

**SCHEDULE OF BENEFITS – PLAN H4**

**Effective September 1, 2016**

This Plan is a High Deductible Health Plan (HDHP), designed to qualify for use with a Health Savings Account (HSA). All charges except charges for preventive care (as defined under IRS rules) are subject to the Calendar Year Deductible. All benefits, unless otherwise specified, are based on Usual, Customary and Reasonable (UCR) charges, or the network contracted amounts, and are subject to the deductibles, benefit percentages and maximum amounts shown below. Members will use the CMR/Coventry network for services in Illinois or Missouri. Members will use the Aetna Choice POS II network for all services outside of Illinois or Missouri. A current list of Network Providers is available through the Trust website at [www.egtrust.org](http://www.egtrust.org). Please read the more detailed description of benefits, the description of covered expenses, and the Plan limitations and exclusions provided in your Plan booklet. If you have questions or need assistance in locating network providers, please call **Egyptian Area Schools Care Coordinators by Quantum Health at (855) 452-9997**.

<b>Benefit Maximums</b>		
Lifetime Maximum Benefits	Inpatient Mental/Nervous Treatment and Alcohol and Substance Abuse - 50 days Assisted Reproduction Techniques - \$20,000	
Calendar Year Maximum Benefits	Outpatient Mental/Nervous Treatment and Alcohol and Substance Abuse - 52 visits Skeletal Adjustment - \$750	
<b>Deductible and Out-of-Pocket Maximum</b>	<b>Network</b>	<b>Non-Network</b>
Calendar Year Deductible* • Individual • Family	\$3,600** \$7,200**	\$7,200 \$14,400
Calendar Year Out-of-Pocket*** • Individual • Family	\$3,600 \$7,200	\$10,800 \$21,600
* Each individual in a family is not required to contribute more than the single Deductible/Out-of-Pocket Maximum before the Plan will pay 100% of covered expenses for that individual. Network and Non-Network deductible and out-of-pocket amounts will accumulate separately.		
** The Network deductibles will be reduced when the employee completes the wellness requirements. Individual deductible will be reduced \$100 and up to \$300 for Family. Network and Non-Network deductible and out-of-pocket amounts will accumulate separately.		
*** <b>The following expenses do not apply toward satisfaction of the Calendar Year Out-of-Pocket Maximum:</b>		
<ul style="list-style-type: none"> <li>• Charges for transplants outside the Network;</li> <li>• Charges for surgical procedures for morbid obesity outside the Network;</li> <li>• Spinal adjustment charges;</li> <li>• Penalties for failure to pre-certify when required by the Plan;</li> <li>• Any ineligible expenses;</li> <li>• Any expenses in excess of the Lifetime or Calendar Year Maximums.</li> </ul>		

Description of Service	Network	Non-Network
<b>All charges are subject to the Calendar Year Deductible unless otherwise noted.</b>		
Inpatient Hospital Services for treatment of illness or injury (including Mental/Nervous, Alcohol and/or Substance Abuse)	100%	70%
Outpatient Surgery at a Hospital or Ambulatory Surgical Facility (except Emergency Room treatment)	100%	70%
Emergency Room Treatment (hospital and emergency room physician fee only). This does not include ambulance transportation.	100%	100%
Emergency Room Treatment - Out of Network treatment will be subject to the Network Out-of-Pocket Maximum.		
Urgent Care Center/Facility	100%	70%
Medically Necessary Ambulance Transportation	100%	100%
Medically Necessary Ambulance Transportation - Out of Network Medically Necessary Ambulance Expenses will be subject to the Network Out-of-Pocket Maximum.		
Pre-admission Testing	100%	100%
Physician's Inpatient Visits (includes Medical, Surgical, Mental/Nervous, Alcohol and/or Substance Abuse visits)	100%	70%
Second Surgical Opinion	100%	100%
Diagnostic Laboratory Expenses (Includes Independent Labs and LabCard)	100%	70%
Diagnostic X-ray Expenses	100%	70%
Organ and Tissue Transplants	100%	50% up to \$50,000
Surgical Treatment of Morbid Obesity	100%	50% up to \$50,000
Primary Doctor Office Visit or Retail Clinic Visit (Includes general or family practice, internists, pediatricians and OB/GYN physicians)	100%	70%
Specialist Physician Office Visit	100%	70%
Adjunctive Services in Physician's Office, Retail Clinic or Urgent Care Center/Facility	100%	70%
Physician's Outpatient Mental/Nervous, Alcohol and/or Substance Abuse Visits	100%	70%
Skeletal Adjustment	100%	70%
Durable Medical Equipment	100%	70%
Physical, Speech or Occupational Therapy	100%	70%
Home Health Care Home Infusion Skilled Nursing Facility Hospice Care	100%	70%
Covered Prescription Drugs not covered under the Drug Card Benefit	100%	70%
All Other Covered Expenses	100%	70%

