



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

PLAN FEATURES	IN-NETWORK	OUT-OF-NETWORK
Deductible (per calendar year)	\$3,000 Individual \$6,000 Family	\$3,000 Individual \$6,000 Family
All covered expenses accumulate separately toward the preferred or non-preferred Deductible. Unless otherwise indicated, the deductible must be met prior to benefits being payable. Member cost sharing for certain services, as indicated in the plan, are excluded from charges to meet the Deductible. The family Deductible is a cumulative Deductible for all family members. The family Deductible can be met by a combination of family members; however no single individual within the family will be subject to more than the individual Deductible amount.		
Member Coinsurance	Covered at 100%	20%
Applies to all expenses unless otherwise stated.		
Payment Limit (per calendar year)	\$4,000 Individual \$8,000 Family	\$4,000 Individual \$8,000 Family
All covered expenses accumulate simultaneously toward both the preferred and non-preferred Payment Limit. Only those out-of-pocket expenses resulting from the application of coinsurance percentage, copays, and deductibles (except any penalty amounts) may be used to satisfy the Payment Limit. Pharmacy expenses apply towards the Payment Limit. Please see your Pharmacy plan design for further details. The family Payment Limit is a cumulative Payment Limit for all family members. The family Payment Limit can be met by a combination of family members; however no single individual within the family will be subject to more than the individual Payment Limit amount.		
Lifetime Maximum	Unlimited except where otherwise indicated.	
Primary Care Physician Selection	Optional	Not Applicable
Certification Requirements -	Certification for certain types of Non-Preferred care must be obtained to avoid a reduction in benefits paid for that care. Certification for Hospital Admissions, Treatment Facility Admissions, Convalescent Facility Admissions, Home Health Care and Hospice Care is required - excluded amount applied separately to each type of expense is \$400 per occurrence.	
Referral Requirement	None	None
PREVENTIVE CARE	IN-NETWORK	OUT-OF-NETWORK
Routine Adult Physical Exams/ Immunizations	Covered 100%; deductible waived	20%; after deductible
1 exam every 12 months for members age 22 to age 65; 1 exam every 12 months for adults age 65 and older.		
Routine Well Child Exams/Immunizations	Covered 100%; deductible waived	20%; after deductible
7 exams in the first 12 months of life, 3 exams in the second 12 months of life, 3 exams in the third 12 months of life, 1 exam per year thereafter to age 22.		
Routine Gynecological Care Exams	Covered 100%; deductible waived	20%; after deductible
One (1) Routine Exam per calendar year, including one (1) Pap Smear and related fees for females age 18 and over.		
Routine Mammograms	Covered 100%; deductible waived	20%; after deductible
One baseline mammogram for females age 35 - 39; and one annual mammogram for females age 40 and over.		
Women's Health	Covered 100%; deductible waived	20%; 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. Contraceptive methods, sterilization procedures, patient education and counseling. Limitations may apply.		
Routine Digital Rectal Exam	Covered 100%; deductible waived	20%; after deductible
Recommended: For covered males age 40 and over.		
Prostate-specific Antigen Test	Covered 100%; deductible waived	20%; after deductible



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Recommended: For covered males age 40 and over.

Colorectal Cancer Screening – Routine and Diagnostic	Covered 100%; deductible waived	20%; after deductible
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Recommended: For all members age 50 and over.

