

SUMMARY OF BENEFITS



**Cigna Health and Life Insurance Co.
For - Rutherford County Employee Benefit Trust
Open Access Plus Plan**

Selection of a Primary Care Provider - your plan may require or allow the designation of a primary care provider. You have the right to designate any primary care provider who participates in the network and who is available to accept you or your family members. If your plan requires designation of a primary care provider, Cigna may designate one for you until you make this designation. For information on how to select a primary care provider, and for a list of the participating primary care providers, visit www.mycigna.com or contact customer service at the phone number listed on the back of your ID card. For children, you may designate a pediatrician as the primary care provider.

Direct Access to Obstetricians and Gynecologists - You do not need prior authorization from the plan or from any other person (including a primary care provider) in order to obtain access to obstetrical or gynecological care from a health care professional in our network who specializes in obstetrics or gynecology. The health care professional, however, may be required to comply with certain procedures, including obtaining prior authorization for certain services, following a pre-approved treatment plan, or procedures for making referrals. For a list of participating health care professionals who specialize in obstetrics or gynecology, visit www.mycigna.com or contact customer service at the phone number listed on the back of your ID card.

| Plan Highlights | In-Network | Out-of-Network |
|--|----------------------------------|----------------------------------|
| Lifetime Maximum | Unlimited | Unlimited |
| Coinsurance | Your plan pays 80% | Your plan pays 60% |
| Maximum Reimbursable Charge | Not Applicable | 110% |
| Calendar Year Deductible | Individual: None Family: None | Individual: None Family: None |
| <ul style="list-style-type: none"> Only the amount you pay for in-network covered expenses counts toward your in-network deductible. The amount you pay for out-of-network covered expenses counts toward both your in-network and out-of-network deductibles. After each eligible family member meets his or her individual deductible, covered expenses for that family member will be paid based on the coinsurance level specified by the plan. Or, after the family deductible has been met, covered expenses for each eligible family member will be paid based on the coinsurance level specified by the plan. | | |
| Calendar Year Out-of-Pocket Maximum | Individual: None Family: None | Individual: None Family: None |
| <ul style="list-style-type: none"> Only the amount you pay for in-network covered expenses counts toward your in-network out-of-pocket maximum. The amount you pay for out-of-network covered expenses counts toward both your in-network and out-of-network out-of-pocket maximums. Plan deductible does not contribute towards your out-of-pocket maximum. All copays and benefit deductibles contribute towards your out-of-pocket maximum. Mental Health and Substance Use Disorder covered expenses contribute towards your out-of-pocket maximum. After each eligible family member meets his or her individual out-of-pocket maximum, the plan will pay 100% of their covered expenses. Or, after the family out-of-pocket maximum has been met, the plan will pay 100% of each eligible family member's covered expenses. | | |

| Benefit | In-Network | Out-of-Network |
|---|---------------------|--------------------|
| Note: Services where plan deductible applies are noted with a caret (^) | | |
| Physician Services | | |
| Physician Office Visit • All services including Lab & X-ray | Your plan pays 80% | Your plan pays 60% |
| Surgery Performed in Physician's Office | Your plan pays 80% | Your plan pays 60% |
| Allergy Treatment/Injections | Your plan pays 80% | Your plan pays 60% |
| Allergy Serum Dispensed by the physician in the office | Your plan pays 80% | Your plan pays 60% |
| Pre-Admission Testing and Second Surgical Opinion | Your plan pays 100% | Your plan pays 60% |
| Preventive Care | | |
| Preventive Care • Includes coverage of additional services, such as urinalysis, EKG, and other laboratory tests, supplementing the standard Preventive Care benefit. | Your plan pays 100% | Not Covered |
| Immunizations | Your plan pays 100% | Not Covered |
| Mammogram, PAP, and PSA Tests • Coverage includes the associated Preventive Outpatient Professional Services. • Associated wellness exam is covered in-network only. • Diagnostic-related services are covered at the same level of benefits as other x-ray and lab services, based on place of service. | Your plan pays 100% | Your plan pays 60% |
| Colonoscopies • Coverage includes the associated physician charges and related charges • Includes Preventive and Diagnostic-related services | Your plan pays 100% | Your plan pays 60% |
| Inpatient | | |
| Inpatient Hospital Facility | Your plan pays 80% | Your plan pays 60% |
| Semi-Private Room: In-Network: Limited to the semi-private negotiated rate / Out-of-Network: Limited to semi-private rate Private Room: In-Network: Limited to the semi-private negotiated rate / Out-of-Network: Limited to semi-private rate Special Care Units (Intensive Care Unit (ICU), Critical Care Unit (CCU)): In-Network: Limited to the negotiated rate / Out-of-Network: Limited to ICU/CCU daily room rate | | |
| Inpatient Hospital Physician's Visit/Consultation | Your plan pays 80% | Your plan pays 60% |
| Inpatient Professional Services • For services performed by Surgeons, Radiologists, Pathologists and Anesthesiologists | Your plan pays 80% | Your plan pays 60% |
| Outpatient | | |
| Outpatient Facility Services | Your plan pays 80% | Your plan pays 60% |
| Outpatient Professional Services • For services performed by Surgeons, Radiologists, Pathologists and Anesthesiologists | Your plan pays 80% | Your plan pays 60% |

