



PLAN DESIGN AND BENEFITS

HMO Gold
CA \$30/70 1250

CA Group Business 1-100 Employees

This plan only provides access to covered benefits when provided by a network provider. The plan does not provide access to covered benefits when provided by an out-of-network provider, except for emergency care provided for an emergency medical condition. This plan will pay for the emergency care subject to in-network benefits.

| PLAN FEATURES | NETWORK CARE | OUT-OF-NETWORK CARE |
|--|---|---------------------|
| Primary Care Physician Selection | Required | Not applicable |
| Deductible (per calendar year) | \$1,250 Individual \$2,500 Family | Not applicable |
| Unless otherwise indicated, the deductible must be met before benefits can be paid. | | |
| As indicated in the plan, member cost sharing for certain services are excluded from the charges to meet the deductible. | | |
| No one family member may contribute more than the individual deductible amount to the family deductible. | | |
| Member Coinsurance (applies to all expenses unless otherwise stated) | 30% | Not applicable |
| Out-of-Pocket (OOP) Maximum (per calendar year, includes deductible) | \$7,800 Individual \$15,600 Family | Not applicable |
| Only those out-of-pocket expenses resulting from the application of coinsurance percentage, deductibles, and copays (except any penalty amounts) may be used to satisfy the Out-of-Pocket Maximum. | | |
| No one family member may contribute more than the individual out-of-pocket maximum amount to the family out-of-pocket maximum. | | |
| Referral Requirement | Required | Not applicable |
| PHYSICIAN SERVICES | NETWORK CARE | OUT-OF-NETWORK CARE |
| Office Visits to Non-Specialist | \$30 copay deductible waived | Not covered |
| Includes services of an internist, general physician, family practitioner or pediatrician for diagnosis and treatment of an illness or injury. | | |
| Telemedicine Consultations to Non-Specialist | \$30 copay deductible waived | Not covered |
| Non-Specialist Telemedicine Provider Consultations | Covered in full | Not covered |
| Specialist Office Visits | \$70 copay deductible waived | Not covered |
| Telemedicine Consultations to Specialist | \$70 copay deductible waived | Not covered |
| Specialist Telemedicine Provider Consultations | Covered in full | Not covered |
| Walk-in Clinics | Designated Walk-in Clinics: Covered in full All Other Network Providers: \$30 copay deductible waived | Not covered |
| Walk-in clinics are freestanding health care facilities that (a) may be located in or with a pharmacy, drug store, supermarket or other retail store; and (b) provide limited medical care and services on a scheduled or unscheduled basis. Urgent care centers, emergency rooms, the outpatient department of a hospital, ambulatory surgical centers, and physician offices are not considered to be walk-in clinics. | | |
| Telemedicine Consultations for Non-Emergency Services through a Walk-in Clinic If telemedicine preventive screening and counseling services are provided through a walk-in clinic, these services are paid under the preventive care benefit. | Designated Walk-in Clinics: Covered in full All Other Network Providers: Cost sharing is based on the type of service and where it is performed. | Not covered |
| Maternity - Delivery and Post-Partum Care | 30% after deductible | Not covered |
| Your cost sharing applies to all covered benefits incurred during your inpatient stay. | | |
| Allergy Testing | Member cost sharing is based on the type of service performed and the place rendered. | Not covered |

