

Aetna Choice POS II HDHP – HealthSave HSA

Schedule of Benefits

If this is an ERISA plan, you have certain rights under this plan. Please contact your employer for additional information.

Prepared exclusively for:

Employer:	Adobe Inc.
Contract number:	MSA-660819
	Schedule of Benefits 1A
Plan effective date:	January 1, 2021
Plan issue date:	May 14, 2021

These benefits are not insured with Aetna but will be paid from the Employer's funds. Aetna will provide certain administrative services under the Aetna medical benefits plan.

Schedule of benefits

This schedule of benefits lists the **deductibles** and **copayments/payment percentage**, if any, that apply to the services you receive under this plan. You should review this schedule to become familiar with your **deductibles** and **copayments/payment percentage** and any limits that apply to the services.

How to read your schedule of benefits

- When we say:
 - “In-network coverage”, we mean you get care from a **network provider**.
 - “Out-of-network coverage”, we mean you can get care from **providers** who are not **network providers**.
- The **deductibles** and **copayments/payment percentage** listed in the schedule of benefits below reflect the **deductibles** and **copayment/payment percentage** amounts under your plan.
- Any **payment percentage** listed in the schedule of benefits reflects the plan **payment percentage**. This is the amount the Plan pays. You are responsible to pay any **deductibles, copayments**, and the remaining **payment percentage**.
- You are responsible for full payment of any health care services you receive that are not a **covered benefit**.
- This plan has maximums for specific **covered benefits**. For example, these could be visit, day or dollar maximums. They are combined maximums between **network providers** and **out-of-network providers** unless we state otherwise.
- At the end of this schedule you will find detailed explanations about your:
 - **Deductible**
 - **Maximum out-of-pocket limits**
 - Maximums

Important note:

All **covered benefits** are subject to the Calendar Year **deductible** and **copayment/payment percentage** unless otherwise noted in the schedule of benefits below.

We are here to answer any questions. Contact Member Services by logging onto your Aetna secure member website at www.aetna.com or at the toll-free number on your ID card.

This schedule of benefits replaces any schedule of benefits previously in effect under your plan of benefits. Keep this schedule of benefits with your booklet.

Plan features	Deductible/Maximums	
	In-network coverage*	Out-of-network coverage*
Deductible		
You have to meet your Calendar Year deductible before this plan pays for benefits.		
Individual	\$1,400 per Calendar Year	\$2,800 per Calendar Year
Family	\$2,800 per Calendar Year	\$5,600 per Calendar Year
Deductible waiver		
The Calendar Year in-network deductible is waived for all of the following eligible health services :		
<ul style="list-style-type: none"> • Preventive care and wellness • Family planning services - female contraceptives 		
Deductible waiver provision for preventive prescription drugs		
<p>Deductible waiver provision for preventive prescription drugs. No deductible will apply to preventive covered prescription drug expenses for those prescription drugs used to treat:</p> <p>The prevention of conditions relating to:</p> <ul style="list-style-type: none"> • Hypertension • Heart disease • Diabetic complications • Asthmatic episodes • Conditions resulting from osteoporosis • Stroke • Various pediatric conditions, such as vitamins and fluoride deficiency, and maternal and fetal problems during pregnancy. 		
Maximum out-of-pocket limit		
Maximum out-of-pocket limit per Calendar Year.		
Individual	\$3,000 per Calendar Year	\$5,600 per Calendar Year
Family	\$6,900 per Calendar Year	\$11,200 per Calendar Year

*See *How to read your schedule of benefits* at the beginning of this schedule of benefits

Precertification covered benefit reduction

This only applies to out-of-network coverage. The booklet contains a complete description of the **precertification** program. You will find details on **precertification** requirements in the *Medical necessity and precertification requirements* section.

Failure to **precertify** your **eligible health services** when required will result in the following benefits reduction:

- A \$400 benefit reduction will be applied separately to each type of in-patient **eligible health services**
- A \$200 benefit reduction will be applied separately to each type of outpatient **eligible health services** or
- The **eligible health services** will not be covered.

The additional percentage or dollar amount of the **recognized charge** which you may pay as a penalty for failure to obtain **precertification** is not a **covered benefit**, and will not be applied to the **deductible** amount or the **maximum out-of-pocket limit**, if any.

