MEDICAL SCHEDULE OF BENEFITS – HDHP A PLAN 2023-2024

HDHP A PLAN 2023-2024	PARTICIPATING PROVIDERS	NON-PARTICIPATING PROVIDERS (Subject to Usual and Customary Charges)
LIFETIME MAXIMUM BENEFIT	Unlimited	
CALENDAR YEAR MAXIMUM BENEFIT	Unlimited	
CALENDAR YEAR DEDUCTIBLE (combined with Prescription Drug Card Deductible)		
Single	$1,500	$2,500
Family	$3,000*	$5,000*
*__NOTE__: If you have family coverage, the family Deductible must be satisfied before the Plan will pay any benefits.		
CALENDAR YEAR OUT-OF-POCKET MAXIMUM (includes Deductible, Coinsurance, Copays and Precertification Penalties – combined with Prescription Drug Card)		
Single	$5,500	Not Applicable
Family	$11,000	Not Applicable
MEDICAL BENEFITS		
Allergy Serum & Injections	80% after Deductible	50% after Deductible
Ambulance Services		
Ground Ambulance Services	80% after Deductible	Paid at Participating Provider level of benefits
Air Ambulance Services	Deductible, then $200 Copay per trip, then 80%	Paid at Participating Provider level of benefits
Ambulatory Surgical Center	80% after Deductible	50% after Deductible
Anesthesiologist	80% after Deductible	50% after Deductible
Anti-Embolism Garments	Deductible, then $50 Copay per pair, then 80%	50% after Deductible
Calendar Year Maximum Benefit	3 pairs	
Cardiac Rehab (Outpatient)	80% after Deductible	50% after Deductible
Chemotherapy (Outpatient – includes all related charges)	80% after Deductible	50% after Deductible
Chiropractic Care/Spinal Manipulation	80% after Deductible	50% after Deductible
Calendar Year Maximum Benefit	20 visits	
Diabetic Supplies	80% after Deductible	50% after Deductible

HDHP A PLAN 2023-2024	PARTICIPATING PROVIDERS	NON-PARTICIPATING PROVIDERS (Subject to Usual and Customary Charges)
Diagnostic Testing, X-Ray and Lab Services (Outpatient)	80% after Deductible	50% after Deductible
Oncotype Diagnostic Testing	80% after Deductible	50% after Deductible
Advanced Imaging (MRI, MRA, CT and PET Scans, Bone Density, Scintimammography, Capsule Endoscopy, Nuclear Medicine)	80% after Deductible	50% after Deductible
Durable Medical Equipment (DME)	80% after Deductible	50% after Deductible
Emergency Services		
Emergency Medical Condition		
Facility Charges	80% after Deductible	Paid at Participating Provider level of benefits
Professional Fees and Ancillary Charges	80% after Deductible	Paid at Participating Provider level of benefits
Non-Emergency Medical Condition		
Facility Charges	80% after Deductible	50% after Deductible
Professional Fees and Ancillary Charges	80% after Deductible	50% after Deductible
Empower Health (TIN: 36-4836722)	100%; Deductible waived	Not Applicable
NOTE: Empower Health wellness program is a voluntary wellness program available to the Employee only, Dependent Spouses and Children are not eligible. If you elect to participate in the wellness program you may be asked to complete a voluntary health risk assessment or "HRA" that asks a series of questions about your health-related choices. You will also be asked to complete a biometric screening, which will include a blood pressure reading and blood test. For more information regarding this program you may call Empower Health at (866) 367-6974.		
Foot Orthotics	80% after Deductible	50% after Deductible
Maximum Benefit	Age 19 and over - 1 every 12 months; Under age 19 - 1 every 6 months	
Hearing Aids (including any office visit and any related services, includes cochlear Implants)	80% after Deductible	50% after Deductible
Maximum Benefit	1 aid per ear per 36-month period	
Hemodialysis (Outpatient)	80% after Deductible	50% after Deductible
Hinge Health Program (TIN 81-1884841)	100%; Deductible waived	Not Applicable
NOTE: Please refer to the Hinge Health Program section of this Plan for a more detailed description of this benefit. If treatment is received from providers outside of the Hinge Health Network, standard Plan benefits will apply as outlined in the Medical Schedule of Benefits.		
Home Health Care	80% after Deductible	50% after Deductible
Calendar Year Maximum Benefit	60 visits	

