



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.benefitoptions.az.gov or by calling 1-602-542-5008 or 1-800-304-3687.

Important Questions	Answers	Why this Matters:
What is the overall deductible ?	\$2,500 in-network / \$4,800 out-of network	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?	Yes. \$2,500 for non-preventive prescription drug coverage. There are no other specific deductibles .	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. \$4,000 in-network / \$10,000 out-of network	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 ?	Premiums 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 specific covered services, such as office visits.
Does this plan use a network of providers ?	Yes. See www.benefitoptions.az.gov or call 1-602-542-5008 or 1-800-304-3687 for a list of participating 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 don't need a referral to see a specialist.	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 plan document for additional information about excluded services.

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State of Arizona: Benefit Options

Coverage Period: 01/01/2013 – 12/31/2013

Summary of Benefits and Coverage: What this Plan Covers & What it Costs

Coverage for: Employee + Family | Plan Type: HSA



- **Co-payments** are fixed dollar amounts (for example, \$15) you pay for covered health care, usually when you receive the service.
- **Co-insurance** 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 **co-insurance** 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 an out-of-network **provider** charges more than the **allowed amount**, you may have to pay the difference. For example, if an out-of-network 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 in-network **providers** by charging you lower **deductibles**, **co-payments** and **co-insurance** amounts.

Common Medical Event	Services You May Need	Your cost if you use an In-network Provider	Your cost if you use an Out-of-network Provider	Limitations & Exceptions
If you visit a health care provider's office or clinic	Primary care visit to treat an injury or illness	10% co-insurance	50% co-insurance	—————none—————
	Specialist visit	10% co-insurance	50% co-insurance	—————none—————
	Other practitioner office visit	10% co-insurance	50% co-insurance	—————none—————
	Preventive care/screening/immunization	No charge	50% co-insurance	Screening limited to one visit per member per Plan Year. Age and frequency limits may apply. See your plan document for more information on limitations.
If you have a test	Diagnostic test (x-ray, blood work)	10% co-insurance	50% co-insurance	—————none—————
	Imaging (CT/PET scans, MRIs)	10% co-insurance	50% co-insurance	Some testing may require pre-certification. See your plan document for more information on pre-certification limitations.

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<p>If you need drugs to treat your illness or condition</p> <p>More information about prescription drug coverage is available at www.benefitoptions.az.gov.</p>	Generic drugs	<p>Non-Preventive: 100% until deductible is met.</p> <p>Preventive: \$10 co-pay (retail). \$20 co-pay (mail order). \$25 co-pay (Choice90)</p>	Not covered	<p>Covered up to a 30-day supply for retail; up to a 90-day supply for mail order; up to a 90-day supply for Choice90.</p> <p>Prescription medication with over-the-counter equivalents are not covered. See your plan document for more information on covered prescription drugs and limitations.</p>
	Preferred brand drugs	<p>Non-Preventive: 100% until deductible is met.</p> <p>Preventive: \$20 co-pay (retail). \$40 co-pay (mail order). \$50 co-pay (Choice90)</p>	Not covered	
	Non-preferred brand drugs	<p>Non-Preventive: 100% until deductible is met.</p> <p>Preventive: \$40 co-pay (retail). \$80 co-pay (mail order). \$100 co-pay (Choice90)</p>	Not covered	

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	Specialty drugs	\$20 co-pay	Not covered	Limited to a 30-day supply. See your plan document for more information on Specialty Pharmacy.
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	10% co-insurance	50% co-insurance	Bariatric Surgery 20% co-insurance. See your plan document for more information on pre-certification limitations.
	Physician/surgeon fees	10% co-insurance	50% co-insurance	
If you need immediate medical attention	Emergency room services	10% co-insurance	10% co-insurance	Must be a Medical Emergency as defined by your plan. Co-pay waived if admitted to hospital directly from emergency room but subject to hospital admission co-pay.
	Emergency medical transportation	10% co-insurance	10% co-insurance	Non-medical emergency transportation requires pre-certification.
	Urgent care	10% co-insurance	50% co-insurance	—————none—————
If you have a hospital stay	Facility fee (e.g., hospital room)	10% co-insurance	50% co-insurance	Bariatric Surgery 20% co-insurance. See your plan document for more information on pre-certification limitations.
	Physician/surgeon fee	10% co-insurance	50% co-insurance	
If you have mental health, behavioral health, or substance abuse needs	Mental/Behavioral health outpatient services	10% co-insurance	50% co-insurance	See your plan document for more information on pre-certification limitations and excluded services.
	Mental/Behavioral health inpatient services	10% co-insurance	50% co-insurance	
	Substance use disorder outpatient services	10% co-insurance	50% co-insurance	
	Substance use disorder inpatient services	10% co-insurance covered up to a maximum of 90 days.	50% co-insurance	
If you are pregnant	Prenatal and postnatal care	No charge	50% co-insurance	—————none—————
	Delivery and all inpatient services	No charge	50% co-insurance	See your plan document for more information on pre-certification limitations.