*See *How to read your schedule of benefits* at the beginning of this schedule of benefits

Eligible health services	In-network coverage*	Out-of-network coverage*
Preventive care and wellness		
Routine physical exams		
Performed at a physician's, PCP office	100% per visit No deductible applies	100% (of the recognized charge) per visit
Covered persons through age 21:	Subject to any age and visit limits provided for in the comprehensive guidelines supported by the American Academy of Pediatrics/Bright Futures/Health Resources and Services Administration guidelines for children and adolescents. For details, contact your physician or Member Services by logging onto your Aetna's secure member website at www.aetna.com or calling the number on your ID card.	Subject to any age and visit limits provided for in the comprehensive guidelines supported by the American Academy of Pediatrics/Bright Futures/Health Resources and Services Administration guidelines for children and adolescents. For details, contact your physician or Member Services by logging onto your Aetna's secure member website at www.aetna.com or calling the number on your ID card.
Covered persons age 22 and over but less than 65: Maximum visits per Calendar Year	1 visit	1 visit
Covered persons age 65 and over: Maximum visits per Calendar Year	1 visit	1 visit
Preventive care immunizations		
Performed in a facility or at a physician's office	100% per visit No deductible applies	100% (of the recognized charge) per visit
	Subject to any age limits provided for in the comprehensive guidelines supported by Advisory Committee on Immunization Practices of the Centers for Disease Control and Prevention. For details, contact your physician or Member Services by logging onto your Aetna's secure member website at www.aetna.com or calling the number on your ID card.	Subject to any age limits provided for in the comprehensive guidelines supported by Advisory Committee on Immunization Practices of the Centers for Disease Control and Prevention. For details, contact your physician or Member Services by logging onto your Aetna's secure member website at www.aetna.com or calling the number on your ID card.

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Well woman preventive visits routine gynecological exams (including pap smears)		
Performed at a physician's, PCP, obstetrician (OB), gynecologist (GYN) or OB/GYN office	100% per visit No deductible applies	100% (of the recognized charge) per visit
Maximums	Subject to any age limits provided for in the comprehensive guidelines supported by the Health Resources and Services Administration.	Subject to any age limits provided for in the comprehensive guidelines supported by the Health Resources and Services Administration.
Maximum visits per Calendar Year	1 visit	1 visit
Preventive screening and counseling services		
Office visits <ul style="list-style-type: none"> • Obesity and/or healthy diet counseling • Misuse of alcohol and/or drugs • Use of tobacco products • Sexually transmitted infection counseling • Genetic risk counseling for breast and ovarian cancer 	100% per visit No deductible applies	100% (of the recognized charge) per visit
Obesity and/or healthy diet counseling maximums:		
Maximum visits per Calendar Year (This maximum applies only to covered persons age 22 and older.)	26 visits (however, of these, only 10 visits will be allowed under the plan for healthy diet counseling provided in connection with Hyperlipidemia (high cholesterol) and other known risk factors for cardiovascular and diet-related chronic disease)*	26 visits (however, of these, only 10 visits will be allowed under the plan for healthy diet counseling provided in connection with Hyperlipidemia (high cholesterol) and other known risk factors for cardiovascular and diet-related chronic disease)*
*Note: In figuring the maximum visits, each session of up to 60 minutes is equal to one visit.		
Misuse of alcohol and/or drugs maximums:		
Maximum visits per Calendar Year	5 visits*	5 visits*
*Note: In figuring the maximum visits, each session of up to 60 minutes is equal to one visit.		

*See *How to read your schedule of benefits* at the beginning of this schedule of benefits

Use of tobacco products maximums:		
Maximum visits per Calendar Year	8 visits*	8 visits*
*Note: In figuring the maximum visits, each session of up to 60 minutes is equal to one visit.		
Sexually transmitted infection counseling maximums:		
Maximum visits per Calendar Year	2 visits*	2 visits*
*Note: In figuring the maximum visits, each session of up to 30 minutes is equal to one visit.		
Genetic risk counseling for breast and ovarian cancer maximums:		
Genetic risk counseling for breast and ovarian cancer	Not subject to any age or frequency limitations	Not subject to any age or frequency limitations
Routine cancer screenings (applies whether performed at a physician's, PCP, specialist office or facility)		
Routine cancer screenings	100% per visit No deductible applies	100% (of the recognized charge) per visit
Maximums	Subject to any age, family history, and frequency guidelines as set forth in the most current: <ul style="list-style-type: none"> Evidence-based items that have in effect a rating of A or B in the current recommendations of the United States Preventive Services Task Force; and The comprehensive guidelines supported by the Health Resources and Services Administration. For details, contact your physician or Member Services by logging onto your Aetna's secure member website at www.aetna.com or calling the number on your ID card.	Subject to any age, family history, and frequency guidelines as set forth in the most current: <ul style="list-style-type: none"> Evidence-based items that have in effect a rating of A or B in the current recommendations of the United States Preventive Services Task Force; and The comprehensive guidelines supported by the Health Resources and Services Administration. For details, contact your physician or Member Services by logging onto your Aetna's secure member website at www.aetna.com or calling the number on your ID card.
Lung cancer screening maximums	1 screening per Calendar Year*	1 screening per Calendar Year*
*Important note: Any lung cancer screenings that exceed the lung cancer screening maximum above are covered under the <i>Outpatient diagnostic testing</i> section.		

