

Group Health Plan

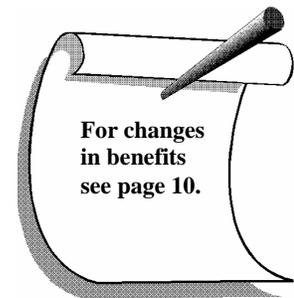
www.ghp.com

2005

An Individual Practice Plan with a High Deductible Health Plan

Serving: *Greater St. Louis and 18 Illinois Counties*

Enrollment in this plan is limited. You must live or work in our Geographic service area to enroll. See page 9 for requirements.



Enrollment code for this Plan:

- MM1 High Option Self Only**
- MM2 High Option Self and Family**
- MM4 HDHP Self Only**
- MM5 HDHP Self and Family**



**ACCREDITED
HEALTH PLAN**

This Plan has full two-year accreditation from URAC. See the 2005 Guide for more information on accreditation.

Special notice: This plan is offering a High Deductible Health Plan (HDHP) option for the first time under the Federal Employees Health Benefits Program during the 2005 Open Season.



Authorized for distribution by the:



**United States
Office of Personnel Management**

Center for
Retirement and Insurance Services
<http://www.opm.gov/insure>

RI 73-104



UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT
WASHINGTON, DC 20415-0001

OFFICE OF THE DIRECTOR

Dear Federal Employees Health Benefits Program Participant:

Welcome to the 2005 Open Season! By continuing to introduce pro-consumer health care ideas, the Office of Personnel Management (OPM) team has given you greater, cost effective choices. This year several national and local health plans are offering new options, strengthening the Federal Employees Health Benefits (FEHB) Program and highlighting once again its unique and distinctive market-oriented features. I remain firm in my belief that you, when fully informed as a Federal subscriber, are in the best position to make the decisions that meet your needs and those of your family. Plan brochures provide information to help subscribers make these fully informed decisions. Please take the time to review the plan's benefits, particularly Section 2, which explains plan changes.

Exciting new features this year give you additional opportunities to save and better manage your hard-earned dollars. For 2005, I am very pleased and enthusiastic about the new High Deductible Health Plans (HDHP) with a Health Savings Account (HSA) or Health Reimbursement Arrangement (HRA) component. This combination of health plan and savings vehicle provides a new opportunity to save and better manage your money. If an HDHP/HSA is not for you and you are not retired, I encourage you to consider a Flexible Spending Account (FSA) for health care. FSAs allow you to reduce your out-of-pocket health care costs by 20 to more than 40 percent by paying for certain health care expenses with tax-free dollars, instead of after-tax dollars.

Since prevention remains a major factor in the cost of health care, last year OPM launched the *HealthierFeds* campaign. Through this effort we are encouraging Federal team members to take greater responsibility for living a healthier lifestyle. The positive effect of a healthier life style brings dividends for you and reduces the demands and costs within the health care system. This campaign embraces four key "actions" that can lead to a healthy America: be physically active every day, eat a nutritious diet, seek out preventative screenings, and make healthy lifestyle choices. Be sure to visit *HealthierFeds* at www.healthierfeds.opm.gov for more details on this important initiative. I also encourage you to visit the Department of Health and Human Services Web site on Wellness and Safety, www.hhs.gov/safety/index.shtml, which complements and broadens healthier lifestyle resources. The site provides extensive information from health care experts and organizations to support your personal interest in staying healthy.

The FEHB Program offers the Federal team the widest array of cost-effective health care options and the information needed to make the best choice for you and your family. You will find comprehensive health plan information in this brochure, in the 2005 Guide to FEHB Plans, and on the OPM Web site at www.opm.gov/insure. I hope you find these resources useful, and thank you once again for your service to the nation.

Sincerely,

A handwritten signature in black ink, appearing to read "Kay Coles James".

Kay Coles James

Director



Notice of the United States Office of Personnel Management's Privacy Practices

THIS NOTICE DESCRIBES HOW MEDICAL INFORMATION ABOUT YOU MAY BE USED AND DISCLOSED AND HOW YOU CAN GET ACCESS TO THIS INFORMATION. PLEASE REVIEW IT CAREFULLY.

By law, the United States Office of Personnel Management (OPM), which administers the Federal Employees Health Benefits (FEHB) Program, is required to protect the privacy of your personal medical information. OPM is also required to give you this notice to tell you how OPM may use and give out ("disclose") your personal medical information held by OPM.

