

## MEDICAL SCHEDULE OF BENEFITS – HDHP A PLAN 2026-2027

HDHP A PLAN 2026-2027	PARTICIPATING PROVIDERS	NON-PARTICIPATING PROVIDERS (Subject to Usual and Customary Charges)
<b>LIFETIME MAXIMUM BENEFIT</b>	Unlimited	
<b>CALENDAR YEAR MAXIMUM BENEFIT</b>	Unlimited	
<b>CALENDAR YEAR DEDUCTIBLE</b> (combined with Prescription Drug Card Deductible)		
Single	\$2,600	\$3,500
Family	\$5,200*	\$7,000
<b>*NOTE:</b> If you have family coverage, the family Deductible must be satisfied before the Plan will pay any benefits.		
<b>CALENDAR YEAR OUT-OF-POCKET MAXIMUM</b> (includes Deductible, Coinsurance, Copays and precertification penalties – combined with Prescription Drug Card)		
Single	\$7,500	Not Applicable
Family	\$15,000	Not Applicable
MEDICAL BENEFITS		
<b>Allergy Serum &amp; Injections</b>	80% after Deductible	50% after Deductible
<b>Ambulance Services</b>		
Ground Ambulance Services	80% after Deductible	Paid at Participating Provider level of benefits
Air Ambulance Services	Deductible, then \$230 Copay per trip, then 80%	Paid at Participating Provider level of benefits
<b>Ambulatory Surgical Center</b>	80% after Deductible	50% after Deductible
<b>Anesthesiologist</b>	80% after Deductible	50% after Deductible
<b>Anti-Embolism Garments</b>	Deductible, then \$50 Copay per pair, then 80%	50% after Deductible
Calendar Year Maximum Benefit	3 pairs	
<b>Cardiac Rehab (Outpatient)</b>	80% after Deductible	50% after Deductible
<b>Chemotherapy (Outpatient – includes all related charges)</b>	80% after Deductible	50% after Deductible
<b>Chiropractic Care/Spinal Manipulation</b>	80% after Deductible	50% after Deductible
Calendar Year Maximum Benefit	20 visits	
<b>Diabetic Supplies</b>	80% after Deductible	50% after Deductible

<b>HDHP A PLAN 2026-2027</b>	<b>PARTICIPATING PROVIDERS</b>	<b>NON-PARTICIPATING PROVIDERS</b> (Subject to Usual and Customary Charges)
<b>Diagnostic Testing, X-Ray and Lab Services (Outpatient)</b>	80% after Deductible	50% after Deductible
Oncotype Diagnostic Testing	80% after Deductible	50% after Deductible
Advanced Imaging (MRI, MRA, CT and PET Scans, Bone Density, Scintimammography, Capsule Endoscopy, Nuclear Medicine)	80% after Deductible	50% after Deductible
<b>Durable Medical Equipment (DME)</b>	80% after Deductible	50% after Deductible
<b>Emergency Services</b>		
Emergency Medical Condition		
Facility Charges	80% after Deductible	Paid at Participating Provider level of benefits
Professional Fees and Ancillary Charges	80% after Deductible	Paid at Participating Provider level of benefits
Non-Emergency Medical Condition		
Facility Charges	80% after Deductible	50% after Deductible
Professional Fees and Ancillary Charges	80% after Deductible	50% after Deductible
<b>Empower Health (TIN: 36-4836722)</b>	100%; Deductible waived	Not Applicable
<p><b>NOTE:</b> Empower Health wellness program is a voluntary wellness program available to the Employee only, Dependent Spouses and Children are not eligible. If you elect to participate in the wellness program you may be asked to complete a voluntary health risk assessment or "HRA" that asks a series of questions about your health-related choices. You will also be asked to complete a biometric screening, which will include a blood pressure reading and blood test. For more information regarding this program you may call Empower Health at (866) 367-6974.</p>		
<b>Foot Orthotics</b>	80% after Deductible	50% after Deductible
Maximum Benefit	Age 19 and over - 1 every 12 months; Under age 19 - 1 every 6 months	
<b>Hearing Aids (including any office visit and any related services, includes cochlear Implants )</b>	80% after Deductible	50% after Deductible
Maximum Benefit	1 aid per ear per 36-month period	
<b>Hemodialysis (Outpatient)</b>	80% after Deductible	50% after Deductible
<b>Hinge Health Program (TIN 81-1884841)</b>	100%; Deductible waived	Not Applicable
<p><b>NOTE:</b> Please refer to the Hinge Health Program section of this Plan for a more detailed description of this benefit. If treatment is received from providers outside of the Hinge Health Network, standard Plan benefits will apply as outlined in the Medical Schedule of Benefits.</p>		
<b>Home Health Care</b>	80% after Deductible	50% after Deductible
Calendar Year Maximum Benefit	60 visits	