*See *How to read your schedule of benefits* at the beginning of this schedule of benefits

Prenatal care		
Prenatal care services (provided by an obstetrician (OB), gynecologist (GYN), and/or OB/GYN)		
Preventive care services only	100% per visit No deductible applies	70% (of the recognized charge) per visit
<p>Important note: You should review the <i>Maternity and related newborn care</i> sections. They will give you more information on coverage levels for maternity care under this plan.</p> <p>Coverage for preventive prenatal care with no cost share to the member is limited to pregnancy-related in-network physician office visits, including the initial and subsequent history and physical exams of the pregnant woman (maternal weight, blood pressure and fetal heart rate check). Items not considered preventive include (but are not limited to) inpatient admissions, high-risk specialist visits, ultrasounds, amniocentesis, fetal stress tests, certain pregnancy diagnostic lab tests and delivery, including anesthesia.</p>		
Comprehensive lactation support and counseling services		
Lactation counseling services – facility or office visits	100% per visit No deductible applies	70% (of the recognized charge) per visit
Lactation counseling services maximum visits per Calendar Year either in a group or individual setting	6 visits*	6 visits*
<p>*Important note: Any visits that exceed the lactation counseling services maximum are covered under Physician services office visits.</p>		
Breast feeding durable medical equipment		
Breast pump supplies and accessories	100% per item No deductible applies	70% (of the recognized charge) per item
<p>Important note: See the <i>Breast feeding durable medical equipment</i> section of the booklet for limitations on breast pump and supplies.</p>		
Family planning services – female contraceptives		
Counseling services		
Female contraceptive counseling services office visit	100% per visit No deductible applies	70% (of the recognized charge) per visit
Contraceptive counseling services maximum visits per	2 visits*	2 visits*

*See *How to read your schedule of benefits* at the beginning of this schedule of benefits

Calendar Year either in a group or individual setting		
*Important note: Any visits that exceed the contraceptive counseling services maximum are covered under Physician services office visits.		
Devices		
Female contraceptive device provided, administered, or removed, by a physician during an office visit	100% per item No deductible applies	70% (of the recognized charge) per item
Female voluntary sterilization		
Inpatient	100% per admission No deductible applies	70% (of the recognized charge) per admission
Outpatient	100% per visit No deductible applies	70% (of the recognized charge) per visit
Eligible health services	In-network coverage*	Out-of-network coverage*
Physicians and other health professionals		
Physicians and specialists office visits (non-surgical)		
Physician services		
Office hours visits (non-surgical) non preventive care	90% (of the negotiated charge) per visit	70% (of the recognized charge) per visit
*Telemedicine Consultations		
<i>*The plan may utilize one or more telemedicine vendors. To obtain information regarding potential cost share when utilizing a telemedicine vendor, contact member services at the number on your ID card.</i>		
Immunizations that are not considered preventive care		
Immunizations that are not considered preventive care	Covered according to the type of benefit and the place where the service is received.	Covered according to the type of benefit and the place where the service is received.
Specialist		
Specialist office visits		
Office hours visits (non-surgical)	90% (of the negotiated charge) per visit	70% (of the recognized charge) per visit

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Physician surgical services		
Physicians and specialists office visits		
Performed at a physician's, PCP office	90% (of the negotiated charge) per visit	70% (of the recognized charge) per visit
Performed at a specialist's office	90% (of the negotiated charge) per visit	70% (of the recognized charge) per visit

Alternatives to physician office visits		
Walk-in clinic visits		
Walk-in clinic non-emergency visit <i>(includes coverage for immunizations)</i>	90% (of the negotiated charge) per visit	70% (of the recognized charge) per visit
	Subject to any age limits provided for in the comprehensive guidelines supported by Advisory Committee on Immunization Practices of the Centers for Disease Control and Prevention. For details, contact your physician or Member Services by logging onto your Aetna's secure member website at www.aetna.com or calling the number on your ID card.	Subject to any age limits provided for in the comprehensive guidelines supported by Advisory Committee on Immunization Practices of the Centers for Disease Control and Prevention. For details, contact your physician or Member Services by logging onto your Aetna's secure member website at www.aetna.com or calling the number on your ID card.