HDHP A PLAN 2023-2024	PARTICIPATING PROVIDERS	NON-PARTICIPATING PROVIDERS (Subject to Usual and Customary Charges)
Hospice Care		
Inpatient	Deductible, then $250 Copay per admission, then 80%	50% after Deductible
Outpatient	80% after Deductible	50% after Deductible
Hospital Expenses or Long-Term Acute Care Facility/Hospital (facility charges)		
Inpatient	Deductible, then $250 Copay per admission, then 80%	50% after Deductible
Room and Board Allowance	Semi-Private Room rate*	Semi-Private Room rate*
Outpatient	80% after Deductible	50% after Deductible
*Charges for a private room, that exceeds the cost of a semi-private room, are eligible only if prescribed by a Physician and the private room is Medically Necessary.		
Infusion Therapy in Facility or Physician's Office	80% after Deductible	50% after Deductible
Maternity (Non-Facility Charges)*		
Preventive Prenatal and Breastfeeding Support (other than lactation consultations)	100%; Deductible waived	50% after Deductible
Breast Pumps	100%; Deductible waived	100%; Deductible waived
Lactation Consultations	100%; Deductible waived	100%; Deductible waived
All Other Prenatal, Delivery and Postnatal Care	80% after Deductible	50% after Deductible
* See Preventive Services under Eligible Medical Expenses for limitations.		
Medical and Surgical Supplies	80% after Deductible	50% after Deductible
Mental Disorders and Substance Use Disorders		
Inpatient		
Facility Charge	Deductible, then $250 Copay per admission, then 80%	50% after Deductible
Professional Fees	80% after Deductible	50% after Deductible
Outpatient Facility	80% after Deductible	50% after Deductible
Office Visits	Deductible, then $25 Copay, then 100%	50% after Deductible
NOTE: Emergency care (ambulance and Emergency Services/Room) will be paid the same as the benefits for ambulance services and Emergency Services/Room listed above in the Medical Schedule of Benefits, however, the Participating Provider level of benefits will always apply regardless of the provider utilized.		

HDHP A PLAN 2023-2024	PARTICIPATING PROVIDERS	NON-PARTICIPATING PROVIDERS (Subject to Usual and Customary Charges)
Morbid Obesity (Surgical Treatment Only)		
Facility	Deductible, then $250 Copay, then 80%	50% after Deductible
Professional Services	80% after Deductible	50% after Deductible
Lifetime Maximum Benefit	1 Surgical Procedure	
Nutritional Food Supplements	50% after Deductible	50% after Deductible
Occupational Therapy (Outpatient)	80% after Deductible	50% after Deductible
Calendar Year Maximum Benefit	60 visits	
Pain Management	Paid based on place of service	Paid based on place of service
Calendar Year Maximum Benefit	Not Applicable	4 visits
Physical Therapy (Outpatient)	80% after Deductible	50% after Deductible
Calendar Year Maximum Benefit	60 visits	
Physician's Services		
Inpatient/Outpatient Services	80% after Deductible	50% after Deductible
Office Visits:		
Primary Care Physician	Deductible, then $25 Copay*, then 100%	50% after Deductible
Specialist	Deductible, then $35 Copay*, then 100%	50% after Deductible
Physician Office Surgery	80% after Deductible	50% after Deductible
*Copay applies per visit regardless of what services are rendered.		
Preventive Care for Certain Chronic Conditions (see Eligible Medical Expenses)	100%; Deductible waived	Not Covered
Preventive Services and Routine Care		
Preventive Services (includes the office visit and any other eligible item or service billed and received at the same time as any preventive service)	100%; Deductible waived	Not Covered
Routine Care (includes any routine care item or service not otherwise covered under the preventive services provision above)	100% of the first $300 per Calendar Year, then 10% (Deductible waived)	Not Covered
Flu, Pneumonia & Shingles Vaccinations	100%; Deductible waived	100%; Deductible waived
Routine Hearing Exam	80% after Deductible	50% after Deductible
Calendar Year Maximum Benefit	1 exam	
NOTE: Preventive prenatal and breastfeeding support are paid under the Maternity Benefit. Please see Maternity listed above for additional details.		
Prosthetics (other than bras)	80% after Deductible	50% after Deductible