| Allergy Injections Copay waived if no physician encounter. | Member cost sharing is based on the type of service performed and the place rendered. | Not covered |
|--|---|-------------|
| PREVENTIVE CARE | | |
| Preventive care services are covered in accordance with Health Care Reform. | | |
| Routine Adult Physical Exams and Immunizations Coverage is limited to 1 exam every 12 months. | Covered in full | Not covered |
| Routine Well Child Exams and Immunizations Coverage is limited 7 exams in the first 12 months of life; 3 exams in the second 12 months of life; 3 exams in the third 12 months of life; 1 exam every 12 months thereafter to age 22. | Covered in full | Not covered |
| Routine Gynecological Exams Includes Pap smear, HPV screening and related lab fees. Coverage is limited to 1 exam every 12 months. | Covered in full | Not covered |
| Routine Mammograms For covered females age 40 and over. Frequency schedule applies. | Covered in full | Not covered |
| Women's Health Includes: Screening for gestational diabetes; HPV (Human Papillomavirus) DNA testing, counseling for sexually transmitted infections; counseling and screening for human immunodeficiency virus; screening and counseling for interpersonal and domestic violence; breastfeeding support, supplies and counseling; Limitations may apply. | Covered in full | Not covered |
| Prenatal Maternity | Covered in full | Not covered |
| Routine Digital Rectal Exam / Prostate-Specific Antigen Test Recommended: For covered males age 40 and over. Frequency schedule applies. | Covered in full | Not covered |
| Colorectal Cancer Screening Recommended: For all members age 45 and over. Frequency schedule applies. | Covered in full | Not covered |
| Routine Eye and Hearing Screenings | Paid as part of routine physical exam. | Not covered |
| HEARING SERVICES | | |
| Hearing Exam (by Specialist) | Covered in full | Not covered |
| Hearing Aid | Not covered | Not covered |
| VISION SERVICES | | |
| Adult Routine Eye Exams (Refraction) | Not covered | Not covered |
| Pediatric Routine Eye Exams (Refraction) Coverage is limited to age 0-19. | Covered in full | Not covered |
| Adult Vision Hardware | Not covered | Not covered |
| Pediatric Vision Hardware Coverage is limited to 1 set of frames and 1 set of contact lenses or eyeglass lenses per calendar year age 0-19. | Covered in full | Not covered |
| DIAGNOSTIC PROCEDURES | | |
| Outpatient Diagnostic Laboratory | \$15 copay deductible waived | Not covered |
| Outpatient Diagnostic X-ray (except for Complex Imaging Services) | \$15 copay deductible waived | Not covered |

| | | |
|---|---|----------------------------|
| Outpatient Diagnostic X-ray for Complex Imaging Services Including, but not limited to, MRI, MRA, PET and CT scans. Precertification required. | \$125 copay deductible waived | Not covered |
| Outpatient Diagnostic Laboratory Performed in a PCP Office Visit | Included in OV Copay | Not covered |
| Outpatient Diagnostic X-ray Performed in a PCP Office Visit (except for Complex Imaging Services) | Included in OV Copay | Not covered |
| Outpatient Diagnostic X-ray for Complex Imaging Services Performed in a PCP Office Visit Including, but not limited to, MRI, MRA, PET and CT scans. Precertification required. | Included in OV Copay | Not covered |
| Outpatient Diagnostic Laboratory Performed in a Specialist Office Visit | Included in OV Copay | Not covered |
| Outpatient Diagnostic X-ray Performed in a Specialist Office Visit (except for Complex Imaging Services) | Included in OV Copay | Not covered |
| Outpatient Diagnostic X-ray for Complex Imaging Services Performed in a Specialist Office Visit Including, but not limited to, MRI, MRA, PET and CT scans. Precertification required. | Included in OV Copay | Not covered |
| EMERGENCY MEDICAL CARE | NETWORK CARE | OUT-OF-NETWORK CARE |
| Urgent Care Provider | \$70 copay deductible waived | Not covered |
| Non-Urgent Use of Urgent Care Provider | Not covered | Not covered |
| Emergency Room | 30% after deductible | Paid as In-Network |
| Non-Emergency Care in an Emergency Room | Not covered | Not covered |
| Emergency Use of Ambulance | 30% after deductible | Paid as In-Network |
| Non-Emergency Use of Ambulance | 30% after deductible | Not covered |
| HOSPITAL CARE | NETWORK CARE | OUT-OF-NETWORK CARE |
| Inpatient Coverage Including maternity (prenatal, delivery and postpartum) and transplants. | 30% after deductible | Not covered |
| Outpatient Surgery Provided in an outpatient hospital department or freestanding surgical facility. | 30% after deductible | Not covered |
| Colonoscopy (non-preventive) | Member cost sharing is based on the type of service performed and the place rendered. | Not covered |
| Transplants Coverage is limited to IOE facilities only. | 30% after deductible | Not covered |
| BEHAVIORAL HEALTH SERVICES (MENTAL HEALTH and SUBSTANCE RELATED DISORDERS) | NETWORK CARE | OUT-OF-NETWORK CARE |
| Inpatient Services | 30% after deductible | Not covered |
| Outpatient Office Visits | \$70 copay deductible waived | Not covered |
| Physician or Behavioral Health Provider Telemedicine Consultations | \$70 copay deductible waived | Not covered |
| Telemedicine Provider Consultations | \$70 copay deductible waived | Not covered |