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Eligible health services	In-network coverage*	Out-of-network coverage*
Hospital and other facility care		
Hospital care		
Inpatient hospital	90% (of the negotiated charge) per admission	70% (of the recognized charge) per admission
Alternatives to hospital stays		
Outpatient surgery and physician surgical services		
	90% (of the negotiated charge) per visit	70% (of the recognized charge) per visit
Home health care		
Outpatient	90% (of the negotiated charge) per visit	70% (of the recognized charge) per visit
Maximum visits per Calendar Year	120 Limited to: 3 intermittent visits per day provided by a participating home health care agency ; 1 visit equals a period of 4 hours or less. Intermittent visits are considered periodic and recurring visits that skilled nurses make to ensure your proper care The intermittent requirement may be waived to allow coverage for up to 12 hours with a daily maximum of 3 visits. Services must be provided within 10 days of discharge	120 Limited to: 3 intermittent visits per day provided by a participating home health care agency ; 1 visit equals a period of 4 hours or less. Intermittent visits are considered periodic and recurring visits that skilled nurses make to ensure your proper care The intermittent requirement may be waived to allow coverage for up to 12 hours with a daily maximum of 3 visits. Services must be provided within 10 days of discharge
Hospice care		
Inpatient facility	100% (of the negotiated charge) per admission	100% (of the recognized charge) per admission
Maximum days per lifetime	Unlimited	Unlimited
Hospice care		
Outpatient	100% (of the negotiated charge) per visit	100% (of the recognized charge) per visit

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	Part-time or intermittent nursing care by an R.N. or L.P.N. for up to 8 hours a day Part-time or intermittent home health aide services to care for you up to 8 hours a day	Part-time or intermittent nursing care by an R.N. or L.P.N. for up to 8 hours a day Part-time or intermittent home health aide services to care for you up to 8 hours a day
Outpatient private duty nursing		
Outpatient private duty nursing	90% (of the negotiated charge) per visit	70% (of the recognized charge) per visit
Skilled nursing facility		
Inpatient facility	90% (of the negotiated charge) per admission	70% (of the recognized charge) per admission
Maximum days per Calendar Year	120	120
Eligible health services	In-network coverage*	Out-of-network coverage*
Emergency services and urgent care		
Emergency services		
Hospital emergency room	90% (of the negotiated charge) per visit	Paid the same as in-network coverage
Non-emergency care in a hospital emergency room	50% (of the negotiated charge) per visit	50% (of the recognized charge) per visit
Important Note: As out-of-network providers do not have a contract with us the provider may not accept payment of your cost share, (deductible, copayment, and payment percentage , as payment in full. You may receive a bill for the difference between the amount billed by the provider and the amount paid by this plan. If the provider bills you for an amount above your cost share, you are not responsible for paying that amount. You should send the bill to the address listed on your ID card, and we will resolve any payment dispute with the provider over that amount. Make sure the member's ID number is on the bill.		
Urgent care		
Urgent medical care (at a non- hospital free standing facility)	90% (of the negotiated charge) per visit	70% (of the recognized charge) per visit

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Eligible health services	In-network coverage*	Out-of-network coverage*
Specific conditions		
Autism spectrum disorder		
Autism spectrum disorder treatment	Covered according to the type of benefit and the place where the service is received	Covered according to the type of benefit and the place where the service is received
Applied behavior analysis	Covered according to the type of benefit and the place where the service is received	Covered according to the type of benefit and the place where the service is received
All other coverage for diagnosis and treatment, including behavioral therapy, will continue to be provided the same as any other illness under this plan.		
Birthing center		
Inpatient	90% (of the negotiated charge) per admission	70% (of the recognized charge) per admission
Family planning services - other		
Voluntary sterilization for males		
Outpatient	90% (of the negotiated charge) per visit	70% (of the recognized charge) per visit
Abortion		
Outpatient	90% (of the negotiated charge) per visit	70% (of the recognized charge) per visit
Jaw joint disorder treatment		
Jaw joint disorder treatment	90% (of the negotiated charge) per visit	70% (of the recognized charge) per visit
Maternity and related newborn care		
Inpatient	90% (of the negotiated charge) per admission	70% (of the recognized charge) per admission
Delivery services and postpartum care services		
Performed in a facility or at a physician's office	90% (of the negotiated charge) per visit	70% (of the recognized charge) per visit
Other prenatal care services	Covered according to the type of benefit and the place where the service is received.	Covered according to the type of benefit and the place where the service is received.

