 10/01/2019 01:38 PM



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

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 MinuteClinicbranded walk-in clinics) are both within the CVS Health family.

© 2014 Aetna Inc.

Prepared: 10/01/2019 01:38 PM