| Benefit | In-Network | Out-of-Network |
|--|---------------------|--------------------|
| Note: Services where plan deductible applies are noted with a caret (^) | | |
| Chiropractic Care <ul style="list-style-type: none"> • 26 day maximum per Calendar Year • \$150 Chiropractic Deductible per Calendar Year | Your plan pays 80% | Your plan pays 60% |
| Short-Term Rehabilitation Calendar Year Maximums: <ul style="list-style-type: none"> • Pulmonary Rehabilitation, Cognitive Therapy, Physical Therapy, Speech Therapy and Occupational Therapy – Unlimited days • Cardiac Rehabilitation - 36 days Note: Therapy days, provided as part of an approved Home Health Care plan, accumulate to the applicable outpatient short term rehab therapy maximum. | Your plan pays 80% | Your plan pays 60% |
| Other Health Care Facilities/Services | | |
| Home Health Care (includes outpatient private duty nursing subject to medical necessity) <ul style="list-style-type: none"> • Unlimited days maximum per Calendar Year • 16 hour maximum per day • Includes Consumable Medical supplies in home setting | Your plan pays 100% | Your plan pays 60% |
| Skilled Nursing Facility, Rehabilitation Hospital, Sub-Acute Facility <ul style="list-style-type: none"> • 100 days maximum per Calendar Year | Your plan pays 80% | Your plan pays 60% |
| Durable Medical Equipment <ul style="list-style-type: none"> • Unlimited maximum per Calendar Year | Your plan pays 80% | Your plan pays 60% |
| Breast Feeding Equipment and Supplies <ul style="list-style-type: none"> • Limited to the rental of one breast pump per birth as ordered or prescribed by a physician. • Includes related supplies | Your plan pays 100% | Not Covered |
| External Prosthetic Appliances (EPA) <ul style="list-style-type: none"> • Unlimited maximum per Calendar Year • Cranial banding/cranial orthoses covered regardless of medical necessity | Your plan pays 80% | Your plan pays 60% |
| Orthotics <ul style="list-style-type: none"> • 2 orthotic appliances per Calendar Year • Custom foot orthoses are covered as medically necessary | Your plan pays 80% | Your plan pays 60% |
| Dental Implants <ul style="list-style-type: none"> • covered if necessary to restore a major bodily function when prescribed following a surgical procedure to the jaw. Only those teeth that were removed as a result of the surgery will be a covered expense. | Your plan pays 80% | Your plan pays 60% |
| Routine Foot Disorders | Not Covered | Not Covered |
| Note: Services associated with foot care for diabetes and peripheral vascular disease are covered when medically necessary. | | |
| Cochlear Implants | Your plan pays 80% | Your plan pays 60% |

| Benefit | In-Network | Out-of-Network |
|---|---------------------|--|
| Note: Services where plan deductible applies are noted with a caret (^) | | |
| Hearing Aid <ul style="list-style-type: none"> Maximum of 2 devices (1 per ear) per 3 Years Includes testing and fitting of hearing aid devices covered at PCP or Specialist Office visit level Coverage through age 18 | Your plan pays 100% | Your plan pays 100%, up to \$1,000 per device, not subject to plan deductible or coinsurance |
| Diabetes Self Management <ul style="list-style-type: none"> \$125 maximum payment per session 2 sessions per Lifetime | Your plan pays 100% | Your plan pays 100% |
| Oral Surgery <ul style="list-style-type: none"> Removal of impacted teeth | Your plan pays 80% | Your plan pays 60% |