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Mental health treatment - inpatient		
Inpatient mental health treatment Inpatient residential treatment facility Coverage is provided under the same terms, conditions as any other illness.	90% (of the negotiated charge) per admission	70% (of the recognized charge) per admission
Mental health treatment - outpatient		
Outpatient mental health treatment office visits to a physician or behavioral health provider includes telemedicine consultation Coverage is provided under the same terms, conditions as any other illness.	90% (of the negotiated charge) per visit	70% (of the recognized charge) per visit
Outpatient mental health treatment office visits to a physician or behavioral health provider includes telemedicine cognitive behavioral therapy consultation	90% (of the negotiated charge) per visit	70% (of the recognized charge) per visit
Other outpatient mental health treatment (includes skilled behavioral health services in the home) Partial hospitalization treatment Intensive outpatient program	90% (of the negotiated charge) per visit	70% (of the recognized charge) per visit

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Substance related disorders treatment - inpatient		
<p>Inpatient substance abuse detoxification during a hospital confinement</p> <p>Inpatient substance abuse rehabilitation during a hospital confinement</p> <p>Inpatient residential treatment facility during a hospital confinement</p> <p>Coverage is provided under the same terms, conditions as any other illness.</p>	90% (of the negotiated charge) per admission	70% (of the recognized charge) per admission
Substance related disorders treatment - outpatient: detoxification and rehabilitation		
<p>Outpatient substance abuse office visits to a physician or behavioral health provider (includes telemedicine consultation)</p> <p>Coverage is provided under the same terms, conditions as any other illness.</p>	90% (of the negotiated charge) per visit	70% (of the recognized charge) per visit
<p>Outpatient substance abuse office visits to a physician or behavioral health provider includes telemedicine cognitive behavioral therapy consultations</p> <p>Coverage is provided under the same terms, conditions as any other illness.</p>	90% (of the negotiated charge) per visit	70% (of the recognized charge) per visit

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Other outpatient substance abuse services	90% (of the negotiated charge) per visit	70% (of the recognized charge) per visit
Partial hospitalization treatment		
Intensive outpatient program		
Obesity surgery		
Inpatient hospital (includes surgical procedure and acute hospital services)	90% (of the negotiated charge) per admission	70% (of the recognized charge) per admission
Outpatient obesity surgery		
	90% (of the negotiated charge) per visit	70% (of the recognized charge) per visit
Oral and maxillofacial treatment (mouth, jaws and teeth)		
Oral and maxillofacial treatment (mouth, jaws and teeth)	Covered according to the type of benefit and the place where the service is received	Covered according to the type of benefit and the place where the service is received
Reconstructive breast surgery		
Reconstructive breast surgery	Covered according to the type of benefit and the place where the service is received	Covered according to the type of benefit and the place where the service is received
Reconstructive surgery and supplies		
Reconstructive surgery	Covered according to the type of benefit and the place where the service is received	Covered according to the type of benefit and the place where the service is received

*See *How to read your schedule of benefits* at the beginning of this schedule of benefits

Eligible health services	Network (IOE facility)	Network (Non-IOE facility)	Out-of-network coverage*
Transplant services facility and non-facility			
Inpatient hospital transplant services	90% (of the negotiated charge) per transplant	70% (of the negotiated charge) per transplant	70% (of the recognized charge) per transplant
Physician services including office visits	Covered according to the type of benefit and the place where the service is received.	Covered according to the type of benefit and the place where the service is received.	Covered according to the type of benefit and the place where the service is received.
Eligible health services	In-network coverage*	Out-of-network coverage*	
Treatment of infertility			
Basic infertility			
Basic infertility	Covered according to the type of benefit and the place where the service is received	Covered according to the type of benefit and the place where the service is received	
Outpatient comprehensive infertility services			
	90% (of the negotiated charge) per visit	70% (of the recognized charge) per visit	
Maximum number of ovulation induction cycles with menotropins per lifetime**	6	6	
Maximum number of Intrauterine insemination cycles per lifetime**	6	6	
**As used for this benefit, "lifetime" is defined to include covered benefits paid under this plan or another plan underwritten and/or administered by Aetna or any Aetna affiliate, with the same policyholder			
Outpatient ART services			
	90% (of the negotiated charge) per visit	70% (of the recognized charge) per visit	
Maximum attempts per lifetime**	3	3	
**As used for this benefit, "lifetime" is defined to include covered benefits paid under this plan or another plan underwritten and/or administered by Aetna or any Aetna affiliate, with the same policyholder			

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Eligible health services	In-network coverage*	Out-of-network coverage*
Specific therapies and tests		
Outpatient diagnostic testing		

Diagnostic complex imaging services		
	90% (of the negotiated charge) per visit	70% (of the recognized charge) per visit

Diagnostic lab work		
	90% (of the negotiated charge) per visit.	70% (of the recognized charge) per visit.

Diagnostic radiological services		
	90% (of the negotiated charge) per visit.	70% (of the recognized charge) per visit.

Chemotherapy		
Chemotherapy	Covered according to the type of benefit and the place where the service is received	Covered according to the type of benefit and the place where the service is received

Outpatient infusion therapy		
	90% (of the negotiated charge) per visit.	70% (of the recognized charge) per visit.

Outpatient radiation therapy		
Radiation therapy	Covered according to the type of benefit and the place where the service is received.	Covered according to the type of benefit and the place where the service is received.