| | | |
|---|---|----------------------------|
| Other Outpatient Services (e.g.:partial hospitalization treatment, intensive outpatient programs) | 30% after deductible | Not covered |
| OTHER SERVICES AND PLAN DETAILS | NETWORK CARE | OUT-OF-NETWORK CARE |
| Skilled Nursing Facility Coverage is limited to 100 days per confinement. | 30% after deductible | Not covered |
| Home Health Care Coverage is limited to 100 visits per calendar year. 1 visit equals a period of 4 hours or less. | 30% after deductible | Not covered |
| Infusion Therapy Provided in the home or physician's office. | \$70 copay deductible waived | Not covered |
| Infusion Therapy Provided in the outpatient hospital department or freestanding facility. | \$70 copay deductible waived | Not covered |
| Gene-Based, Cellular and Other Innovative Therapies (GCIT) Coverage is limited to GCIT designated facilities only. | Member cost sharing is based on the type of service performed and the place rendered. | Not covered |
| Hospice Care - Inpatient | 30% after deductible | Not covered |
| Hospice Care Outpatient | 30% after deductible | Not covered |
| Private Duty Nursing - Outpatient | Not covered | Not covered |
| Outpatient Short-Term Rehabilitation - Physical Therapy Accumulation and Cost Share- No visit limits per calendar year PT, OT and ST, separate from habilitation and includes all outpatient places of service for PT, OT and ST. | \$70 copay deductible waived | Not covered |
| Outpatient Short-Term Rehabilitation - Occupational Therapy Accumulation and Cost Share- No visit limits per calendar year PT, OT and ST, separate from habilitation and includes all outpatient places of service for PT, OT and ST. | \$70 copay deductible waived | Not covered |
| Outpatient Short-Term Rehabilitation - Speech Therapy Accumulation and Cost Share- No visit limits per calendar year PT, OT and ST, separate from habilitation and includes all outpatient places of service for PT, OT and ST. | \$70 copay deductible waived | Not covered |
| Outpatient Chiropractic Accumulation and Cost Share- Coverage is limited to 20 visits per calendar year, separate from habilitation and includes all outpatient places of service for Chiro. | \$30 copay deductible waived | Not covered |
| Habilitative Physical, Occupational and Speech Therapy | 30% after deductible | Not covered |
| Autism Behavioral Therapy | \$70 copay deductible waived | Not covered |
| Autism Applied Behavior Analysis | 30% after deductible | Not covered |
| Autism Physical, Occupational and Speech Therapy | 30% after deductible | Not covered |
| Acupuncture | \$30 copay deductible waived | Not covered |
| Durable Medical Equipment | 30% after deductible | Not covered |
| Diabetic Supplies not obtainable at a pharmacy | Covered same as any other medical expense. | Not covered |
| Bariatric Surgery | 30% after deductible | Not covered |
| FAMILY PLANNING | NETWORK CARE | OUT-OF-NETWORK CARE |
| Infertility Treatment - Diagnostic only Covered only for the diagnosis and treatment of the underlying medical condition. | Member cost sharing is based on the type of service performed and the place rendered. | Not covered |