HDHP A PLAN 2023-2024	PARTICIPATING PROVIDERS	NON-PARTICIPATING PROVIDERS (Subject to Usual and Customary Charges)
Prosthetic Bras	80% after Deductible	80% after Deductible
Calendar Year Maximum Benefit	2 bras	
Psychological and Neuropsychological Testing	50% after Deductible	50% after Deductible
Radiation Therapy (Outpatient – includes all related charges)	80% after Deductible	50% after Deductible
Rehabilitation Facility (does not apply to Mental Disorders or Substance Use Disorders)	Deductible, then $250 Copay per admission, then 80%	50% after Deductible
Calendar Year Maximum Benefit	60 days	
Skilled Nursing Facility	Deductible, then $250 Copay per admission, then 80%	50% after Deductible
Maximum Benefit per 12 Month Period	60 days	
SkinIO Provider (Skin Cancer Screenings)	100%; Deductible waived	Not Applicable
NOTE: SkinIO is technology-based skin cancer screenings – providing access for early detection of skin cancer via photo-taking; remote dermatologist review; mole mapping; and change tracking and outlier detection for earlier detection for persons age 18 and over. TIN: 82-2035738		
Speech Therapy (Outpatient)	80% after Deductible	50% after Deductible
Calendar Year Maximum Benefit	60 visits	
Surgery (Inpatient)		
Facility	Deductible, then $250 Copay per admission, then 80%	50% after Deductible
Professional Services	80% after Deductible	50% after Deductible
Surgery (Outpatient)		
Facility	80% after Deductible	50% after Deductible
Professional Services	80% after Deductible	50% after Deductible
Teladoc Network Providers	100% after Deductible ($49 consult fee applies toward the Deductible)	Not Applicable
Telemedicine		
Mental Disorders & Substance Use Disorders	Paid same as office visit benefit for Mental Disorders and Substance Use Disorders	Paid same as office visit benefit for Mental Disorders and Substance Use Disorders
All Other Provider Services	Paid based on provider billing for telemedicine (subject to any applicable maximums and exclusions for the services provided)	Paid based on provider billing for telemedicine (subject to any applicable maximums and exclusions for the services provided)

HDHP A PLAN 2023-2024	PARTICIPATING PROVIDERS	NON-PARTICIPATING PROVIDERS (Subject to Usual and Customary Charges)
Temporomandibular Joint Dysfunction (TMJ)	Deductible, then $50 Copay per occurrence, then 80%	50% after Deductible
Lifetime Maximum Benefit: Surgical Procedure Appliances Office Services	1 Surgical Procedure 1 appliance $1,000	
Transplants		
Facility Services	Deductible, then $250 Copay per admission, then 80% (Aetna IOE Program)*	Not Covered
Professional Fees	80% after Deductible (Aetna IOE Program)* Not Covered (All Other Network Providers)	Not Covered
* Please refer to the Aetna Institute of Excellence (IOE) Program section of this Plan for a more detailed description of this benefit, including travel and lodging maximums. Travel and lodging will be paid at 100% after Deductible.		
NOTE: Cornea transplants performed by any provider are covered under the Plan as a separate benefit and paid the same as any other Illness.		
Urgent Care Facility	Deductible, then $45 Copay*, then 100%	50% after Deductible
*Copay applies per visit regardless of what services are rendered.		
Wig (see Eligible Medical Expenses)	Deductible, then $50 Copay per wig, then 80%	Deductible, then $50 Copay per wig, then 80%
Maximum Benefit	1 every 24 months	
All Other Eligible Medical Expenses	Deductible, then $50 Copay per occurrence, then 80%	50% after Deductible