OPM **will** use and give out your personal medical information:

- To you or someone who has the legal right to act for you (your personal representative),
- To the Secretary of the Department of Health and Human Services, if necessary, to make sure your privacy is protected,
- To law enforcement officials when investigating and/or prosecuting alleged or civil or criminal actions, and
- Where required by law.

OPM **has the right** to use and give out your personal medical information to administer the FEHB Program. For example:

- To communicate with your FEHB health plan when you or someone you have authorized to act on your behalf asks for our assistance regarding a benefit or customer service issue.
- To review, make a decision, or litigate your disputed claim.
- For OPM and the General Accounting Office when conducting audits.

OPM **may** use or give out your personal medical information for the following purposes under limited circumstances:

- For Government health care oversight activities (such as fraud and abuse investigations),
- For research studies that meet all privacy law requirements (such as for medical research or education), and
- To avoid a serious and imminent threat to health or safety.

By law, OPM must have your written permission (an "authorization") to use or give out your personal medical information for any purpose that is not set out in this notice. You may take back ("revoke") your written permission at any time, except if OPM has already acted based on your permission.

By law, you **have the right** to:

- See and get a copy of your personal medical information held by OPM.
- Amend any of your personal medical information created by OPM if you believe that it is wrong or if information is missing, and OPM agrees. If OPM disagrees, you may have a statement of your disagreement added to your personal medical information.
- Get a listing of those getting your personal medical information from OPM in the past 6 years. The listing will not cover your personal medical information that was given to you or your personal representative, any information that

you authorized OPM to release, or that was given out for law enforcement purposes or to pay for your health care or a disputed claim.

- Ask OPM to communicate with you in a different manner or at a different place (for example, by sending materials to a P.O. Box instead of your home address).
- Ask OPM to limit how your personal medical information is used or given out. However, OPM may not be able to agree to your request if the information is used to conduct operations in the manner described above.
- Get a separate paper copy of this notice.

For more information on exercising your rights set out in this notice, look at www.opm.gov/insure on the Web. You may also call 202-606-0745 and ask for OPM's FEHB Program privacy official for this purpose.

If you believe OPM has violated your privacy rights set out in this notice, you may file a complaint with OPM at the following address:

Privacy Complaints
United States Office of Personnel Management
P.O. Box 707
Washington, DC 20004-0707

Filing a complaint will not affect your benefits under the FEHB Program. You also may file a complaint with the Secretary of the United States Department of Health and Human Services.

By law, OPM is required to follow the terms in this privacy notice. OPM has the right to change the way your personal medical information is used and given out. If OPM makes any changes, you will get a new notice by mail within 60 days of the change. The privacy practices listed in this notice are effective April 14, 2003.

Table of Contents

Introduction	4
Plain Language	4
Stop Health Care Fraud!	4
Preventing medical mistakes	6
Section 1. Facts about this plan	8
Facts about this Plan's High Option	8
Facts about this Plan's HDHP option	8
We have network providers	8
How we pay providers	9
Your Rights	9
Service Area	9
Section 2. How we change for 2005	10
Program-wide changes	10
Changes to this Plan	10
Section 3. How you get care	11
Identification cards	11
Where you get covered care	11
• Plan providers	11
• Plan facilities	11
What you must do to get covered care	11
• Primary care	11
• Specialty care	12
• Hospital care	12
Circumstances beyond our control	13
Services requiring our prior approval	13
Section 4. Your costs for covered services	15
Copayments	15
Deductible	15
Coinsurance	15
Your catastrophic protection out-of-pocket maximum	15
Differences between our allowance and the bill	16
Section 5.1 HMO Benefits – OVERVIEW	17
Section 5.1(a) Medical services and supplies provided by physicians and other health care professionals	20
Section 5.1(b) Surgical and anesthesia services provided by physicians and other health care professionals	30
Section 5.1(c) Services provided by a hospital or other facility, and ambulance services	35
Section 5.1(d) Emergency services/accidents	38
Section 5.1(e) Mental health and substance abuse benefits	40
Section 5.1(f) Prescription drug benefits	41
Section 5.1(g) Special features	44
• Flexible benefits option	44
• Services for deaf and hearing impaired	44
• Joint replacement	44
• High risk pregnancies	44
• Centers of excellence	44
• Members Choice	44
Section 5.1(h) Dental benefits	45