| | | |
|---|---|-----------------------------------|
| Infertility Treatment - Artificial Insemination or Ovulation Induction | Not covered | Not covered |
| Advanced Reproductive Technology. Can include GIFT, ZIFT, IVF, ICSI, ovum microsurgery and cryopreserved embryo transfers, see the Certificate of Coverage for full details. Coverage is limited to services for fertility preservation see plan booklet for details. | 30% after deductible | Not covered |
| Vasectomy | Member cost sharing is based on the type of service performed and the place rendered. | Not covered |
| Tubal Ligation | Covered in full | Not covered |
| PEDIATRIC DENTAL SERVICES | | |
| | NETWORK CARE | OUT-OF-NETWORK CARE |
| Preventive & Diagnostic (includes exams, cleanings, x-rays, fluoride, sealants) Coverage is limited to age 0-19. | Covered in full after deductible | Not covered |
| Basic (includes space maintainers, fillings, anesthesia, denture adjustments) Coverage is limited to age 0-19. | 30% after deductible | Not covered |
| Major (includes crowns, endodontics, periodontics, oral surgery, dentures, bridges) Coverage is limited to age 0-19. | 50% after deductible | Not covered |
| Orthodontia (limited to medically necessary orthodontia) Coverage is limited to age 0-19. | 50% after deductible | Not covered |
| PHARMACY DEDUCTIBLE | | |
| | NETWORK CARE | OUT-OF-NETWORK CARE |
| Prescription drug calendar year deductible | Individual: \$250 Family: \$500 | Not applicable |
| PHARMACY - PRESCRIPTION DRUG BENEFITS | | |
| | NETWORK CARE | OUT-OF-NETWORK CARE |
| Generic Drugs | | |
| | Retail | \$15 copay deductible waived |
| | MailOrder | \$30 copay deductible waived |
| Preferred Brand Drugs | | |
| | Retail | \$45 copayment after deductible |
| | MailOrder | \$90 copayment after deductible |
| Non-Preferred Drugs | | |
| | Retail Generic | \$85 copayment deductible waived |
| | Retail Brand | \$85 copayment after deductible |
| | MailOrder Generic | \$170 copayment deductible waived |
| | MailOrder Brand | \$170 copayment after deductible |
| Specialty Drugs | | |
| | Preferred Specialty | 30% up to \$250 after deductible |
| | Non-Preferred Specialty | 30% up to \$250 after deductible |
| Pharmacy Day Supply and Requirements | | |
| Retail : Up to a 30 day supply. | | |
| Mail Order : A 31-90 day supply from CVS Caremark Mail Service Pharmacy™ or a CVS Pharmacy at the Mail Order Drug copay. | | |
| Specialty : Up to a 30 day supply | | |

Specialty Drugs - All prescription fills must be through our preferred specialty pharmacy network.

True Accumulation - Some specialty prescription drugs may qualify for third-party copay assistance programs, like a manufacturer coupon or a rebate. These could lower out-of-pocket costs. Any amount received through one of these programs will not apply towards the Deductible or Out-of-Pocket Maximum.

Full Choose Generics - If the member or the physician requests brand when generic is available, the member pays the applicable cost-sharing plus the cost difference between the generic and brand.

Precertification - Included. See formulary for details.

Step Therapy - Included. See formulary for details.

Maintenance Choice® with Opt Out - After two retail fills, members must choose to fill a 90-day supply of their maintenance drugs at CVS Caremark Mail Service Pharmacy™ or at a CVS retail pharmacy. If the member wants to continue to fill their 30-day supply at any other network pharmacy, they simply need to call us at the number on their member ID card. If they do not notify us that they want to opt out of the 90-day supply at a CVS Pharmacy, they'll be responsible for 100 percent of their medication cost. The member may call us any time, even from the pharmacy, to let us know that they intend to opt out of the benefit.

Pharmacy Plan includes:

Diabetic supplies obtainable from a pharmacy (Including: needles, syringes, test strips, lancets and alcohol swabs - available at retail or mail order).

Performance Enhancing Drugs - Coverage is included for up to 30 pills per month or 27 pills per 90 days for lifestyle/performance drugs. See Aetna Formulary for details on precertification.

Affordable Care Act mandated female contraceptives and preventive medications covered 100% in-network.

Preventive and seasonal vaccinations covered 100% in-network.