Short-term cardiac and pulmonary rehabilitation services		
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Cardiac rehabilitation		
Cardiac rehabilitation	Covered according to the type of benefit and the place where the service is received	Covered according to the type of benefit and the place where the service is received

Pulmonary rehabilitation		
Pulmonary rehabilitation	Covered according to the type of benefit and the place where the service is received	Covered according to the type of benefit and the place where the service is received

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Short-term rehabilitation services		
Outpatient Physical and Occupational Therapies		
	90% (of the negotiated charge) per visit	70% (of the recognized charge) per visit
Outpatient Speech Therapy		
	90% (of the negotiated charge) per visit	70% (of the recognized charge) per visit
Outpatient Physical and Occupational Therapies Maximum		
Maximum visits per Calendar Year	60	60
Outpatient Speech Therapy Maximum		
Maximum visits per Calendar Year	60	60
Habilitation therapy services		
	90% (of the negotiated charge) per visit	70% (of the recognized charge) per visit

Eligible health services	In-network coverage*	Out-of-network coverage*
Other services		
Acupuncture		
Acupuncture	80% (of the negotiated charge) per visit	80% (of the recognized charge) per visit
Maximum visits per Calendar Year	45	45
Ambulance service		
Ground, air or water ambulance	90% (of the negotiated charge) per trip	90% (of the recognized charge) per trip
Non-emergency use of ambulance	50% (of the negotiated charger) per trip	50% (of the recognized charge) per trip
Clinical trial therapies (experimental or investigational)		
Clinical trial therapies	Covered according to the type of benefit and the place where the service is received	Covered according to the type of benefit and the place where the service is received
Clinical trials (routine patient costs)		
Clinical trial (routine patient costs)	Covered according to the type of benefit and the place where the service is received	Covered according to the type of benefit and the place where the service is received

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Durable medical equipment (DME)		
DME	90% (of the negotiated charge) per item	70% (of the recognized charge) per item
Hearing aids and exams		
Hearing aid exams	Covered according to the type of benefit and the place where the service is received	Covered according to the type of benefit and the place where the service is received
Hearing aids	100% (of the negotiated charge) per item	100% (of the recognized charge) per item
Hearing aids	Two benefits maximum every 24 consecutive month period	Two benefits maximum every 24 consecutive month period
Non-preventive hearing exams		
For adults and children	100% (of the negotiated charge) per visit	70% (of the recognized charge) per visit
Maximum	One exam per Calendar Year.	
Prosthetic devices		
Prosthetic devices	90% (of the negotiated charge) per item	70% (of the recognized charge) per item
Transgender Reassignment		
Transgender Reassignment (Sex Change) Surgery	90% (of the negotiated charge) per visit/surgical procedure	70% (of the recognized charge) per visit/surgical procedure
Spinal manipulation		
Spinal manipulation	90% (of the negotiated charge) per visit	70% (of the recognized charge) per visit
Maximum visits per Calendar Year	45	45

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Eligible health services	In-network coverage*	Out-of-network coverage*
Outpatient prescription drugs		
Plan features	Deductible/Copayment/Payment Percentage/Maximums	
Deductible and copayment/payment percentage waiver for risk reducing breast cancer prescription drugs		
The Calendar Year deductible and the per prescription copayment/payment percentage will not apply to risk reducing breast cancer prescription drugs when obtained at a network pharmacy . This means that such risk reducing breast cancer prescription drugs will be paid at 100%.		
Deductible and copayment/payment percentage waiver for tobacco cessation prescription and over-the-counter drugs		
The Calendar Year deductible and the per prescription copayment/payment percentage will not apply to the first two 90-day treatment regimens for tobacco cessation prescription drugs and OTC drugs when obtained at a network pharmacy . This means that such prescription drugs and OTC drugs will be paid at 100%. Your Calendar Year deductible and any prescription copayment/payment percentage will apply after those two regimens have been exhausted.		
Deductible and copayment/payment percentage waiver for contraceptives		
The Calendar Year deductible and the per prescription copayment/payment percentage will not apply to female contraceptive methods when obtained at a network pharmacy . This means that the following will be paid at 100%:		
<ul style="list-style-type: none"> • Certain over-the-counter (OTC) and generic contraceptive prescription drugs and devices for each of the methods identified by the FDA. Related services and supplies needed to administer covered devices will also be paid at 100%. If a generic prescription drug or device is not available for a certain method, you may obtain certain brand-name prescription drugs for that method paid at 100%. 		
The Calendar Year deductible and the per prescription copayment/payment percentage continue to apply to prescription drugs that have a generic equivalent or generic alternative available within the same therapeutic drug class obtained at a network pharmacy unless you are granted a medical exception.		