PRESCRIPTION DRUG SCHEDULE OF BENEFITS – HDHP A PLAN 2023-2024

BENEFIT DESCRIPTION	BENEFIT
NOTE: There is no coverage under the Plan for Prescription Drugs obtained from a Non-Participating pharmacy.	
CALENDAR YEAR DEDUCTIBLE (combined with major medical Deductible) Single Family	 $1,500 $3,000*
***NOTE**: If you have family coverage, the family Deductible must be satisfied before the Plan will pay any benefits.	
CALENDAR YEAR OUT-OF-POCKET MAXIMUM (includes Deductible and Coinsurance – combined with major medical Out-of-Pocket) Single Family	 $5,500 $11,000
Retail Pharmacy: 30-day supply	
Generic Drug	Deductible, then $15 Copay
Preferred Drug	Deductible, then 20% Copay, minimum $25, maximum $80
Non-Preferred Drug	Deductible, then 40% Copay, minimum $40, maximum $110
Preventive Drug (Prescription Drugs classified as a Preventive Drug by HHS)	100% (Deductible waived)
Preventive Maintenance Drug	100% (Deductible waived)
Mandatory Specialty Pharmacy Program: 30-day supply	
Specialty Drug	
Specialty Drugs Not Available Through the PrudentRx Copay Program	Deductible, then 20% Copay, minimum $100, maximum $150
Enrolled and Available in the PrudentRx Copay Program	Deductible, then $0 Copay
Not Enrolled and Available in the PrudentRx Copay Program	Deductible, then 30% Copay
NOTE: Specialty Drugs MUST be obtained directly from the specialty pharmacy. Specialty Drugs are not available at retail or mail order pharmacies and there are no grace fills provided to Covered Persons.	
NOTE: The PrudentRx Copay Program assists individuals by helping them enroll in manufacturer copay assistance programs. Medications in the specialty tier will be subject to a 30% Copay if those drugs are available through the program and you do not enroll. However, enrolled individuals who get a copay card for their Specialty Drug (if applicable), will have a $0 out-of-pocket responsibility for their prescriptions covered under the PrudentRx Copay Program. PrudentRx can be reached at (800) 578-4403 to address any questions regarding the PrudentRx Co-Pay Program.	
CVS Maintenance Choice – Allow Opt-Out: 90-day supply	
Generic Drug	Deductible, then $30 Copay
Preferred Drug	Deductible, then 20% Copay, minimum $50, maximum $175
Non-Preferred Drug	Deductible, then 40% Copay, minimum $80, maximum $225
Preventive Drug (Prescription Drugs classified as a Preventive Drug by HHS)	100% (Deductible waived)
Preventive Maintenance Drug	100% (Deductible waived)

Mail Order: 90-day supply	
Generic Drug	Deductible, then $30 Copay
Preferred Drug	Deductible, then 20% Copay, minimum $50, maximum $175
Non-Preferred Drug	Deductible, then 40% Copay, minimum $80, maximum $225
Preventive Drug (Prescription Drugs classified as a Preventive Drug by HHS)	100% (Deductible waived)
Preventive Maintenance Drug	100% (Deductible waived)

CVS True Accumulation Program
Some Specialty Drugs may qualify for third-party copayment assistance programs that could lower your out of-pocket costs for those products. For any such Specialty Drug where third-party copayment assistance is used, the Covered Person shall not receive credit toward their maximum Out-of-Pocket or Deductible for any Copay or Coinsurance amounts that are applied to a manufacturer coupon or rebate.

Mandatory Generic Program
The Plan requires that pharmacies dispense Generic Drugs when available. Should a Covered Person choose a Brand Name Drug rather than the Generic equivalent, the Covered Person will be responsible for the cost difference between the Generic and Brand Name Drug, even if a DAW (Dispense As Written) is written by the prescribing Physician. The cost difference is not covered by the Plan and will not accumulate toward your Out-of-Pocket Maximum.