HDHP A PLAN 2026-2027	PARTICIPATING PROVIDERS	NON-PARTICIPATING PROVIDERS (Subject to Usual and Customary Charges)
<b>Hospice Care</b>		
Inpatient	Deductible, then \$280 Copay per admission, then 80%	50% after Deductible
Outpatient	80% after Deductible	50% after Deductible
<b>Hospital Expenses or Long-Term Acute Care Facility/Hospital (facility charges)</b>		
Inpatient	Deductible, then \$280 Copay per admission, then 80%	50% after Deductible
Room and Board Allowance	Semi-Private Room rate*	Semi-Private Room rate*
Outpatient	80% after Deductible	50% after Deductible
*Charges for a private room, that exceeds the cost of a semi-private room, are eligible only if prescribed by a Physician and the private room is Medically Necessary.		
<b>Infusion Therapy in Facility or Physician's Office</b>	80% after Deductible	50% after Deductible
<b>Maternity (Non-Facility Charges)*</b>		
Preventive Prenatal and Breastfeeding Support (other than lactation consultations)	100%; Deductible waived	50% after Deductible
Breast Pumps	100%; Deductible waived	100%; Deductible waived
Lactation Consultations	100%; Deductible waived	100%; Deductible waived
All Other Prenatal, Delivery and Postnatal Care	80% after Deductible	50% after Deductible
* See Preventive Services under Eligible Medical Expenses for limitations.		
<b>Medical and Surgical Supplies</b>	80% after Deductible	50% after Deductible
<b>Mental Disorders and Substance Use Disorders</b>		
Inpatient		
Facility Charge	Deductible, then \$280 Copay per admission, then 80%	50% after Deductible
Professional Fees	80% after Deductible	50% after Deductible
Outpatient Facility	80% after Deductible	50% after Deductible
Office Visits	Deductible, then \$25 Copay, then 100%	50% after Deductible
<b>NOTE:</b> Any visit maximums regarding outpatient therapies will not apply to Mental Disorders or Substance Use Disorders.		
<b>NOTE:</b> Emergency care (ambulance and Emergency Services/Room) will be paid the same as the benefits for ambulance services and Emergency Services/Room listed above in the Medical Schedule of Benefits, however, the Participating Provider level of benefits will always apply regardless of the provider utilized.		

HDHP A PLAN 2026-2027	PARTICIPATING PROVIDERS	NON-PARTICIPATING PROVIDERS (Subject to Usual and Customary Charges)
<b>Morbid Obesity (Surgical Treatment Only)</b>		
Facility	Deductible, then \$280 Copay, then 80%	50% after Deductible
Professional Services	80% after Deductible	50% after Deductible
Lifetime Maximum Benefit	1 Surgical Procedure	
<b>Nutritional Food Supplements</b>		
	50% after Deductible	50% after Deductible
<b>Occupational Therapy (Outpatient)</b>		
Calendar Year Maximum Benefit	60 visits	
<b>Pain Management</b>		
Calendar Year Maximum Benefit	Paid based on place of service Not Applicable	Paid based on place of service 4 visits
<b>Physical Therapy (Outpatient)</b>		
Calendar Year Maximum Benefit	60 visits	
<b>Physician's Services</b>		
Inpatient/Outpatient Services	80% after Deductible	50% after Deductible
Office Visits: Primary Care Physician Specialist	Deductible, then \$25 Copay*, then 100% Deductible, then \$65 Copay*, then 100%	50% after Deductible 50% after Deductible
Physician Office Surgery	80% after Deductible	50% after Deductible
*Copay applies per visit regardless of what services are rendered.		
<b>Preventive Care for Certain Chronic Conditions (see Eligible Medical Expenses)</b>		
	100%; Deductible waived	Not Covered
<b>Preventive Services and Routine Care</b>		
Preventive Services (includes the office visit and any other eligible item or service billed and received at the same time as any preventive service)	100%; Deductible waived	Not Covered
Routine Care (includes any routine care item or service not otherwise covered under the preventive services provision above)	100% of the first \$300 per Calendar Year, then 10% (Deductible waived)	Not Covered
Teladoc Primary360	100%; Deductible waived	Not Applicable
Flu, Pneumonia & Shingles Vaccinations	100%; Deductible waived	100%; Deductible waived
Routine Hearing Exam	80% after Deductible	50% after Deductible
Calendar Year Maximum Benefit	1 exam	
<b>NOTE:</b> Preventive prenatal and breastfeeding support are paid under the Maternity Benefit. Please see Maternity listed above for additional details.		
<b>Prosthetics (other than bras)</b>		
	80% after Deductible	50% after Deductible