Place of Service - your plan pays based on where you receive services

| Benefit | Physician's Office | | Independent Lab | | Emergency Room/ Urgent Care Facility | | Outpatient Facility | |
|-----------------------------------|--------------------|----------------|-----------------|----------------|--------------------------------------|----------------|---------------------|----------------|
| | In-Network | Out-of-Network | In-Network | Out-of-Network | In-Network | Out-of-Network | In-Network | Out-of-Network |
| Lab and X-ray | Plan pays 100% | Plan pays 60% | Plan pays 100% | Plan pays 60% | Plan pays 100% | | Plan pays 100% | Plan pays 60% |
| Advanced Radiology Imaging | Plan pays 80% | Plan pays 60% | Not Applicable | Not Applicable | Plan pays 100% | | Plan pays 80% | Plan pays 60% |

Advanced Radiology Imaging (ARI) includes MRI, MRA, CAT Scan, PET Scan, etc.

Note: All lab and x-ray services, including ARI, provided at Inpatient Hospital are covered under Inpatient Hospital benefit

| Benefit | Emergency Room / Urgent Care Facility | | Outpatient Professional Services | | *Ambulance | |
|-----------------------|---|----------------|----------------------------------|----------------|----------------|----------------|
| | In-Network | Out-of-Network | In-Network | Out-of-Network | In-Network | Out-of-Network |
| Emergency Care | \$250 per visit (copay waived if admitted) then the Plan pays 80% | | Plan pays 80% | | Plan pays 80% | |
| Urgent Care | Plan pays 80% | | Plan pays 80% | | Not Applicable | |

*Ambulance services used as non-emergency transportation (e.g., transportation from hospital back home) generally are not covered.

| Benefit | Inpatient Hospital and Other Health Care Facilities | | Outpatient Services | |
|-------------------------------|---|----------------|---------------------|----------------|
| | In-Network | Out-of-Network | In-Network | Out-of-Network |
| Hospice | Plan pays 100% | Plan pays 60% | Plan pays 80% | Plan pays 60% |
| Bereavement Counseling | Plan pays 80% | Plan pays 60% | Plan pays 80% | Plan pays 60% |

Note: Services provided as part of Hospice Care Program

| Benefit | Initial Visit to Confirm Pregnancy | | Global Maternity Fee (All Subsequent Prenatal Visits, Postnatal Visits and Physician's Delivery Charges) | | Office Visits in Addition to Global Maternity Fee (Performed by OB/GYN or Specialist) | | Delivery - Facility (Inpatient Hospital, Birthing Center) | | | |
|---|---|--------------------|---|--------------------|---|--------------------|---|---|----------------------------------|--------------------|
| | In-Network | Out-of- Network | In-Network | Out-of- Network | In-Network | Out-of- Network | In-Network | Out-of- Network | | |
| Maternity | Plan pays 80% | Plan pays 60% | Plan pays 80% | Plan pays 60% | Plan pays 80% | Plan pays 60% | Covered same as plan's Inpatient Hospital benefit | Covered same as plan's Inpatient Hospital benefit | | |
| Benefit | Physician's Office | | Inpatient Facility | | Outpatient Facility | | Inpatient Professional Services | | Outpatient Professional Services | |
| | In-Network | Out-of- Network | In-Network | Out-of- Network | In-Network | Out-of- Network | In-Network | Out-of- Network | In-Network | Out-of- Network |
| Abortion (Elective and non-elective procedures) | Plan pays 80% | Plan pays 60% | Plan pays 80% | Plan pays 60% | Plan pays 80% | Plan pays 60% | Plan pays 80% | Plan pays 60% | Plan pays 80% | Plan pays 60% |
| Family Planning - Men's Services | Plan pays 80% | Plan pays 60% | Plan pays 80% | Plan pays 60% | Plan pays 80% | Plan pays 60% | Plan pays 80% | Plan pays 60% | Plan pays 80% | Plan pays 60% |
| Includes surgical services, such as vasectomy (excludes reversals) | | | | | | | | | | |
| Family Planning - Women's Services | Plan pays 100% | Plan pays 60% | Plan pays 100% | Plan pays 60% | Plan pays 100% | Plan pays 60% | Plan pays 100% | Plan pays 60% | Plan pays 100% | Plan pays 60% |
| Includes surgical services, such as tubal ligation (excludes reversals) Contraceptive devices as ordered or prescribed by a physician. | | | | | | | | | | |
| Infertility | Note: Coverage will be provided for the treatment of an underlying medical condition up to the point an infertility condition is diagnosed. Services will be covered as any other illness. | | | | | | | | | |
| TMJ, Surgical and Non-Surgical | Plan pays 80% | Plan pays 60% | Plan pays 80% | Plan pays 60% | Plan pays 80% | Plan pays 60% | Plan pays 80% | Plan pays 60% | Plan pays 80% | Plan pays 60% |
| Services provided on a case-by-case basis. Always excludes appliances & orthodontic treatment. Subject to medical necessity. | | | | | | | | | | |
| Bariatric Surgery | Plan pays 80% | Not Covered | Plan pays 80% | Not Covered | Plan pays 80% | Not Covered | Plan pays 80% | Not Covered | Plan pays 80% | Not Covered |

