



This is only a summary. If you want more detail about your coverage and costs, you can get the complete terms in the policy or plan document at www.meritain.com or by calling your employer at **703-998-0327** or Meritain Health, Inc. at **800-925-2272**.

Important Questions	Answers	Why this Matters:
What is the overall deductible ?	For PPO providers \$0 person / \$0 family For non-PPO providers \$500 person / \$1,000 family (applies to all non-PPO services, except as specified below)	You must pay all the costs up to the deductible amount before this plan begins to pay for covered services you use. Check your policy or plan document to see when the deductible starts over (usually, but not always, January 1st). See the chart starting on page 2 for how much you pay for covered services after you meet the deductible .
Are there other deductibles for specific services?	No.	You don't have to meet deductibles for specific services, but see the chart starting on page 2 for other costs for services this plan covers.
Is there an out-of-pocket limit on my expenses?	Yes. For PPO providers \$0 person / \$0 family For non-PPO providers \$1,000 person / \$2,000 family	The out-of-pocket limit is the most you could pay during a coverage period (usually one year) for your share of the cost of covered services. This limit helps you plan for health care expenses.
What is not included in the out-of-pocket limit ?	Prescription copays, premiums, balance-billed charges and healthcare this plan doesn't cover.	Even though you pay these expenses, they don't count toward the out-of-pocket limit .
Is there an overall annual limit on what the plan pays?	No.	The chart starting on page 2 describes any limits on what the plan will pay for <i>specific</i> covered services, such as office visits.
Does this plan use a network of providers ?	Yes. See www.aetna.com/docfind/custom/mymeritain or call (800) 343-3140 for a list of PPO providers .	If you use an in-network doctor or other health care provider , this plan will pay some or all of the costs of covered services. Be aware, your in-network doctor or hospital may use an out-of-network provider for some services. Plans use the term in-network, preferred , or participating for providers in their network . See the chart starting on page 2 for how this plan pays different kinds of providers .
Do I need a referral to see a specialist ?	No.	You can see the specialist you choose without permission from this plan.
Are there services this plan doesn't cover?	Yes.	Some of the services this plan doesn't cover are listed on page 5. See your policy or plan document for additional information about excluded services .

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If you aren't clear about any of the underlined terms used in this form, see the Glossary. You can view the Glossary at www.dol.gov/ebsa/pdf/SBCUniformGlossary.pdf or call your employer at **703-998-0327** to request a copy.



- **Copayments** are fixed dollar amounts (for example, \$15) you pay for covered health care, usually when you receive the service.
- **Coinsurance** is *your* share of the costs of a covered service, calculated as a percent of the **allowed amount** for the service. For example, if the plan's **allowed amount** for an overnight hospital stay is \$1,000, your **coinsurance** payment of 20% would be \$200. This may change if you haven't met your **deductible**.
- The amount the plan pays for covered services is based on the **allowed amount**. If a non-PPO **provider** charges more than the **allowed amount**, you may have to pay the difference. For example, if a non-PPO **provider** hospital charges \$1,500 for an overnight stay and the **allowed amount** is \$1,000, you may have to pay the \$500 difference. (This is called **balance billing**.)
- This plan may encourage you to use PPO **providers** by charging you lower **deductibles**, **copayments** and **coinsurance** amounts.

Common Medical Event	Services You May Need	Your Cost If You Use a PPO Provider	Your Cost If You Use a Non-PPO Provider	Limitations & Exceptions
If you visit a health care provider's office or clinic	Primary care visit to treat an injury or an illness	\$20 copay/date of service	30% coinsurance	Copay applies per visit regardless of what services are rendered.
	Specialist visit	\$20 copay/date of service	30% coinsurance	
	Other practitioner office visit	\$20 copay/date of service for chiropractor	30% coinsurance for chiropractor	Includes allergy services and chiropractic. Chiropractor limited to 20 visits per year.
	Preventive care/screening/immunization	Up to age 2: \$20 copay/date of service Age 2 and Over: No Charge	30% coinsurance	Includes office visit, lab tests, x-rays, routine testing, vaccinations or inoculations, well child care (age 2 and over), pap smears, mammograms, colon exams, PSA testing, and hearing exams.
If you have a test	Diagnostic test (x-ray, blood work)	No Charge	30% coinsurance	There is no charge for lab work received from a LabCard provider.
	Imaging (CT/PET scans, MRIs)	No Charge	30% coinsurance	-----none-----
If you need drugs to treat your illness or condition. More information about prescription drug coverage is available at www.express-scripts.com	Generic drugs	\$10 copay (retail), \$20 copay (mail order)	\$10 copay (retail)	Covers up to a 34-day supply (retail prescription); 90-day supply (mail order prescription). Copay applies per prescription. The deductible does not apply.
	Brand name drugs	\$30 copay (retail), \$60 copay (mail order)	\$30 copay (retail)	
	Specialty drugs	Paid same as generic & brand name drugs	Paid same as generic & brand name drugs	
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	\$20 copay/date of service (ambulatory center) / \$100 copay/date of service (outpatient hospital)	30% coinsurance	-----none-----
	Physician/surgeon fees	No Charge	30% coinsurance	