Routine Eye Exams 1 routine exam per 12 months.	Covered 100%; deductible waived	Not Covered
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Routine Hearing Screening	Not Covered	Not Covered
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PHYSICIAN SERVICES	IN-NETWORK	OUT-OF-NETWORK
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Office Visits to Non-Specialist Includes services of an internist, general physician, family practitioner or pediatrician.	0% after deductible	20%; after deductible
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Specialist Office Visits	0% after deductible	20%; after deductible
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Non-Routine OB/GYN Office Visits	0% after deductible	20%; after deductible
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Pre-Natal Maternity	Covered 100%; deductible waived	Covered according to standard claim practice.
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Walk-in Clinics Walk-in Clinics are network, free-standing health care facilities. They are an alternative to a physician's office visit for treatment of unscheduled, non-emergency illnesses and injuries and the administration of certain immunizations. It is not an alternative for emergency room services or the ongoing care provided by a physician. Neither an emergency room, nor the outpatient department of a hospital, shall be considered a Walk-in Clinic.	0% after deductible	Not Covered
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Allergy Testing	0% after deductible	Member cost sharing is based on the type of service performed and the place of service where it is rendered
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Allergy Injections	0% after deductible	Member cost sharing is based on the type of service performed and the place of service where it is rendered
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DIAGNOSTIC PROCEDURES	IN-NETWORK	OUT-OF-NETWORK
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Diagnostic X-ray (other than Complex Imaging Services) If performed as a part of a physician office visit and billed by the physician, expenses are covered subject to the applicable physician's office visit member cost sharing.	0% after deductible	20%; after deductible
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Diagnostic Laboratory If performed as a part of a physician office visit and billed by the physician, expenses are covered subject to the applicable physician's office visit member cost sharing. Quest Diagnostics is the preferred Aetna provider.	0% after deductible	20%; after deductible
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Diagnostic Complex Imaging	0% after deductible	20%; after deductible
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EMERGENCY MEDICAL CARE	IN-NETWORK	OUT-OF-NETWORK
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Urgent Care Provider	0% after deductible	20%; after deductible
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Non-Urgent Use of Urgent Care Provider	Not Covered	Not Covered
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Emergency Room	0% after deductible	Same as in-network care
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Non-Emergency Care in an Emergency Room	Not Covered	Not Covered
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Emergency Use of Ambulance	0% after deductible	Same as in-network care
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Non-Emergency Use of Ambulance	Not Covered	Not Covered
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HOSPITAL CARE	IN-NETWORK	OUT-OF-NETWORK
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Inpatient Coverage The member cost sharing applies to all covered benefits incurred during a member's inpatient stay.	0% after deductible	20%; after deductible
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Inpatient Maternity Coverage (includes delivery and postpartum care) The member cost sharing applies to all covered benefits incurred during a member's inpatient stay.	0% after deductible	20%; after deductible
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Outpatient Hospital Expenses	0% after deductible	20%; after deductible
The member cost sharing applies to all covered benefits incurred during a member's outpatient visit.		
Outpatient Surgery	0% after deductible	20%; after deductible
The member cost sharing applies to all covered benefits incurred during a member's outpatient visit.		
MENTAL HEALTH SERVICES	IN-NETWORK	OUT-OF-NETWORK
Inpatient	0% after deductible	20%; after deductible
The member cost sharing applies to all covered benefits incurred during a member's inpatient stay.		
Outpatient	0% after deductible	20%; after deductible
The member cost sharing applies to all covered benefits incurred during a member's outpatient visit.		
ALCOHOL/DRUG ABUSE SERVICES	IN-NETWORK	OUT-OF-NETWORK
Inpatient	0% after deductible	20%; after deductible
The member cost sharing applies to all covered benefits incurred during a member's inpatient stay.		
Residential Treatment Facility	0% after deductible	20%; after deductible
Outpatient	0% after deductible	20%; after deductible
The member cost sharing applies to all covered benefits incurred during a member's outpatient visit.		
OTHER SERVICES	IN-NETWORK	OUT-OF-NETWORK
Convalescent Facility	0% after deductible	20%; after deductible
Limited to 100 days per calendar year. The member cost sharing applies to all covered benefits incurred during a member's inpatient stay.		
Home Health Care	0% after deductible	20%; after deductible
Limited to 90 visits per calendar year. Each visit by a nurse or therapist is one visit. Each visit up to 4 hours by a home health care aide is one visit.		
Hospice Care - Inpatient	0% after deductible	20%; after deductible
The member cost sharing applies to all covered benefits incurred during a member's inpatient stay.		
Hospice Care - Outpatient	0% after deductible	20%; after deductible
The member cost sharing applies to all covered benefits incurred during a member's outpatient visit.		
Private Duty Nursing	Not Covered	Not Covered
Outpatient Short-Term Rehabilitation	0% after deductible	20%; after deductible
Includes Speech, Physical, and Occupational Therapy, limited to 30 visits combined per calendar year.		
Early Intervention Services	Member cost sharing is based on the type of service performed and the place of service where it is rendered.	Member cost sharing is based on the type of service performed and the place of service where it is rendered.
Spinal Manipulation Therapy	0% after deductible	20%; after deductible
Limited to 12 days per calendar year.		
Autism Behavioral Therapy	0% after deductible	20%; after deductible
Covered same as any other Outpatient Mental Health benefit		
Autism Applied Behavior Analysis & Spectrum Disorder	0% after deductible	20%; after deductible
Covered same as any other Outpatient Mental Health benefit		
Autism Physical Therapy	0% after deductible	20%; after deductible
Visits combined with Short Term Rehabilitation.		
Autism Occupational Therapy	0% after deductible	20%; after deductible
Visits combined with Short Term Rehabilitation.		
Autism Speech Therapy	0% after deductible	20%; after deductible
Visits combined with Short Term Rehabilitation.		
Durable Medical Equipment	0% after deductible	20%; after deductible



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Diabetic Supplies	Covered same as any other medical expense.	Covered same as any other medical expense.
Includes coverage of medically necessary foot orthotics		
Generic FDA-approved Women's Contraceptives	Covered 100%; deductible waived	20%; after deductible
Contraceptive drugs and devices not obtainable at a pharmacy	Covered 100%; deductible waived	Covered same as any other medical expense.
Transplants	0% after deductible Preferred coverage is provided at an IOE contracted facility only.	20%; after deductible Non-Preferred coverage is provided at a Non-IOE facility.
FAMILY PLANNING	IN-NETWORK	OUT-OF-NETWORK
Infertility Treatment	Member cost sharing is based on the type of service performed and the place of service where it is rendered	Member cost sharing is based on the type of service performed and the place of service where it is rendered
Diagnosis and treatment of the underlying medical condition.		
Comprehensive Infertility Services	Not Covered	Not Covered
Advanced Reproductive Technology (ART)	Not Covered	Not Covered
Vasectomy	Member cost sharing is based on the type of service performed and the place of service where it is rendered	Member cost sharing is based on the type of service performed and the place of service where it is rendered
Tubal Ligation	Covered 100%; deductible waived	Member cost sharing is based on the type of service performed and the place of service where it is rendered

GENERAL PROVISIONS

Dependents Eligibility Spouse, children from birth to age 26 regardless of student status.
 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. 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.
- Orthotics except diabetic orthotics.
- 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 or inadequacies, including therapy, supplies or counseling.
- Special duty nursing.
- Therapy or rehabilitation other than those listed as covered.
- Treatment of behavioral disorders.
- 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 the material into another language may be available. Please call Member Services at **1-888-982-3862**.

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

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

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

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