CVS Maintenance Choice Mandatory – Allow Opt Out
The Plan allows for 2 30-day fills of maintenance drugs at any Participating retail pharmacy. After 2 fills, a 90-day supply of maintenance drugs must be purchased at a CVS retail pharmacy or through the mail order program unless you call the Prescription Drug Program Administrator and opt out. If you opt out, you may continue to purchase a 30-day supply of maintenance drugs, however, you will not benefit from the savings of a 90-day supply. For additional information, please contact the Prescription Drug Card Program Administrator.

Mandatory Specialty Pharmacy Program
Self-administered Specialty Drugs that do not require administration under the direct supervision of a Physician must be obtained directly from the specialty pharmacy program. For additional information, please contact the Prescription Drug Card Program Administrator.

Specialty Drugs that must be administered in a Physician's office, infusion center or other clinical setting, or the Covered Person's home by a third party, will be considered under the Medical Benefits section of the Plan. Those drugs that can be self-administered and do not require the direct supervision of a Physician are only eligible under the Prescription Drug Program.

Advanced Control Specialty Formulary
Advanced Control Specialty Formulary (ACSF) is a moderately aggressive approach and presents specialty trend management. The formulary utilizes formulary exclusions, new-to-market (NTM) drug management and tiering strategies to help ensure clinically appropriate utilization and cost-effectiveness of specialty therapies.

PrudentRx Copay Program for Specialty Medications
Copay assistance is a process in which drug manufacturers provide financial support to patients by covering all or most of the patient cost share for select medications - in particular, Specialty Drugs. The PrudentRx Copay Program will assist individuals in obtaining copay assistance from drug manufacturers to reduce an individual's cost share for eligible medications thereby reducing out-of-pocket expenses.

If you currently take one or more medications included in the PrudentRx Program Drug List, you will receive a welcome letter and phone call from PrudentRx that provides specific information about the program as it pertains to your medication. All eligible persons will be automatically enrolled in the PrudentRx program, but you can choose to opt out of the program. You must call (800) 578-4403 to opt-out. Some manufacturers require you to sign up to take advantage of the copay assistance that they provide for their medications, in that case, you must speak to someone at PrudentRx at (800) 578-4403 to provide any additional information needed to enroll in the copay program. PrudentRx will also contact you if you are required to enroll in the copay assistance for any medication that you take. If you do not return their call, choose to opt-out of the program, or if you do not affirmatively enroll in any copay assistance as required by a manufacturer you will be responsible for the full amount of the 30% Copay on Specialty Drugs that are eligible for the PrudentRx program.

If you or a covered family member are not currently taking but will start a new medication covered under the PrudentRx Copay Program, you can reach out to PrudentRx or they will proactively contact you so that you can take full advantage of the PrudentRx program. PrudentRx can be reached at (800) 578-4403 to address any questions regarding the PrudentRx Copay Program.

The PrudentRx Program Drug List may be updated periodically by the Plan.

Copays for these medications, whether made by you, your plan, or a manufacturer's copay assistance program, will not count toward your Deductible.

Because certain specialty medications do not qualify as "essential health benefits" under the Affordable Care Act, member cost share payments for these medications, whether made by you or a manufacturer copay assistance program, do not count towards your Out-of-Pocket Maximum. A list of Specialty Drugs that are not considered to be "essential health benefits" is available. An exception process is available for determining whether a medication that is not an essential health benefit is Medically Necessary for a particular individual.

PrudentRx can be reached at (800) 578-4403 to address any questions regarding the PrudentRx Copay Program.

Preventive Drug means items which have been identified by the U.S. Department of Health and Human Services (HHS) as a preventive service. You may view the guidelines established by HHS by visiting the following website:

https://www.healthcare.gov/what-are-my-preventive-care-benefits

For a list of Preventive Drugs, contact the Prescription Drug Card Program Administrator identified in the General Plan Information section of this Plan.