<b>HDHP A PLAN 2026-2027</b>	<b>PARTICIPATING PROVIDERS</b>	<b>NON-PARTICIPATING PROVIDERS</b> (Subject to Usual and Customary Charges)
<b>Prosthetic Bras</b>	80% after Deductible	80% after Deductible
Calendar Year Maximum Benefit	2 bras	
<b>Psychological and Neuropsychological Testing</b>	80% after Deductible	50% after Deductible
<b>Radiation Therapy (Outpatient – includes all related charges)</b>	80% after Deductible	50% after Deductible
<b>Rehabilitation Facility (does not apply to Mental Disorders or Substance Use Disorders)</b>	Deductible, then \$280 Copay per admission, then 80%	50% after Deductible
Calendar Year Maximum Benefit	60 days	
<b>Skilled Nursing Facility</b>	Deductible, then \$280 Copay per admission, then 80%	50% after Deductible
Maximum Benefit per 12 Month Period	60 days	
<b>SkinIO Provider (Skin Cancer Screenings)</b>	100%; Deductible waived	Not Applicable
<b>NOTE:</b> SkinIO is technology-based skin cancer screenings – providing access for early detection of skin cancer via photo-taking; remote dermatologist review; mole mapping; and change tracking and outlier detection for earlier detection for persons age 18 and over. TIN: 82-2035738		
<b>Speech/Hearing Therapy (ST/HT) (Outpatient)</b>	80% after Deductible	50% after Deductible
Calendar Year Maximum Benefit	60 visits	
<b>Surgery (Inpatient)</b>		
Facility	Deductible, then \$280 Copay per admission, then 80%	50% after Deductible
Professional Services	80% after Deductible	50% after Deductible
<b>Surgery (Outpatient)</b>		
Facility	80% after Deductible	50% after Deductible
Professional Services	80% after Deductible	50% after Deductible
<b>Teladoc Network Providers</b>		
General Medical Consultations	100%; Deductible waived	Not Applicable
Primary 360	100% after \$10 Copay per visit; Deductible waived	Not Applicable
Behavioral Health Consultations	100% after \$10 Copay per visit; Deductible waived	Not Applicable
<b>Telemedicine</b>		
Mental Disorders & Substance Use Disorders	Paid same as office visit benefit for Mental Disorders and Substance Use Disorders	Paid same as office visit benefit for Mental Disorders and Substance Use Disorders

HDHP A PLAN 2026-2027	PARTICIPATING PROVIDERS	NON-PARTICIPATING PROVIDERS (Subject to Usual and Customary Charges)
All Other Provider Services	Paid based on provider billing for telemedicine (subject to any applicable maximums and exclusions for the services provided)	Paid based on provider billing for telemedicine (subject to any applicable maximums and exclusions for the services provided)
<b>Temporomandibular Joint Dysfunction (TMJ)</b>	Deductible, then \$80 Copay per occurrence, then 80%	50% after Deductible
Lifetime Maximum Benefit: Surgical Procedure Appliances Office Services	1 Surgical Procedure 1 appliance \$1,000	
<b>Transplants</b>		
Facility Services	Deductible, then \$280 Copay per admission, then 80% (Aetna IOE Program)*	Not Covered
Professional Fees	80% after Deductible (Aetna IOE Program)* Not Covered (All Other Network Providers)	Not Covered
* Please refer to the Aetna Institute of Excellence (IOE) Program section of this Plan for a more detailed description of this benefit, including travel and lodging maximums. Travel and lodging will be paid at 100% after Deductible.		
<b>NOTE:</b> Cornea transplants performed by any provider are covered under the Plan as a separate benefit and paid the same as any other illness.		
<b>Urgent Care Clinic</b>	Deductible, then \$75 Copay*, then 100%	50% after Deductible
*Copay applies per visit regardless of what services are rendered.		
<b>Virta Health Providers (TIN 36-4841662)</b>	100%; Deductibles and Copays waived	Not Applicable
<b>NOTE:</b> Virta Health is an online specialty medical clinic that reverses Type 2 diabetes safely and sustainably, without the risks, costs, or side effects of medications or Surgery. For more information you may complete an application at <a href="http://www.virtahealth.com">www.virtahealth.com</a> .		
<b>Wig (see Eligible Medical Expenses)</b>	Deductible, then \$80 Copay per wig, then 80%	Deductible, then \$80 Copay per wig, then 80%
Maximum Benefit	1 every 24 months	
<b>All Other Eligible Medical Expenses</b>	Deductible, then \$80 Copay per occurrence, then 80%	50% after Deductible