Section 5.2 HDHP Benefits - OVERVIEW	46
General features of an HDHP.....	46
HDHP Summary	46
Section 5.2(a) Preventive care.....	50
Section 5.2(b) High Deductible Medical Coverage subject to the deductible.....	52
Section 5.2(c) Medical services and supplies provided by physicians and other health care professionals	54
Section 5.2(d) Surgical and anesthesia services provided by physicians and other health care professionals	62
Section 5.2(e) Services provided by a hospital or other facility, and ambulance services	66
Section 5.2(f) Emergency services/accidents	69
Section 5.2(g) Mental health and substance abuse benefits.....	71
Section 5.2(h) Prescription drug benefits	73
Section 5.2(i) Special features.....	75
• Flexible benefits option	75
• Services for deaf and hearing impaired	75
• Joint replacement.....	75
• High risk pregnancies	75
• Centers of excellence.....	75
• Members Choice.....	75
Section 5.2(j) Dental benefits.....	76
Section 5.2(k) Savings – HSAs and HRAs.....	77
• Administrator.....	77
• Fees.....	77
• Eligibility.....	77
• Funding.....	78
• Contributions/credits	78
• Access funds	79
• Distributions/withdrawals.....	80
• Availability of funds	81
• Account owner.....	81
• Portable.....	81
• Annual rollover.....	81
Section 5.2(l) Catastrophic protection for out-of-pocket expenses	84
Section 5.2(m) Health education resources and account management tools	85
• Special features.....	85
• Health education resources	85
• Account management tools.....	85
• Consumer choice information.....	86
• Care support.....	86
Section 5.3 Non-FEHB benefits available to Plan members	87
Section 6. General exclusions – things we don’t cover	88
Section 7. Filing a claim for covered services.....	89
Section 8. The disputed claims process.....	90
Section 9. Coordinating benefits with other coverage.....	92
When you have other health coverage.....	92
What is Medicare?.....	92
• Should I enroll in Medicare?	92
• The Original Medicare Plan (Part A or Part B)	93
• Medicare Advantage.....	95
TRICARE and CHAMPVA	95
Workers’ Compensation.....	95
Medicaid.....	96
When other Government agencies are responsible for your care	96
When others are responsible for injuries	96

Section 10. Definitions of terms we use in this brochure	97
Section 11. FEHB Facts	98
Coverage information.....	98
• No pre-existing condition limitation.....	98
• Where you can get information about enrolling in the FEHB Program	98
• Types of coverage available for you and your family	98
• Children’s Equity Act.....	99
• When benefits and premiums start	99
• When you retire	99
When you lose benefits	99
• When FEHB coverage ends.....	99
• Spouse equity coverage	100
• Temporary Continuation of Coverage (TCC).....	100
• Converting to individual coverage.....	100
• Getting a Certificate of Group Health Plan Coverage	101
Section 12. Two Federal Programs complement FEHB benefits	102
The Federal Flexible Spending Account Program – <i>FSAFEDS</i>	102
The Federal Long Term Care Insurance Program	105
Index.....	107
Summary of HMO benefits for Group Health Plan - 2005.....	108
Summary of HDHP benefits for Group Health Plan - 2005.....	109
2005 Rate Information for Group Health Plan	111

Introduction

This brochure describes the benefits of Group Health Plan under our contract (CS 1930) with the United States Office of Personnel Management, as authorized by the Federal Employees Health Benefits law. The address for Group Health Plan administrative offices is:

Group Health Plan
111 Corporate Office Drive, Suite 400
Earth City, MO 63045

This brochure is the official statement of benefits. No oral statement can modify or otherwise affect the benefits, limitations, and exclusions of this brochure. It is your responsibility to be informed about your health benefits.

If you are enrolled in this Plan, you are entitled to the benefits described in this brochure. If you are enrolled in Self and Family coverage, each eligible family member is also entitled to these benefits. You do not have a right to benefits that were available before January 1, 2005, unless those benefits are also shown in this brochure.

OPM negotiates benefits and rates with each plan annually. Benefit changes are effective January 1, 2005, and changes are summarized on page 10. Rates are shown at the end of this brochure.

Plain Language

All FEHB brochures are written in plain language to make them responsive, accessible, and understandable to the public. For instance,

- Except for necessary technical terms, we use common words. For instance, “you” means the enrollee or family member, “we” means Group Health Plan.
- We limit acronyms to ones you know. FEHB is the Federal Employees Health Benefits Program. OPM is the United States Office of Personnel Management. If we use others, we tell you what they mean first.
- Our brochure and other FEHB plans’ brochures have the same format and similar descriptions to help you compare plans.