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Deductible waiver for preventive prescription drugs

No **deductible** will apply to preventive covered **prescription drug** expenses for those **prescription drugs** used for:

The prevention of conditions relating to:

- Hypertension
- Heart disease
- Diabetic complications
- Asthmatic episodes
- Conditions resulting from osteoporosis
- Stroke
- Various pediatric conditions, such as vitamins and fluoride deficiency, and maternal and fetal problems during pregnancy

Important note:

Review the *How to access out-of-network pharmacies* section of the booklet for more information on how these **pharmacies** are subject to higher out-of-pocket costs.

Generic prescription drugs (including specialty drugs)

Per prescription copayment/payment percentage

For each fill up to a 30 day supply filled at a retail pharmacy	\$15 copayment per supply Payment percentage is 100% (of the negotiated charge)	\$15 deductible per supply Payment percentage is 50% (of the recognized charge)
More than a 30 day supply but less than a 91 day supply filled at a mail order pharmacy and a CVS pharmacy	\$30 copayment per supply Payment percentage is 100% (of the negotiated charge)	Not covered

Preferred brand-name prescription drugs (including specialty drugs)

Per prescription copayment/payment percentage

For each fill up to a 30 day supply filled at a retail pharmacy	\$45 copayment per supply Payment percentage is 100% (of the negotiated charge)	\$45 deductible per supply Payment percentage is 50% (of the recognized charge)
More than a 30 day supply but less than a 91 day supply filled at a mail order pharmacy and a CVS pharmacy	\$90 copayment per supply Payment percentage is 100% (of the negotiated charge)	Not covered

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Non-preferred brand-name prescription drugs (including specialty drugs)		
Per prescription copayment/payment percentage		
For each fill up to a 30 day supply filled at a retail pharmacy	\$65 copayment per supply Payment percentage is 100% (of the negotiated charge)	\$65 deductible per supply Payment percentage is 50% (of the recognized charge)
More than a 30 day supply but less than a 91 day supply filled at a mail order pharmacy and a CVS pharmacy	\$130 copayment per supply Payment percentage is 100% (of the negotiated charge)	Not covered
Preventive care drugs and supplements		
Preventive care drugs and supplements filled at a pharmacy	100% per prescription or refill	Paid according to the type of drug per the schedule of benefits, above
Maximums:	Coverage will be subject to any sex, age, medical condition, family history, and frequency guidelines in the recommendations of the United States Preventive Services Task Force. For details on the guidelines and the current list of covered preventive care drugs and supplements, contact Member Services by logging onto your secure member website at www.aetna.com or calling the number on your ID card.	Coverage will be subject to any sex, age, medical condition, family history, and frequency guidelines in the recommendations of the United States Preventive Services Task Force. For details on the guidelines and the current list of covered preventive care drugs and supplements, contact Member Services by logging onto your secure member website at www.aetna.com or calling the number on your ID card.
Risk reducing breast cancer prescription drugs		
Risk reducing breast cancer prescription drugs filled at a pharmacy	100% per prescription or refill	Paid according to the type of drug per the schedule of benefits, above

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Maximums:	Coverage will be subject to any sex, age, medical condition, family history, and frequency guidelines in the recommendations of the United States Preventive Services Task Force. For details on the guidelines and the current list of covered preventive care drugs and supplements, contact Member Services by logging onto your secure member website at www.aetna.com or calling the number on your ID card.	Coverage will be subject to any sex, age, medical condition, family history, and frequency guidelines in the recommendations of the United States Preventive Services Task Force. For details on the guidelines and the current list of covered preventive care drugs and supplements, contact Member Services by logging onto your secure member website at www.aetna.com or calling the number on your ID card.
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Tobacco cessation prescription and over-the-counter drugs

Tobacco cessation prescription drugs and OTC drugs filled at a pharmacy	\$0 per prescription or refill No deductible applies	Paid according to the type of drug per the schedule of benefits, above
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Maximums:	Coverage is permitted for two 90-day treatment regimens only. Coverage will be subject to any sex, age, medical condition, family history, and frequency guidelines in the recommendations of the United States Preventive Services Task Force. For details on the guidelines and the current list of covered tobacco cessation prescription drugs and OTC drugs, contact Member Services by logging onto your secure member website at www.aetna.com or calling the number on your ID card.	Coverage is permitted for two 90-day treatment regimens only. Coverage will be subject to any sex, age, medical condition, family history, and frequency guidelines in the recommendations of the United States Preventive Services Task Force. For details on the guidelines and the current list of covered tobacco cessation prescription drugs and OTC drugs, contact Member Services by logging onto your secure member website at www.aetna.com or calling the number on your ID card.
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General coverage provisions

This section provides detailed explanations about the:

- **Deductible**
- **Maximum out-of-pocket limits**
- **Maximums**

that are listed in the first part of this schedule of benefits.