Common Medical Event	Services You May Need	Your Cost If You Use a PPO Provider	Your Cost If You Use a Non-PPO Provider	Limitations & Exceptions
If you need immediate medical attention	Emergency room services	\$100 copay/visit (facility charge) / No Charge (professional fees)	30% coinsurance	The copay is waived if you are admitted to the hospital.
	Emergency medical transportation	No Charge	30% coinsurance	-----none-----
	Urgent Care	\$20 copay/visit	30% coinsurance	-----none-----
If you have a hospital stay	Facility fee (e.g., hospital room)	\$300 copay/admission	30% coinsurance	Precertification required. Failure to precertify will result in a 20% penalty.
	Physician/surgeon fee	No Charge	30% coinsurance	
If you have mental health, behavioral health, or substance abuse needs	Mental/Behavioral health outpatient services	\$20 copay/visit (office charge) / No Charge (all other services)	30% coinsurance	-----none-----
	Mental/Behavioral health inpatient services	\$300 copay/admission	30% coinsurance	Precertification required. Failure to precertify will result in a 20% penalty.
	Substance use disorder outpatient services	\$20 copay/visit (office charge) / No Charge (all other services)	30% coinsurance	Smoking cessation is not covered.
	Substance use disorder inpatient services	\$300 copay/admission	30% coinsurance	Precertification required. Failure to precertify will result in a 20% penalty.
If you are pregnant	Prenatal and postnatal care	No Charge (1 st 10 visits) / \$20 copay/visit (all other visits)	30% coinsurance	There is no charge and the deductible does not apply to preventive prenatal care and certain breastfeeding support and supplies from a participating provider.
	Delivery and all inpatient services	\$300 copay/admission (facility charge) / No Charge (professional fees)	30% coinsurance	Precertification required for inpatient Hospital stays in excess of 48 hrs (vaginal delivery) or 96 hrs (c-section). Failure to precertify will result in a 20% penalty. Baby counts towards the mother's expense.
If you need help recovering or have other special health needs	Home health care	\$20 copay/visit	30% coinsurance	Limited to 60 visits per year.
	Rehabilitation services	\$20 copay/visit	30% coinsurance	Includes physical, speech & occupational therapy. Physical therapy limited to 60 visits per year. Speech therapy is not covered for language dysfunction or articulation errors.
	Habilitation services	Not Covered	Not Covered	This exclusion will not apply to expenses related to the diagnosis, testing and treatment of ADD or ADHD.

Common Medical Event	Services You May Need	Your Cost If You Use a PPO Provider	Your Cost If You Use a Non-PPO Provider	Limitations & Exceptions
	Skilled nursing care	No Charge	30% coinsurance	Limited to 90 days per year. Precertification required. Failure to precertify will result in a 20% penalty.
	Durable medical equipment	No Charge	30% coinsurance	-----none-----
	Hospice service	No Charge	30% coinsurance	Bereavement counseling is covered within 90 days of death, up to 2 visits per family and 5 visits per family for family counseling (lifetime maximums). The total lifetime benefit for hospice is 180 days for inpatient & outpatient services combined. If a patient survives the 6 month life expectancy period and the hospice benefit is exhausted, there is a special reserve of 45 hospice days is available for additional inpatient or outpatient services. If used for inpatient services, admission must be medically necessary.
If your child needs dental or eye care	Eye exam	No Charge	30% coinsurance	-----none-----
	Glasses	Not Covered	Not Covered	Not Covered
	Dental check-up	Not Covered	Not Covered	Not Covered

Excluded Services & Other Covered Services:

Services Your Plan Does NOT Cover (This isn't a complete list. Check your policy or plan document for other excluded services.)

- Acupuncture
- Cosmetic surgery
- Dental care (Adult & Child)
- Glasses (Adult & Child)
- Habilitation services
- Hearing aids (except when the result of an accidental bodily injury)
- Infertility treatment (except diagnosis & testing)
- Long-term care
- Non-emergency care when traveling outside the U.S. (If you become sick or injured while traveling, the plan may cover expenses incurred up to 120 consecutive days. This 120-day time limit does not apply if you are traveling for business or are a student.)
- Private-duty nursing
- Routine foot care
- Weight loss programs

Other Covered Services (This isn't a complete list. Check your policy or plan document for other covered services and your costs for these services.)

- Bariatric surgery (for the treatment of morbid obesity only)
- Chiropractic care
- Routine eye care (Adult & Child)

Your Rights to Continue Coverage:

If you lose coverage under the plan, then, depending upon the circumstances, Federal and State laws may provide protections that allow you to keep health coverage. Any such rights may be limited in duration and will require you to pay a **premium**, which may be significantly higher than the **premium** you pay while covered under the plan. Other limitations on your rights to continue coverage may also apply.

For more information on your rights to continue coverage, contact the plan at 703-998-0327 or Meritain Health, Inc. at 800-925-2272. You may also contact your state insurance department, the U.S. Department of Labor, Employee Benefits Security Administration at 1-866-444-3272 or www.dol.gov/ebsa, or the U.S. Department of Health and Human Services at 1-877-267-2323 x61565 or www.cciio.cms.gov.