| Benefit | Physician's Office | | Inpatient Facility | | Outpatient Facility | | Inpatient Professional Services | | Outpatient Professional Services | |
|---------|--------------------|----------------|--------------------|----------------|---------------------|----------------|---------------------------------|----------------|----------------------------------|----------------|
| | In-Network | Out-of-Network | In-Network | Out-of-Network | In-Network | Out-of-Network | In-Network | Out-of-Network | In-Network | Out-of-Network |

Treatment of clinically severe obesity, as defined by the body mass index (BMI) is covered.

The following are excluded:

- medical and surgical services to alter appearances or physical changes that are the result of any surgery performed for the management of obesity or clinically severe (morbid) obesity.
- weight loss programs or treatments, whether prescribed or recommended by a physician or under medical supervision

| Benefit | Inpatient Hospital Facility | | | Inpatient Professional Services | | |
|--------------------------|--------------------------------|------------------------------------|----------------|---------------------------------|------------------------------------|---|
| | Lifesource Facility In-Network | Non-Lifesource Facility In-Network | Out-of-Network | Lifesource Facility In-Network | Non-Lifesource Facility In-Network | Out-of-Network |
| Organ Transplants | Plan pays 100% | Plan pays 80% | Plan pays 60% | Plan pays 100% | Plan pays 80% | Plan pays 60% ^ up to the following transplant maximums: Bone Marrow - \$50,000 Heart - \$100,000 Heart/Lung - \$100,000 Kidney - \$15,000 Kidney/Pancreas - \$15,000 Liver - \$100,000 Lung - \$100,000 Pancreas - \$100,000 |

- Travel Maximum - Lifesource Facility: In-Network: \$10,000 maximum per Transplant

| Benefit | Inpatient | | Outpatient - Physician's Office | | Outpatient – All Other Services | |
|-------------------------------|---------------|----------------|---------------------------------|----------------|---------------------------------|----------------|
| | In-Network | Out-of-Network | In-Network | Out-of-Network | In-Network | Out-of-Network |
| Mental Health | Plan pays 80% | Plan pays 60% | Plan pays 80% | Plan pays 60% | Plan pays 80% | Plan pays 60% |
| Substance Use Disorder | Plan pays 80% | Plan pays 60% | Plan pays 80% | Plan pays 60% | Plan pays 80% | Plan pays 60% |

Note: Detox is covered under medical

- Unlimited maximum per Calendar Year
- Services are paid at 100% after you reach your out-of-pocket maximum.
- Inpatient includes Residential Treatment.
- Outpatient includes partial hospitalization and individual, intensive outpatient and group therapy.

Mental Health and Substance Use Disorder Services

Mental Health/Substance Use Disorder Utilization Review, Case Management and Programs

Cigna Total Behavioral Health - Inpatient and Outpatient Management

- Inpatient utilization review and case management
- Outpatient utilization review and case management
- Partial Hospitalization
- Intensive outpatient programs
- Changing Lives by Integrating Mind and Body Program
- Lifestyle Management Programs: Stress Management, Tobacco Cessation and Weight Management.

Pharmacy

Pharmacy benefits provided under the Cigna/Healthspring RXPDP

Additional Information

Case Management

Coordinated by Cigna HealthCare. This is a service designated to provide assistance to a patient who is at risk of developing medical complexities or for whom a health incident has precipitated a need for rehabilitation or additional health care support. The program strives to attain a balance between quality and cost effective care while maximizing the patient's quality of life.

