

DESCRIPTION OF BENEFITS					
PLAN PROVISIONS		Member Pays			
		Care Advocate	In-Network	Out-of-Network	
Annual Deductible (Includes Medical and Pharmacy)		None	\$6,500 Per Person \$13,000 Per Family	\$13,000 Per Person \$26,000 Per Family	
Annual Out of Pocket Maximum (Includes Medical and Pharmacy) The Member's Deductible, Copayments, and Coinsurance apply to the Annual Out-of-Pocket Maximum.		None	\$7,050 Per Person \$14,100 Per Family	Unlimited	
Amounts in Excess of Negotiated Rates/Maximum Allowable Charges		Not Applicable	For Participating Providers, the Member is responsible for the difference between the Plan payment and 100% of the negotiated rate. The Member will be responsible for the Deductible, Copayments, and Coinsurance.	For Non-Participating Providers, the Member is responsible for the amounts listed as well as the difference between the Maximum Allowable Charge reimbursement level and 100% of the billed amount. Amounts in excess of the Maximum Allowable Charge payable to Non-Participating Providers <b>DO NOT</b> apply to the Annual Deductible <b>NOR</b> the Annual Out-of-Pocket Maximum.	
Lifetime Maximum		None			
Dependent Coverage		To age 26			
<p><b>Care Advocate tier option with no out-of-pocket cost may be available if Verdegard + Advanta is notified 5 business days or more prior to the service date, however we can not guarantee a Care Advocate option will be available. Verdegard + Advanta will attempt a no out of pocket cost for notifications with less than 5 business days, but a Care Advocate option may not be available.</b></p>					
MEDICAL SERVICES <i>All plan benefits shown as a percentage of Eligible Charge</i>		Do Services Require Prior Authorization?	Member Pays		
PHYSICIAN SERVICES			Care Advocate	In-Network	Out-of-Network
Primary Care Office Visits	No	Not Applicable	20% Coinsurance after Annual Deductible	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge	
Specialist Care Office Visits	No	Not Applicable	20% Coinsurance after Annual Deductible	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge	
Other Services performed in the office (Including Diagnostic Services, Office Surgery and Radiology Services, Laboratory and Pathology (Prior Authorization rules for any other service performed in the office, please refer to the Diagnostic Services section).	No	Not Applicable	20% Coinsurance after Annual Deductible	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge	
Physician Services in a Facility (Hospital, Outpatient Surgery)	Yes**	Not Applicable	20% Coinsurance after Annual Deductible	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge	
Physician Services in a Facility (Emergency Room)	No	Not Applicable	20% Coinsurance after Annual Deductible	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge	
Urgent Care	No	Not Applicable	20% Coinsurance after Annual Deductible	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge	

	Do Services Require Prior Authorization?	Member Pays		
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<b>MATERNITY CARE</b>				
Physician Services	No (Unless stay exceeds 48 hours (vaginal delivery) or 96 hours (c-section delivery)**)	Not Applicable	20% Coinsurance after Annual Deductible	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
<b>PREVENTIVE CARE</b>				
<b>Benefits for Children</b>				
Newborn Circumcision	No	Not Applicable	Covered in Full	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
Well Child Care Office Visits 0 to 11 months (6 “well-baby visits”) 1 to 4 years (7 “well-child visits”) 5 to 17 years (1 per year, “well-child visit”)	No	Not Applicable	Covered in Full	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
Well Child Care Immunizations (As recommended by Bright Futures Project)	No	Not Applicable	Covered in Full	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
Well Child Care Lab Tests (As recommended by Bright Futures Project)	No	Not Applicable	Covered in Full	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
<b>Adult Preventive Screening/Testing</b>				
Adults, one (1) physical exam per benefit year to obtain recommended preventive and diagnostic services	No	Not Applicable	Covered in Full	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
Immunization Services for Adults Immunizations - doses, recommended ages, and recommended populations vary per the recommendations of the Advisory Committee for Immunization Practices (ACIP)	No	Not Applicable	Covered in Full	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
Prostate Specific Antigen (Men, one per CY, age ≥ 50)	No	Not Applicable	Covered in Full	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
Colorectal cancer screening for adults of certain ages or at higher risk (Covered in a non-Hospital setting only unless medically necessary)	No	Not Applicable	Covered in Full	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
Abdominal Aortic Aneurysm one-time screening for men of certain ages who have ever smoked (Covered in non-Hospital setting only)	No	Not Applicable	Covered in Full	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
Lung cancer screening for adults of certain ages at increased risk. (Covered in a non-Hospital setting only)	No	Not Applicable	Covered in Full	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
Screenings such as; Obesity, Blood Pressure, Cholesterol, HIV, Alcohol Misuse	No	Not Applicable	Covered in Full	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
Counseling such as; Alcohol Misuse, Sexually Transmitted Infection (STI) Prevention, Nutritional Counseling, Tobacco Use	No	Not Applicable	Covered in Full	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge

	Do Services Require Prior Authorization?	Member Pays		
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<b>PREVENTIVE CARE</b>				
<b>Benefits for Women</b>				
Prescribed contraceptive methods, sterilization procedures and patient education. (Supply and administration of Contraceptive IUDs, Implants and Injectables). (Pharmacy - birth control pills, diaphragms, emergency contraceptive pill through your Pharmacy Benefits)	No	Not Applicable	Covered in Full	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
Well Woman exam per benefit year to obtain recommended preventive and diagnostic services (Subject to all limitations as described under Covered Medical Benefits)	No	Not Applicable	Covered in Full	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
Screenings such as Pap Smears, Mammography, Domestic and interpersonal violence screening, Osteoporosis screening (Subject to all limitations as described under Covered Medical Benefits)	No	Not Applicable	Covered in Full	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
Counseling such as Contraception, BRCA, Breast Cancer Chemoprevention, Folic Acid Supplements	No	Not Applicable	Covered in Full	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
Services for Pregnant Women including but not limited to Anemia Screening, Rh Incompatibility Screening, Breastfeeding, Hepatitis B Screening.  Breastfeeding: Comprehensive support and counseling from trained providers, as well as access to breastfeeding supplies, for pregnant and nursing women. (Reimbursement of Non-Participating breastfeeding supplies up to the amount of \$200).	No	Not Applicable	Covered in Full	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
<b>HOSPITAL/FACILITY SERVICES</b>				
Inpatient Room & Care – semi-private room rate (including scheduled Maternity Care & Nursery stays beyond a mother's discharge) in an Acute or Skilled Nursing Facility setting	Yes**	\$0 Copayment / 0% Coinsurance*	20% Coinsurance after Annual Deductible	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
Outpatient / Ambulatory Surgery Services & Birthing Centers	Yes**	\$0 Copayment / 0% Coinsurance*	20% Coinsurance after Annual Deductible	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
Other Outpatient Hospital Services (such as Cardiac, Pulmonary, PT/OT/ST)	Yes**	\$0 Copayment / 0% Coinsurance*	20% Coinsurance after Annual Deductible	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
Transplant Procedures	Yes**	\$0 Copayment / 0% Coinsurance*	\$550 Copayment after Annual Deductible	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
Spinal Fusion Surgery	Yes**	\$0 Copayment / 0% Coinsurance*	\$550 Copayment after Annual Deductible	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
Planned Cardiovascular Procedures	Yes**	\$0 Copayment / 0% Coinsurance*	\$550 Copayment after Annual Deductible	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
Emergency Room Services	No	Not Applicable	20% Coinsurance after Annual Deductible	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge

	Do Services Require Prior Authorization?	Member Pays		
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<b>DIAGNOSTIC SERVICES</b>				
<b>Laboratory Services</b>				
Non-Hospital Based	No	Not Applicable	20% Coinsurance after Annual Deductible	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
Hospital Based	Yes**	Not Applicable	20% Coinsurance after Annual Deductible	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
<b>Radiology Services</b>				
Non-Hospital Based	No	Not Applicable	20% Coinsurance after Annual Deductible	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
Hospital Based	Yes**	Not Applicable	20% Coinsurance after Annual Deductible	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
<b>Radiation Oncology Services</b>				
Non-Hospital Based	Yes**	\$0 Copayment / 0% Coinsurance*	20% Coinsurance after Annual Deductible	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
Hospital Based	Yes**	\$0 Copayment / 0% Coinsurance*	20% Coinsurance after Annual Deductible	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
<b>CT/MRI/MRA/PET Scan</b>				
Non-Hospital Based	Yes**	\$0 Copayment / 0% Coinsurance*	20% Coinsurance after Annual Deductible	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
Hospital Based	Yes**	\$0 Copayment / 0% Coinsurance*	20% Coinsurance after Annual Deductible	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
<b>MENTAL HEALTH/BEHAVIORAL HEALTH/SUBSTANCE ABUSE DISORDER</b>				
<b>Inpatient</b>				
Hospital & Facility Services; Semi-private room rate	Yes**	\$0 Copayment / 0% Coinsurance*	20% Coinsurance after Annual Deductible	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
Psychiatrist & Psychologist Services	Yes**	Not Applicable	20% Coinsurance after Annual Deductible	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
<b>Outpatient</b>				
Psychiatrist & Psychologist Services	No	Not Applicable	20% Coinsurance after Annual Deductible	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
Psychological Testing	Yes**	Not Applicable	20% Coinsurance after Annual Deductible	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge

	Do Services Require Prior Authorization?	Member Pays		
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<b>OTHER SERVICES</b>				
Allergy Testing (Including serums, injections, and administration)	No	Not Applicable	20% Coinsurance after Annual Deductible	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
Ambulance – Emergent (Ground)	No	Not Applicable	20% Coinsurance after Annual Deductible	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
Ambulance – Emergent (Air)	No	Not Applicable	20% Coinsurance after Annual Deductible	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
Ambulance – Non-Emergent (Ground)	Yes**	Not Applicable	20% Coinsurance after Annual Deductible	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
Ambulance – Non-Emergent (Air)	Yes**	Not Applicable	20% Coinsurance after Annual Deductible	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
Chemotherapy	Yes**	\$0 Copayment / 0% Coinsurance*	\$550 Copayment after Annual Deductible	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
Dialysis and Supplies	Yes**	Not Applicable	\$550 Copayment after Annual Deductible	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
Durable Medical Equipment (Including Orthotics/Prosthetics)	Yes** (If greater than \$500 charge per single item)	\$0 Copayment / 0% Coinsurance*	20% Coinsurance after Annual Deductible	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
Enteral Nutrition Therapy	Yes**	Not Applicable	20% Coinsurance after Annual Deductible	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
Hearing Aids (Limited to (1) device per ear every five (5) years) Maximum of \$1,500 per covered device	No	Not Applicable	20% Coinsurance after Annual Deductible	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
Evaluations for the Use of Hearing Aids	No	Not Applicable	20% Coinsurance after Annual Deductible	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
Home Health Services (Maximum of 120 visits per year)	Yes**	Not Applicable	20% Coinsurance after Annual Deductible	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
Home Infusion Services	Yes**	Not Applicable	20% Coinsurance after Annual Deductible	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
Hospice Services	Yes**	Not Applicable	20% Coinsurance after Annual Deductible	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
Human Growth Hormone, Genetic Testing/Counseling, Other	Yes**	Not Applicable	20% Coinsurance after Annual Deductible	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
Physical/Occupational/Speech Therapy (Non-Hospital Based)	Yes**	Not Applicable	20% Coinsurance after Annual Deductible	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge

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<b>ALTERNATIVE CARE SERVICES</b> There is a combined benefit year maximum of \$400.00 paid by the Plan for Alternative Care Services.				
Acupuncture	No	Not Applicable	20% Coinsurance after Annual Deductible	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
Chiropractic Care	No	Not Applicable	20% Coinsurance after Annual Deductible	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
Naturopathy	No	Not Applicable	20% Coinsurance after Annual Deductible	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge
Massage Therapy	No	Not Applicable	20% Coinsurance after Annual Deductible	50% Coinsurance after Annual Deductible plus amounts that exceed the Maximum Allowable Charge

\* Cannot guarantee a "Care Advocate" option will be available in your area for every medical service or procedure in this category. Some travel may be necessary to receive \$0 Copay for larger cost non-emergent procedures.