### **PRESCRIPTION DRUG CARD BENEFIT**

You have the option to fill the first two months of a newly prescribed maintenance medication at any local retail pharmacy for the normal 30 day co-pay. After the first two fills of a maintenance medication each fill afterward will be required to be a 90 day fill at either a participating 90 day retail pharmacy or through Home Delivery. You can buy up to a 30 day supply of any covered medication that is not a maintenance medication and is not a specialty medication at any retail pharmacy.

You are required to purchase specialty drugs through CVS Caremark Specialty Pharmacy and are limited to a 30 day supply. Specialty drugs are very high cost biologic and injectable drugs that are not typically stocked by retail pharmacies. **If a member tries to fill a specialty script at retail, the pharmacy will notify the member that the drug must be ordered from CVS Caremark.** You may begin using CVS Caremark for those specialty medications at any time by calling **(800) 237-2767**.

<b>Prescription Drug Copayments</b>	<b>Participating Pharmacy</b>	<b>Non-Participating Pharmacy (Non-Network)</b>
<b>All charges are subject to the Calendar Year Deductible unless otherwise noted.</b>		
<b>Generic</b>	100%	70%
<b>Preferred Brand</b>	100%	70%
<b>Non-Preferred</b>	100%	70%
<b>Oral &amp; Injectable Specialty Drugs</b>	100%	70%
<b>Preventive Drugs (Prescription Drugs classified as a Preventive Drug by HHS)*</b>	100% no deductible	100%

**\*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>

## WELLNESS BENEFIT

The Plan covers certain routine health care services and recommended preventive services based on guidelines published by the USPSTF, CDC, and HRSA (the Guidelines), as described under Wellness / Preventive Services in the Covered Major Medical Expenses section of the Plan Document and Summary Plan Description and as outlined on the following page.

Description of Wellness Service	Network	Non-Network
<b><i>Charges are <u>not</u> subject to the Calendar Year Deductible except as noted.</i></b>		
Wellness Office Visits for Children (when recommended by Guidelines based on patient's age, gender or health risk factors)	100%	70%, after deductible
Wellness Office Visits for Adolescents and Adults (when recommended by Guidelines based on patient's age, gender or health risk factors)	100%	70%, after deductible
Childhood Immunizations and Vaccinations per Guidelines	100%	70%, after deductible
Adult Immunizations and Vaccinations per Guidelines; Includes HPV vaccine	100%	70%, after deductible
Flu vaccine	100%	100% up to \$40 maximum
Pneumonia vaccine per Guidelines	100%	100% up to \$85 maximum
Zoster (Zostavax) for Shingles per Guidelines	100%	100% up to \$200 maximum
Tetanus, Diphtheria Toxoids per Guidelines	100%	100% up to \$40 maximum
Hepatitis A and B per Guidelines	100%	100% up to \$100 maximum
Combined Tetanus, Diphtheria and Pertussis (TDAP) per Guidelines	100%	100% up to \$55 maximum
Mammogram (limited to 1 per calendar year)	100%	100%
Routine Pap Smear (limited to 1 test per calendar year)	100%	100%
Routine PSA Test (limited to 1 test per calendar year)	100%	100%
Routine Laboratory, X-ray and Screening Tests recommended by Guidelines: No dollar limit.	100%	70%, after deductible
All other routine tests limited to <b>\$100 calendar year maximum benefit.</b>		
Routine Annual Biometric Screening: Includes height, weight, blood pressure, glucose, HDL, LDL, total cholesterol, triglycerides	100%	100% up to \$75 maximum
Routine Screening for Colorectal Cancer using fecal occult blood testing, sigmoidoscopy or colonoscopy (age 50 and over). Frequency as provided by Guidelines.	100%	70%, after deductible
Other recommended preventive services (when recommended by Guidelines based on patient's age, gender or health risk factors)	100%	70%, after deductible