Comprehensive Oncology Program

- Care Management outreach
- Case Management

Included

Healthy Pregnancies/Healthy Babies

- Care Management outreach
- Maternity Case Management
- Neo-natal Case Management

\$150 (1st trimester) / \$75 (2nd trimester) - Option 3

Maximum Reimbursable Charge

Out-of-Network services are subject to a Calendar Year deductible and maximum reimbursable charge limitations. Payments made to health care professionals not participating in Cigna's network are determined based on the lesser of: the health care professional's normal charge for a similar service or supply, or a percentage (110%) of a fee schedule developed by Cigna that is based on a methodology similar to one used by Medicare to determine the allowable fee for the same or similar service in a geographic area. In some cases, the Medicare based fee schedule is not used, and the maximum reimbursable charge for covered services is determined based on the lesser of: the health care professional's normal charge for a similar service or supply, or the amount charged for that service by 80% of the health care professionals in the geographic area where it is received. The health care professional may bill the customer the difference between the health care professional's normal charge and the Maximum Reimbursable Charge as determined by the benefit plan, in addition to applicable deductibles, co-payments and coinsurance.

Multiple Surgical Reduction

Multiple surgeries performed during one operating session result in payment reduction of 50% to the surgery of lesser charge. The most expensive procedure is paid as any other surgery.

Additional Information

Pre-Certification - Continued Stay Review - PHS Inpatient - required for all inpatient admissions

In Network: Coordinated by your physician

Out-of-Network: Customer is responsible for contacting Cigna Healthcare. Subject to penalty/reduction or denial for non-compliance.

- \$500 penalty applied to hospital inpatient charges for failure to contact Cigna Healthcare to precertify admission.
- Benefits are denied for any admission reviewed by Cigna Healthcare and not certified.
- Benefits are denied for any additional days not certified by Cigna Healthcare.

Pre-Existing Condition Limitation (PCL) does not apply.

Your Health First - 200

Individuals with one or more of the chronic conditions, identified on the right, may be eligible to receive the following type of support:

- Condition Management
- Medication adherence
- Risk factor management
- Lifestyle issues
- Health & Wellness issues
- Pre/post-admission
- Treatment decision support
- Gaps in care

Holistic health support for the following chronic health conditions:

- Heart Disease
- Coronary Artery Disease
- Angina
- Congestive Heart Failure
- Acute Myocardial Infarction
- Peripheral Arterial Disease
- Asthma
- Chronic Obstructive Pulmonary Disease (Emphysema and Chronic Bronchitis)
- Diabetes Type 1
- Diabetes Type 2
- Metabolic Syndrome/Weight Complications
- Osteoarthritis
- Low Back Pain
- Anxiety
- Bipolar Disorder
- Depression

Definitions

Coinsurance - After you've reached your deductible, you and your plan share some of your medical costs. The portion of covered expenses you are responsible for is called Coinsurance.

Copay - A flat fee you pay for certain covered services such as doctor's visits or prescriptions.

Deductible - A flat dollar amount you must pay out of your own pocket before your plan begins to pay for covered services.

Out-of-Pocket Maximum - Specific limits for the total amount you will pay out of your own pocket before your plan coinsurance percentage no longer applies. Once you meet these maximums, your plan then pays 100 percent of the "Maximum Reimbursable Charges" or negotiated fees for covered services.

Prescription Drug List - The list of prescription brand and generic drugs covered by your pharmacy plan.

Transition of Care - Provides in-network health coverage to new customers when the customer's doctor is not part of the Cigna network and there are approved clinical reasons why the customer should continue to see the same doctor.