\*\* No benefit if Prior Authorization is not provided. Prior Authorization must be obtained in order to be a covered benefit.

When utilizing the Care Advocate tier level of benefits, the minimum IRS deductible must be satisfied before member cost-sharing is waived. The minimum IRS deductible amount will be applied to the In-Network Annual Medical Deductible.

Coinsurance amount is based on an approved negotiated rate for Participating Providers or the Maximum Allowable Charge reimbursement level for Non-Participating Providers as established by the Plan.

Prior Authorization is required for certain services (noted above). Please refer to the Plan Document for Prior Authorization requirements.

Benefits that are determined to be emergent services or services that are subject to the No Surprises Act will be reimbursed at the Participating Provider level of benefits.

The Plan reserves the right to audit all claims to ensure appropriate billing and medical appropriateness for all services provided.

**This summary provides a condensed explanation of plan benefits. Certain limitations, restrictions, and exclusions may apply. Please refer to the Plan Document for complete information on benefits. In the case of discrepancy between this summary and the language contained in the Plan Document, the latter will take precedence.**

## DESCRIPTION OF BENEFITS

<b>PHARMACY PROVISIONS</b> (Please refer to Member ID Card for Pharmacy Benefit Information)	<b>Member Pays</b>		
	<b>Care Advocate</b>	<b>In-Network Pharmacies</b>	<b>Out-of-Network Pharmacies</b>
Annual Deductible	None	Combined with the Medical Annual Deductible	Not Applicable
Annual Out of Pocket Maximum	None	Combined with the Medical Out of Pocket Maximum	Not Applicable
Lifetime Maximum	None		
<b>PREVENTIVE PRESCRIPTION SERVICES</b>			
<b>Mandatory Generic Only - Preventive Prescription Services as defined by PPACA.</b>			
In order for preventive medications to be covered at 100%, a prescription is required from your physician, including over-the-counter (OTC) drugs.			
Prescription Drugs Pharmacy Retail - up to a 30-Day Supply	Not Applicable	Generic - \$0 Copayment	Not Covered
<b>NON-PREVENTIVE PRESCRIPTION SERVICES</b>			
<b>All prescriptions will be dispensed as Generic unless otherwise prescribed by your Physician. All specialty drugs and certain non-specialty drug categories are mandated to process through the mail order pharmacy or specialty program including, but not limited to: diabetic supplies and insulins, behavioral health, HIV, transplant and anticoagulant drugs. These drugs are only allowed to process through the mail order pharmacy or specialty pharmacy as applicable.</b>			
Prescription Drugs Pharmacy Retail - up to a 30-Day supply	Not Applicable	Generic / Brand / Non-Preferred Brand – 20% Coinsurance after Annual Deductible	Not Covered
Prescription Drugs Pharmacy Retail – 90-Day Supply	Not Applicable	Generic / Brand / Non-Preferred Brand – 20% Coinsurance after Annual Deductible	Not Covered
Prescription Drugs Pharmacy Mail Order – 90-Day Supply	Not Applicable	Generic / Brand / Non-Preferred Brand – 20% Coinsurance after Annual Deductible	Not Covered
Specialty Drugs	Not Applicable	20% Coinsurance after Annual Deductible	Not Covered
This summary provides a condensed explanation of plan benefits. Certain limitations, restrictions and exclusions may apply. Please refer to the Plan Document for complete information on benefits. In the case of discrepancy between this summary and the language contained in the Plan Document, the latter will take precedence.			

All plans are administered by Verdegard Administrators, LLC, a licensed third-party administrator located at 8060 S. Kyrene Road, Suite #100, Tempe, AZ 85284. Products and services are not available in all states. All plans are self-funded, meaning that the employer group is responsible for funding the plan and claim costs up to applicable stop-loss limits.