## PRESCRIPTION DRUG SCHEDULE OF BENEFITS – HDHP A PLAN 2026-2027

BENEFIT DESCRIPTION	BENEFIT
<b>NOTE:</b> There is no coverage under the Plan for Prescription Drugs obtained from a Non-Participating pharmacy.	
<b>CALENDAR YEAR DEDUCTIBLE</b> (combined with major medical Deductible)	
Single	\$2,600
Family	\$5,200*
<b>*NOTE:</b> If you have family coverage, the family Deductible must be satisfied before the Plan will pay any benefits.	
<b>CALENDAR YEAR OUT-OF-POCKET MAXIMUM</b> (includes Deductible and Coinsurance – combined with major medical Out-of-Pocket)	
Single	\$7,500
Family	\$15,000
<b>Retail Pharmacy: 30-day supply</b>	
Generic Drug	Deductible, then \$15 Copay
Preferred Drug	Deductible, then 20% Copay, minimum \$55, maximum \$100
Non-Preferred Drug	Deductible, then 40% Copay, minimum \$70, maximum \$140
Preventive Drug (Prescription Drugs classified as a Preventive Drug by HHS)	100% (Deductible waived)
Preventive Maintenance Drug	100% (Deductible waived)
<b>Specialty Pharmacy Network: 30-day supply</b>	
Specialty Drug	
Specialty Drugs Not Available Through PrudentRx Solution	Deductible, then \$230 Copay
Enrolled and Available with PrudentRx Solution	Deductible, then \$0 Copay
Not Enrolled and Available with PrudentRx Solution	Deductible, then 30% Copay
<b>NOTE:</b> Specialty Drugs MUST be obtained from the specialty pharmacy network. Refer to the Prescription Drug Card Program Administrator for full details.	
<b>NOTE:</b> PrudentRx Solution assists individuals by helping them enroll in manufacturer copay assistance programs. Medications in the specialty tier will be subject to a 30% Copay if those drugs are available through the program and you do not enroll. However, enrolled individuals who get a copay card for their Specialty Drug (if applicable), will have a \$0 Out-of-Pocket responsibility for their prescriptions covered under the PrudentRx Solution program. PrudentRx can be reached at (800) 578-4403 to address any questions regarding the PrudentRx Solution program.	
<b>Maintenance Choice Network: 90-day supply</b>	
Generic Drug	Deductible, then \$30 Copay
Preferred Drug	Deductible, then 20% Copay, minimum \$80, maximum \$205
Non-Preferred Drug	Deductible, then 40% Copay, minimum \$110, maximum \$255
Preventive Drug (Prescription Drugs classified as a Preventive Drug by HHS)	100% (Deductible waived)
Preventive Maintenance Drug	100% (Deductible waived)

BENEFIT DESCRIPTION	BENEFIT
<b>Mail Order: 90-day supply</b>	
Generic Drug	Deductible, then \$30 Copay
Preferred Drug	Deductible, then 20% Copay, minimum \$80, maximum \$205
Non-Preferred Drug	Deductible, then 40% Copay, minimum \$110, maximum \$255
Preventive Drug (Prescription Drugs classified as a Preventive Drug by HHS)	100% (Deductible waived)
Preventive Maintenance Drug	100% (Deductible waived)

### CVS True Accumulation Program

Some Specialty Drugs may qualify for third-party copayment assistance programs that could lower your out-of-pocket costs for those products. For any such Specialty Drug where third-party copayment assistance is used, the Covered Person shall not receive credit toward their maximum Out-of-Pocket or Deductible for any Copay or Coinsurance amounts that are applied to a manufacturer coupon or rebate.

### Mandatory Generic Program

The Plan requires that pharmacies dispense Generic Drugs when available. Should a Covered Person choose a Brand Name Drug rather than the Generic equivalent, the Covered Person will be responsible for the cost difference between the Generic and Brand Name Drug in addition to the Brand Name Drug Copay, even if a DAW (Dispense As Written) is written by the prescribing Physician. The cost difference is considered a penalty and is not covered by the Plan and will not accumulate toward your Out-of-Pocket Maximum. This provision does not apply to contraceptives classified as a Preventive Drug by HHS.