Deductible provisions
Eligible health services that are subject to the deductible include prescription drug eligible health services provided under the medical plan prescription drug plan.
Eligible health services applied to the out-of-network deductibles will be applied to satisfy the in-network deductibles . Eligible health services applied to the in-network deductibles will be applied to satisfy the out-of-network deductibles .
The deductible may not apply to certain eligible health services . You must pay any applicable copayments/payment percentage for eligible health services to which the deductible does not apply.

For purposes of the Calendar Year deductible provision below, an individual means an employee enrolled for self only coverage with no dependent coverage and a family means an employee enrolled with one or more dependents. The family deductible can be met by one family member, or a combination of family members. For purposes of the Calendar Year deductible provision below:
<ul style="list-style-type: none">• The individual deductible applies to a person who is enrolled for self only coverage with no dependent coverage• The family deductible applies to a person who is enrolled with one or more dependents. The family deductible can be met by one family member, or a combination of family members.
Individual This is the amount you owe for in-network and out-of-network eligible health services each Calendar Year before the plan begins to pay for eligible health services . After the amount you pay for eligible health services reaches this individual Calendar Year deductible , this plan will begin to pay for eligible health services for the rest of the Calendar Year.
Family This is the amount you and your covered dependents owe for in-network and out-of-network eligible health services each Calendar Year before the plan begins to pay for eligible health services . After the amount you and your covered dependents pay for eligible health services reach this family Calendar Year deductible , this plan will begin to pay for eligible health services that you and your covered dependents incur for the rest of the Calendar Year.

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Copayments

Copayment

As it applies to in-network coverage, this is a specified dollar amount or percentage that must be paid by you at the time you receive **eligible health services** from a **network provider**.

Payment percentage

The specific percentage the plan pays for a health care service listed in the schedule of benefits.

Maximum out-of-pocket limits provisions

Eligible health services that are subject to the **maximum out-of-pocket limit** include **prescription drug eligible health services** provided under the medical plan outpatient **prescription drug** plan.

Eligible health services applied to the **out-of-network maximum out-of-pocket limit** will be applied to satisfy the in-network **maximum out-of-pocket limit** and **eligible health services** applied to the in-network **maximum out-of-pocket limit** will be applied to satisfy the out-of-network **maximum out-of-pocket limit**.

The **maximum out-of-pocket limit** is the maximum amount you are responsible to pay for **payment percentage** and **deductibles** for **eligible health services** during the Calendar Year. This plan has an individual and family **maximum out of pocket limit**.

For purposes of the following **maximum out-of-pocket limit** provisions:

- The individual **maximum out-of-pocket limit** applies to a person enrolled for self only coverage with no dependents coverage
- The family **maximum out-of-pocket limit** applies to a person enrolled with one or more dependents. The family **maximum out-of-pocket limit** can be met by a combination of family members or by any single individual within the family.

Individual

Once the amount of the **payment percentage** and **deductibles** you have paid during the Calendar Year for **eligible health services** meet the Individual **maximum out-of-pocket limit** this plan will pay 100% of **covered benefits** that apply toward the limit for you for the remainder of the Calendar Year.

Family

Once the amount of the **payment percentage** and **deductibles** paid during the Calendar Year for **eligible health services** meets this family **maximum out-of-pocket limit**, this plan will pay 100% of the family's **covered benefits** that apply toward the limit for the rest of the Calendar Year.

The **maximum out-of-pocket limit** may not apply to certain **eligible health services**. If the **maximum out-of-pocket limit** does not apply to a covered benefit, your **copayment/payment percentage** for that covered benefit will not count toward satisfying the **maximum out-of-pocket limit** amount.

Certain costs that you incur do not apply toward the **maximum out-of-pocket limit**. These include:

- All costs for non-covered services
- As it applies to out-of-network coverage: Charges, expenses or costs in excess of the **recognized**

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charge
Maximum provisions
Eligible health services applied to the out-of-network maximum will be applied to satisfy the network maximum and eligible health services applied to the network maximum will be applied to satisfy the out-of-network maximum.
Calculations; determination of recognized charge; determination of benefits provisions
Your financial responsibility for the costs of services will be calculated on the basis of when the service or supply is provided, not when payment is made. Benefits will be pro-rated to account for treatment or portions of stays that occur in more than one Calendar Year. Determinations regarding when benefits are covered are subject to the terms and conditions of the booklet.
Outpatient prescription drug maximum out-of-pocket limits provisions
Eligible health services that are subject to the maximum out-of-pocket limit include eligible health services provided under the medical plan and the outpatient prescription drug plan.

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