Network and Non-network Providers

We cover the cost of services based on whether doctors are "in-network" or "out-of-network". We want to help you understand how much Aetna pays for your out-of-network care. At the same time, we want to make it clear how much more you will need to pay for this "out-of-network" care.

You may choose a provider (doctor or hospital) in our network. You may choose to visit an out-of-network provider. If you choose a provider who is out-of-network, your Aetna health plan will not pay any of that provider's bill. You will pay a lot more money out of your own pocket if you choose to use an out-of-network doctor or hospital.

You can avoid these extra costs by getting your care from Aetna's broad network of health care providers. Go to www.aetna.com and click on "Find a Doctor" on the left side of the page. If you are already a member, sign on to your Aetna member site.

This applies when you choose to get care out-of-network. When you have no choice (for example: emergency room visit after a car accident, or for other emergency services), we will pay the bill as if you got care in the network. You pay cost sharing and deductibles for your in-network level of benefits. Contact Aetna if your provider asks you to pay more. You are not responsible for any outstanding balance billed by your providers for emergency services beyond your cost sharing and deductibles.

What's Not Covered

This plan does not cover all health care expenses and includes exclusions and limitations. Members should refer to their plan documents to determine which health care services are covered and to what extent. The following is a partial list of services and supplies that are generally not covered. However, your plan documents may contain exceptions to this list based on state mandates or the plan design purchased.

- All medical or hospital services not specifically covered in or which are limited or excluded in the plan documents
- Charges related to any eye surgery mainly to correct refractive errors
- Cosmetic surgery, including breast reduction
- Custodial care
- Adult dental care and x-rays
- Donor egg retrieval
- Experimental and investigational procedures
- Immunizations for travel or work
- Infertility services, including, but not limited to, artificial insemination and advanced reproductive technologies such as IVF, ZIFT, GIFT, ICSI and other related services, unless specifically listed as covered in your plan documents
- Non-medically necessary services or supplies
- Orthotics except as specified in the plan
- Over-the-counter medications and supplies
- Reversal of sterilization
- Services for the treatment of sexual dysfunction or inadequacies, including therapy, supplies, counseling and prescription drugs
- Special duty nursing
- Weight reduction programs, or dietary supplements

This material is for informational purposes only and is neither an offer of coverage nor medical advice. It contains only a partial, general description of plan benefits or programs and does not constitute a contract. Aetna does not provide health care services and, therefore, cannot guarantee results or outcomes. Consult the plan documents (i.e. Group Insurance Certificate and/or Group Policy) to determine governing contractual provisions, including procedures, exclusions and limitation relating to the plan. Aetna and MinuteClinic, LLC (which either operates or provides certain management support services to MinuteClinic-branded walk-in clinics) are both within the CVS Health family. Aetna is not responsible or liable in any manner for services received at CVS MinuteClinic locations. CVS Caremark® Mail Service Pharmacy and Aetna are part of the CVS Health family of companies. Preferred providers and vendors are independent contractors in private practice and are neither employees nor agents of Aetna or its affiliates. The availability of any particular provider cannot be guaranteed, and provider network composition is subject to change without notice.

If your plan covers outpatient prescription drugs, your plan includes a drug formulary (preferred drug list). A formulary is a list of prescription drugs generally covered under your prescription drug benefits plan on a preferred basis subject to applicable limitations and conditions. Your pharmacy benefit is generally limited to the drugs listed on the formulary. The medications listed on the formulary are subject to change in accordance with applicable state law. For information regarding how medications are reviewed and selected for the formulary, formulary information, and information about other pharmacy programs such as precertification and step therapy, please refer to our website at www.aetna.com, or the Aetna Medication Formulary Guide. Members should consult with their treating physicians regarding questions about specific medications. Refer to your plan documents or contact Member Services for information regarding the terms and limitations of coverage.

While this information is believed to be accurate as of the print date, it is subject to change.

In case of emergency, call 911 or your local emergency hotline, or go directly to an emergency care facility.

Plans are provided by Aetna Health Inc.

For more information about Aetna plans, refer to www.aetna.com.

FORM #: 14.35.900.1 B (09/21) © 2021

Print Date:09-30-2022

TPID: 14050718