

# 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

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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



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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	
<b>Outpatient Surgery - Freestanding</b>	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		<b>-</b>
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



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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.



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**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.



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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 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.

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### 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.

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