Your Grievance and Appeals Rights:

If you have a complaint or are dissatisfied with a denial of coverage for claims under your plan, you may be able to **appeal** or file a **grievance**. For questions about your rights, this notice, or assistance, you can contact Axiom Resource Management, Inc. at 703-998-0327, Meritain Health, Inc at 800-925-2272 or the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.dol.gov/ebsa/healthreform.

Additionally, a consumer assistance program can help you file your appeal. Contact the Virginia State Corporation Commission, Life & Health Division, Bureau of Insurance at (877) 310-6560.

Does this Coverage Provide Minimum Essential Coverage?

The Affordable Care Act requires most people to have health care coverage that qualifies as “minimum essential coverage.” **This plan or policy does provide minimum essential coverage.**

Does this Coverage Meet the Minimum Value Standard?

The Affordable Care Act establishes a minimum value standard of benefits of a health plan. The minimum value standard is 60% (actuarial value). **This health coverage does meet the minimum value standard for the benefits it provides.**

Language Access Services:

(Español): Para obtener asistencia en Español, llame al 1-800-378-1179.

(Tagalog): Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 1-800-378-1179.

(Chinese): (中文): 如果需要中文的帮助, 请拨打这个号码 1-800-378-1179.

(Dine): Dinek'ehgo shika at'ohwol ninisingo, kwiiijigo holne' 1-800-378-1179.

To see examples of how this plan might cover costs for a sample medical situation, see the next page.

About these Coverage Examples:

These examples show how this plan might cover medical care in given situations. Use these examples to see, in general, how much financial protection a sample patient might get if they are covered under different plans.

Having a baby (normal delivery)

- Amount owed to providers: \$7,540
- Plan pays \$7,050
- Patient pays \$490

Sample care costs:

Hospital charges (mother)	\$2,700
Routine obstetric care	\$2,100
Hospital charges (baby)	\$900
Anesthesia	\$900
Laboratory tests	\$500
Prescriptions	\$200
Radiology	\$200
Vaccines, other preventive	\$40
Total	\$7,540

Patient pays:

Deductibles	\$0
Copays	\$340
Coinsurance	\$0
Limits or exclusions	\$150
Total	\$490

Managing type 2 diabetes (routine maintenance of a well-controlled condition)

- Amount owed to providers: \$5,400
- Plan pays \$4,720
- Patient pays \$680

Sample care costs:

Prescriptions	\$2,900
Medical Equipment and Supplies	\$1,300
Office Visits and Procedures	\$700
Education	\$300
Laboratory tests	\$100
Vaccines, other preventive	\$100
Total	\$5,400

Patient pays:

Deductibles	\$0
Copays	\$600
Coinsurance	\$0
Limits or exclusions	\$80
Total	\$680



This is not a cost estimator.

Don't use these examples to estimate your actual costs under this plan. The actual care you receive will be different from these examples, and the cost of that care will also be different.

See the next page for important information about these examples.

Questions and answers about the Coverage Examples:

What are some of the assumptions behind the Coverage Examples?

- Costs don't include **premiums**.
- Sample care costs are based on national averages supplied by the U.S. Department of Health and Human Services, and aren't specific to a particular geographic area or health plan.
- Coverage examples are based on single coverage only.
- The patient's condition was not an excluded or preexisting condition.
- All services and treatments started and ended in the same coverage period.
- There are no other medical expenses for any member covered under this plan.
- Out-of-pocket expenses are based only on treating the condition in the example.
- The patient received all care from PPO **providers**. If the patient had received care from non-PPO **providers**, costs would have been higher.

What does a Coverage Example show?

For each treatment situation, the Coverage Example helps you see how **deductibles**, **copayments**, and **coinsurance** can add up. It also helps you see what expenses might be left up to you to pay because the service or treatment isn't covered or payment is limited.

Does the Coverage Example predict my own care needs?

- ✗ **No.** Treatments shown are just examples. The care you would receive for this condition could be different based on your doctor's advice, your age, how serious your condition is, and many other factors.

Does the Coverage Example predict my future expenses?

- ✗ **No.** Coverage Examples are **not** cost estimators. You can't use the examples to estimate costs for an actual condition. They are for comparative purposes only. Your own costs will be different depending on the care you receive, the prices your **providers** charge, and the reimbursement your health plan allows.

Can I use Coverage Examples to compare plans?

- ✓ **Yes.** When you look at the Summary of Benefits and Coverage for other plans, you'll find the same Coverage Examples. When you compare plans, check the "Patient Pays" box in each example. The smaller that number, the more coverage the plan provides.

Are there other costs I should consider when comparing plans?

- ✓ **Yes.** An important cost is the premium you pay. Generally, the lower your premium, the more you'll pay in out-of-pocket costs, such as **copayments**, **deductibles**, and **coinsurance**. You should also consider contributions to accounts such as health savings accounts (HSAs), flexible spending arrangements (FSAs) or health reimbursement accounts (HRAs) that help you pay out-of-pocket expenses.

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