### Maintenance Choice Network

The Plan allows for purchase of a 30-day supply of maintenance drugs at any retail pharmacy. After 2 fills, maintenance drugs must be purchased as a 90-day supply at a Maintenance Choice Network pharmacy or through the mail order program. For additional information, please contact the Prescription Drug Card Program Administrator.

### PrudentRx Solution for Specialty Drugs

In order to provide a comprehensive and cost-effective Prescription Drug program for you and your family, your Employer has contracted to offer the PrudentRx Solution for certain Specialty Drugs. The PrudentRx Solution assists members by helping them enroll in manufacturer copay assistance programs. Medications on the PrudentRx Program Drug List are included in the program and will be subject to a 30% Copay, after satisfaction of any applicable Deductible. However, if a member is participating in the PrudentRx Solution, which includes enrollment in an available manufacturer copay assistance program for their Specialty Drugs, your Out of Pocket responsibility is reduced. For drugs listed on the Plan's Preventive Drug List, the member will have a \$0 Out-of-Pocket responsibility for their prescriptions covered under the PrudentRx Solution; and (b) for all other drugs, the member will have a \$0 Out-of-Pocket responsibility for their prescriptions covered under the PrudentRx Solution after the member's Deductible has been satisfied.

Copay assistance is a process in which drug manufacturers provide financial support to patients by covering all or most of the patient cost share for select medications - in particular, Specialty Drugs. The PrudentRx Solution will assist members in obtaining copay assistance from drug manufacturers to reduce a member's cost share for eligible medications thereby reducing Out-of-Pocket expenses. Participation in the program requires certain data to be shared with the administrators of these copay assistance programs, but please be assured that this is done in compliance with HIPAA.

If you currently take one or more Specialty Drugs included in the PrudentRx Program Drug List, you will receive a welcome letter from PrudentRx that provides information about the PrudentRx Solution as it pertains to your medication. All eligible members must call PrudentRx at (800) 578-4403 to register for any manufacturer copay assistance program available for your Specialty Drug as some manufacturers require you to sign up to take advantage of the copay assistance that they provide for their medications. If you do not call PrudentRx, PrudentRx will make outreach to you to assist with questions and enrollment. If you choose to opt out of the PrudentRx Solution, you must call (800) 578-4403. Eligible members who fail to enroll in an available manufacturer copay assistance program or who opt out of the PrudentRx Solution will be responsible for the full amount of the 30% Copay on Specialty Drugs that are eligible for the PrudentRx Solution.

If you or a covered family member are not currently taking but will start a new medication covered under the PrudentRx Solution, you can reach out to PrudentRx or they will proactively contact you so that you can take full advantage of the PrudentRx Solution. PrudentRx can be reached at (800) 578-4403 to address any questions regarding the PrudentRx Solution.

The PrudentRx Program Drug List may be updated periodically.

Payments made on your behalf, including amounts paid by a manufacturer's copay assistance program, for medications covered under the PrudentRx Solution will not count toward your Plan Deductible or Out-of-Pocket Maximum (if applicable), unless otherwise required by law. Also, payments made by you for a medication that does not qualify as an "essential health benefit" under the Affordable Care Act, will not count toward your Out-of-Pocket maximum (if any), unless otherwise required by law. A list of Specialty Drugs that are not considered to be "essential health benefits" under the Affordable Care Act is available. An exception process is available for determining whether a medication that is not an "essential health benefit" under the Affordable Care Act is Medically Necessary for a particular individual.

PrudentRx can be reached at (800) 578-4403 to address any questions regarding the PrudentRx Solution.

### **Specialty Pharmacy Network**

Self-administered Specialty Drugs that do not require administration under the direct supervision of a Physician must be obtained from the specialty pharmacy network. For additional information, please contact the Prescription Drug Card Program Administrator.

Specialty Drugs that must be administered in a Physician's office, infusion center or other clinical setting, or the Covered Person's home by a third party, will be considered under the Medical Benefits section of the Plan. Those drugs that can be self-administered and do not require the direct supervision of a Physician are only eligible under the Prescription Drug Program.

### **Advanced Control Specialty Formulary**

Advanced Control Specialty Formulary (ACSF) is a moderately aggressive approach and presents specialty trend management. The formulary utilizes formulary exclusions, new-to-market (NTM) drug management and tiering strategies to help ensure clinically appropriate utilization and cost-effectiveness of specialty therapies.

**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>

For a list of Preventive Drugs, contact the Prescription Drug Card Program Administrator identified in the General Plan Information section of this Plan.