Exclusions

What's Not Covered (not all-inclusive):

Your plan provides for most medically necessary services. The complete list of exclusions is provided in your Certificate or Summary Plan Description. To the extent there may be differences, the terms of the Certificate or Summary Plan Description control. Examples of things your plan does not cover, unless required by law or covered under the pharmacy benefit, include (but aren't limited to):

- Care for health conditions that are required by state or local law to be treated in a public facility.
- Care required by state or federal law to be supplied by a public school system or school district.
- Care for military service disabilities treatable through governmental services if you are legally entitled to such treatment and facilities are reasonably available.
- Treatment of an Injury or Sickness which is due to war, declared, or undeclared, riot or insurrection.
- Charges which you are not obligated to pay or for which you are not billed or for which you would not have been billed except that they were covered under this plan. For example, if Cigna determines that a provider is or has waived, reduced, or forgiven any portion of its charges and/or any portion of copayment, deductible, and/or coinsurance amount(s) you are required to pay for a Covered Service (as shown on the Schedule) without Cigna's express consent, then Cigna in its sole discretion shall have the right to deny the payment of benefits in connection with the Covered Service, or reduce the benefits in proportion to the amount of the copayment, deductible, and/or coinsurance amounts waived, forgiven or reduced, regardless of whether the provider represents that you remain responsible for any amounts that your plan does not cover. In the exercise of that discretion, Cigna shall have the right to require you to provide proof sufficient to Cigna that you have made your required cost share payment(s) prior to the payment of any benefits by Cigna. This exclusion includes, but is not limited to, charges of a Non-Participating Provider who has agreed to charge you or charged you at an in-network benefits level or some other benefits level not otherwise applicable to the services received.
- Charges arising out of or related to any violation of a healthcare-related state or federal law or which themselves are a violation of a healthcare-related state or federal law.
- Assistance in the activities of daily living, including but not limited to eating, bathing, dressing or other Custodial Services or self-care activities, homemaker services and services primarily for rest, domiciliary or convalescent care.
- For or in connection with experimental, investigational or unproven services.
- Experimental, investigational and unproven services are medical, surgical, diagnostic, psychiatric, substance use disorder or other health care technologies, supplies, treatments, procedures, drug therapies or devices that are determined by the utilization review Physician to be:
 - o Not demonstrated, through existing peer-reviewed, evidence-based, scientific literature to be safe and effective for treating or diagnosing the condition or sickness for which its use is proposed;
 - o Not approved by the U.S. Food and Drug Administration (FDA) or other appropriate regulatory agency to be lawfully marketed for the proposed use;
 - o The subject of review or approval by an Institutional Review Board for the proposed use except as provided in the "Clinical Trials" section of this plan; or
 - o The subject of an ongoing phase I, II or III clinical trial, except for routine patient care costs related to qualified clinical trials as provided in the "Clinical Trials" section(s) of this plan.
- Cosmetic surgery and therapies. Cosmetic surgery or therapy is defined as surgery or therapy performed to improve or alter appearance.
- The following services are excluded from coverage regardless of clinical indications: Macromastia or Gynecomastia Surgeries; Surgical treatment of varicose veins; Abdominoplasty; Panniculectomy; Rhinoplasty; Blepharoplasty; Redundant skin surgery; Removal of skin tags; Acupressure; Craniosacral/cranial therapy; Dance therapy, Movement therapy; Applied kinesiology; Rolwing; Prolotherapy; and Extracorporeal shock wave lithotripsy (ESWL) for musculoskeletal and orthopedic conditions.
- Dental treatment of the teeth, gums or structures directly supporting the teeth, including dental X-rays, examinations, repairs, orthodontics, periodontics, casts, splints and services for dental malocclusion, for any condition. Charges made for services or supplies provided for or in connection with an accidental injury to sound natural teeth are covered provided a continuous course of dental treatment is started within six months of an accident. Sound natural teeth are

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Exclusions

defined as natural teeth that are free of active clinical decay, have at least 50% bony support and are functional in the arch.