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If you need help recovering or have other special health needs	Home health care	10% co-insurance	50% co-insurance	Coverage is limited to 42 visits per member per plan year.
	Rehabilitation services	10% co-insurance	50% co-insurance	Coverage is limited to 60 visits per member per plan year.
	Habilitation services	10% co-insurance	50% co-insurance	—————none—————
	Skilled nursing care	10% co-insurance	50% co-insurance	Coverage is limited to 90 days per member per plan year.
	Durable medical equipment	10% co-insurance	50% co-insurance	See your plan document for more information on pre-certification limitations and excluded services.
	Hospice service	10% co-insurance	50% co-insurance	See your plan document for more information on limitations and excluded services.
If your child needs dental or eye care	Eye exam	10% co-insurance	50% co-insurance	Screenings covered as part of well child health examination.
	Glasses	Not covered	Not covered	—————none—————
	Dental check-up	Not covered	Not covered	—————none—————

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 <u>excluded services</u> .)		
<ul style="list-style-type: none"> • Acupuncture • Cosmetic surgery • Dental care (Adult) 	<ul style="list-style-type: none"> • Infertility treatment • Non-emergency care when traveling outside the U.S. 	<ul style="list-style-type: none"> • Private-duty nursing • Weight loss programs

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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 (see plan document for information on limitations and exclusions)
- Family planning services
- Routine eye care (Adult, if part of a routine health examination)
- Chiropractic care (limited to 20 visits per member, per Plan Year)
- Hearing aids (limited to \$1,500 per ear, per Plan year)
- Routine foot care (if medically necessary)
- Long-term care

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 1-602-542-5008 or 1-800-304-3687. 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 Aetna at 1-866-217-1953 or www.aetna.com, or Benefit Options at 1-602-548-5008 or 1-800-304-3687 or www.benefitoptions.az.gov.

Language Access Services:

SPANISH (Español): Para obtener asistencia en Español, llame al 1-602-542-5008 or 1-800-304-3687.

NAVAJO (Dine): Dinek'ehgo shika at'ohwol ninisingo, kwijigo holne' 1-602-542-5008 or 1-800-304-3687.

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

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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.



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.

Having a baby (normal delivery)

- **Amount owed to providers: \$7,540**
- **Plan pays \$4,970**
- **Patient pays \$2,570**

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	\$2,500
Co-pays	\$0
Co-insurance	\$70
Limits or exclusions	\$0
Total	\$2,570

Note: These numbers assume the patient has given notice of her pregnancy to the Plan. If you are pregnant and have not given notice of your pregnancy, your costs may be higher. For more information, please contact: 1-602-542-5008 or 1-800-304-3687 or visit us at www.benefitoptions.az.gov.

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

- **Amount owed to providers: \$5,400**
- **Plan pays \$3,400**
- **Patient pays \$2,000**

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	\$800
Co-pays	\$1,100
Co-insurance	\$0
Limits or exclusions	\$100
Total	\$2,000

Note: These numbers assume the patient is participating in our diabetes wellness program. If you have diabetes and do not participate in the wellness program, your costs may be higher. For more information about the diabetes wellness program, please contact: 1-602-542-5008 or 1-800-304-3687 or visit us at www.benefitoptions.az.gov.

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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.
- 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 in-network **providers**. If the patient had received care from out-of-network **providers**, costs would have been higher.

What does a Coverage Example show?

For each treatment situation, the Coverage Example helps you see how **deductibles**, **co-payments**, and **co-insurance** 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 **co-payments**, **deductibles**, and **co-insurance**. 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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