## Recommended Preventive Services

The following is a **partial list** of services that are covered by the Plan when specifically listed under the Wellness Benefit or when recommended for individuals of the patient's age, gender or health risk factors, in accordance with Guidelines published by the USPSTF, CDC or HRSA. An up-to-date list of the current Guidelines can be found at: <https://www.healthcare.gov/preventive-care-benefits/>

### For Children:

- Well child exams
- Standard routine immunizations recommended by the Guidelines
- Screening newborns for hearing, thyroid disease, phenylketonuria, sickle cell anemia
- Gonorrhea preventive medication for eyes in at risk newborns
- Standard metabolic screening panel for inherited enzyme deficiency diseases
- Screening and counseling for obesity
- Evaluation for fluoride treatment and fluoride supplements
- Behavioral assessments
- Screening for autism (at 18 and 24 months)
- Vision screening
- Oral health assessment
- Developmental screening, autism screening and behavioral assessment
- Screening for lead and tuberculosis

### For Women:

- Annual physical exam
- Annual screening mammogram
- Annual pap smears, screening for cervical cancer, HPV testing
- Evaluation, counseling and genetic testing for BRCA breast cancer gene and/or for chemoprevention for women at high risk for breast cancer due to family history or other factors
- Screening pregnant women for anemia, gestational diabetes, iron deficiency, bacteriuria, hepatitis B virus, Rh incompatibility
- Screening for gonorrhea, chlamydia, syphilis
- Counseling and equipment to promote and aid with breast feeding
- Folic acid supplements for pregnant women
- Screening for domestic and interpersonal violence
- Osteoporosis screening (age 60 or older)
- FDA approved contraceptive methods, sterilization procedures and counseling

A detailed listing of women's preventive services can be found at: <http://www.hrsa.gov/womensguidelines/>

### For Men:

- Annual physical exam
- Annual PSA test/screening for prostate cancer
- Screening for abdominal aortic aneurysm (ages 65 – 75 with history of smoking)

### For Adolescents and Adults at Appropriate Ages or With Risk Factors:

- Screening for elevated cholesterol and lipids, high blood pressure, diabetes
- Screening and counseling for certain sexually transmitted diseases and HIV
- Screening and counseling for hepatitis B and C
- Screening and counseling for alcohol abuse in a primary care setting
- Screening, counseling and interventions for tobacco use
- Screening and counseling for obesity, diet and nutrition
- Screening for depression in a primary care setting
- Screening for colorectal cancer (ages 50 – 75)
- Screening for lung cancer (ages 55 – 80 with history of smoking)
- Standard routine immunizations recommended by the Guidelines
- Aspirin to prevent cardiovascular disease (women ages 55 – 79; men ages 45 – 79)

In some cases the Guidelines specify how often the Plan must cover a service as a recommended preventive service when provided by a Network provider. In other cases, the Plan may impose reasonable frequency limits or may use reasonable medical management techniques to ensure that care is provided in an appropriate setting.

Questions about whether a service will be covered by the Plan as a recommended preventive service for an individual should be directed to **Egyptian Area Schools Care Coordinators by Quantum Health at (855) 452-9997**.

## **Special Notice to Members about Funding of Benefits**

The benefits described in this Schedule of Benefits are funded by a combination of an insurance policy owned by your employer and assets of the Egyptian Trust. The insurance carrier is American Public Life Insurance Company, a member of the American Fidelity Group (APL).

Claims will be processed by Meritain Health in the normal manner. However, Meritain will pull some funds from the APL account and some funds from the Egyptian Trust account to pay benefits when due. This process should be seamless to members, except your Explanation of Benefits (EOB) will show the amounts paid by APL and by the Egyptian Trust, respectively.

You will pay the calendar year deductible and member coinsurance, as described in the Schedule of Benefits. APL will cover the plan coinsurance for most eligible Network medical expenses, up to paying a maximum of \$6,500 per covered person, and up to \$19,500 per family, each calendar year. The Egyptian Trust will pay the balance of covered benefits, including eligible Non-Network expenses, wellness benefits paid at 100%, and outpatient prescription drug benefits.

In Witness Whereof, the Board of Managers of the Egyptian Area Schools Employee Benefit Trust has caused this Plan H4 – Medical Schedule of Benefit to take effect, be attached to, and form a part of their Plan.

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Authorized Signature                      Date

\_\_\_\_\_  
Title

\_\_\_\_\_  
Witness                                      Date

\_\_\_\_\_  
Title