- Medical and surgical services, initial and repeat, intended for the treatment or control of obesity, except for treatment of clinically severe (morbid) obesity as shown in Covered Expenses, including: medical and surgical services to alter appearance or physical changes that are the result of any surgery performed for the management of obesity or clinically severe (morbid) obesity; and weight loss programs or treatments, whether prescribed or recommended by a Physician or under medical supervision.
- Unless otherwise covered in this plan, for reports, evaluations, physical examinations, or hospitalization not required for health reasons including, but not limited to, employment, insurance or government licenses, and court-ordered, forensic or custodial evaluations.
- Court-ordered treatment or hospitalization, unless such treatment is prescribed by a Physician and listed as covered in this plan.
- Infertility services including infertility drugs, surgical or medical treatment programs for infertility, including in vitro fertilization, gamete intrafallopian transfer (GIFT), zygote intrafallopian transfer (ZIFT), variations of these procedures, and any costs associated with the collection, washing, preparation or storage of sperm for artificial insemination (including donor fees). Cryopreservation of donor sperm and eggs are also excluded from coverage.
- Reversal of male or female voluntary sterilization procedures.
- Any services or supplies for the treatment of male or female sexual dysfunction such as, but not limited to, treatment of erectile dysfunction (including penile implants), anorgasm, and premature ejaculation.
- Medical and Hospital care and costs for the infant child of a Dependent, unless this infant child is otherwise eligible under this plan.
- Nonmedical counseling or ancillary services, including but not limited to Custodial Services, education, training, vocational rehabilitation, behavioral training, biofeedback, neurofeedback, hypnosis, sleep therapy, employment counseling, back school, return to work services, work hardening programs, driving safety, and services, training, educational therapy or other nonmedical ancillary services for learning disabilities, developmental delays, autism or intellectual disabilities.
- Therapy or treatment intended primarily to improve or maintain general physical condition or for the purpose of enhancing job, school, athletic or recreational performance, including but not limited to routine, long term, or maintenance care which is provided after the resolution of the acute medical problem and when significant therapeutic improvement is not expected.
- Consumable medical supplies other than ostomy supplies and urinary catheters. Excluded supplies include, but are not limited to bandages and other disposable medical supplies, skin preparations and test strips, except as specified in the "Home Health Services" or "Breast Reconstruction and Breast Prostheses" sections of this plan.
- Private Hospital rooms and/or private duty nursing except as provided under the Home Health Services provision.
- Personal or comfort items such as personal care kits provided on admission to a Hospital, television, telephone, newborn infant photographs, complimentary meals, birth announcements, and other articles which are not for the specific treatment of an Injury or Sickness.
- Artificial aids including, but not limited to, corrective orthopedic shoes, arch supports, elastic stockings, garter belts, corsets, dentures and wigs.
- Aids or devices that assist with nonverbal communications, including but not limited to communication boards, prerecorded speech devices, laptop computers, desktop computers, Personal Digital Assistants (PDAs), Braille typewriters, visual alert systems for the deaf and memory books.
- Eyeglass lenses and frames and contact lenses (except for the first pair of contact lenses for treatment of keratoconus or post cataract surgery).
- Routine refractions, eye exercises and surgical treatment for the correction of a refractive error, including radial keratotomy.
- Treatment by acupuncture.
- All non-injectable prescription drugs, injectable prescription drugs that do not require Physician supervision and are typically considered self-administered drugs, nonprescription drugs, and investigational and experimental drugs, except as provided in this plan.
- Routine foot care, including the paring and removing of corns and calluses or trimming of nails. However, services associated with foot care for diabetes and peripheral vascular disease are covered when Medically Necessary.
- Membership costs or fees associated with health clubs, weight loss programs and smoking cessation programs.
- Genetic screening or pre-implantations genetic screening. General population-based genetic screening is a testing method performed in the absence of any

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Exclusions

symptoms or any significant, proven risk factors for genetically linked inheritable disease.

- Fees associated with the collection or donation of blood or blood products, except for autologous donation in anticipation of scheduled services where in the utilization review Physician's opinion the likelihood of excess blood loss is such that transfusion is an expected adjunct to surgery.
- Blood administration for the purpose of general improvement in physical condition.
- Cost of biologicals that are immunizations or medications for the purpose of travel, or to protect against occupational hazards and risks.
- Cosmetics, dietary supplements and health and beauty aids.
- All nutritional supplements and formulae except for infant formula needed for the treatment of inborn errors of metabolism.
- Medical treatment for a person age 65 or older, who is covered under this plan as a retiree, or their Dependent, when payment is denied by the Medicare plan because treatment was received from a nonparticipating provider.
- Medical treatment when payment is denied by a Primary Plan because treatment was received from a nonparticipating provider.
- For or in connection with an Injury or Sickness arising out of, or in the course of, any employment for wage or profit.
- Telephone, e-mail, and Internet consultations, and telemedicine.
- Massage therapy.

These are only the highlights

This summary outlines the highlights of your plan. For a complete list of both covered and not covered services, including benefits required by your state, see your employer's insurance certificate or summary plan description -- the official plan documents. If there are any differences between this summary and the plan documents, the information in the plan documents takes precedence. This summary provides additional information not provided in the Summary of Benefits and Coverage document required by the Federal Government.

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