If you have comments or suggestions about how to improve the structure of this brochure, let OPM know. Visit OPM’s “Rate Us” feedback area at www.opm.gov/insure or e-mail OPM at fehwebcomments@opm.gov. You may also write to OPM at the U.S. Office of Personnel Management, Insurance Services Programs, Program Planning & Evaluation Group, 1900 E Street, NW, Washington, DC 20415-3650.

Stop Health Care Fraud!

Fraud increases the cost of health care for everyone and increases your Federal Employees Health Benefits Program premium.

OPM’s Office of the Inspector General investigates all allegations of fraud, waste, and abuse in the FEHB Program regardless of the agency that employs you or from which you retired.

Protect Yourself From Fraud – Here are some things that you can do to prevent fraud:

- Be wary of giving your plan identification (ID) number over the telephone or to people you do not know, except to your doctor, other provider, or authorized plan or OPM representative.
- Let only the appropriate medical professionals review your medical record or recommend services.
- Avoid using health care providers who say that an item or service is not usually covered, but they know how to bill us to get it paid.
- Carefully review explanations of benefits (EOBs) that you receive from us.
- Do not ask your doctor to make false entries on certificates, bills or records in order to get us to pay for an item or service.
- If you suspect that a provider has charged you for services you did not receive, billed you twice for the same service, or misrepresented any information, do the following:

Call the provider and ask for an explanation. There may be an error.

If the provider does not resolve the matter, call us at 800-755-3901 and explain the situation.

If we do not resolve the issue:

**CALL — THE HEALTH CARE FRAUD HOTLINE
202-418-3300**

OR WRITE TO:

**United States Office of Personnel Management
Office of the Inspector General Fraud Hotline
1900 E Street NW Room 6400
Washington, DC 20415-1100**

- Do not maintain as a family member on your policy:
 - Your former spouse after a divorce decree or annulment is final (even if a court order stipulates otherwise); or
 - Your child over age 22 (unless he/she is disabled and incapable of self support).
- If you have any questions about the eligibility of a dependent, check with your personnel office if you are employed, with your retirement office (such as OPM) if you are retired, or with the National Finance Center if you are enrolled under Temporary Continuation of Coverage.
- You can be prosecuted for fraud and your agency may take action against you if you falsify a claim to obtain FEHB benefits or try to obtain services for someone who is not an eligible family member or who is no longer enrolled in the Plan.

Preventing medical mistakes

An influential report from the Institute of Medicine estimates that up to 98,000 Americans die every year from medical mistakes in hospitals alone. That's about 3,230 preventable deaths in the FEHB Program a year. While death is the most tragic outcome, medical mistakes cause other problems such as permanent disabilities, extended hospital stays, longer recoveries, and even additional treatments. By asking questions, learning more and understanding your risks, you can improve the safety of your own health care, and that of your family members. Take these simple steps:

1. **Ask questions if you have doubts or concerns.**

- Ask questions and make sure you understand the answers.
- Choose a doctor with whom you feel comfortable talking.
- Take a relative or friend with you to help you ask questions and understand answers.

2. **Keep and bring a list of all the medicines you take.**

- Give your doctor and pharmacist a list of all the medicines that you take, including non-prescription medicines.
- Tell them about any drug allergies you have.
- Ask about side effects and what to avoid while taking the medicine.
- Read the label when you get your medicine, including all warnings.
- Make sure your medicine is what the doctor ordered and know how to use it.
- Ask the pharmacist about your medicine if it looks different than you expected.

3. **Get the results of any test or procedure.**

- Ask when and how you will get the results of tests or procedures.
- Don't assume the results are fine if you do not get them when expected, be it in person, by phone, or by mail.
- Call your doctor and ask for your results.
- Ask what the results mean for your care.

4. **Talk to your doctor about which hospital is best for your health needs.**

- Ask your doctor about which hospital has the best care and results for your condition if you have more than one hospital to choose from to get the health care you need.
- Be sure you understand the instructions you get about follow-up care when you leave the hospital.

5. **Make sure you understand what will happen if you need surgery.**

- Make sure you, your doctor, and your surgeon all agree on exactly what will be done during the operation.
- Ask your doctor, "Who will manage my care when I am in the hospital?"

- Ask your surgeon:
 - Exactly what will you be doing?
 - About how long will it take?
 - What will happen after surgery?
 - How can I expect to feel during recovery?
- Tell the surgeon, anesthesiologist, and nurses about any allergies, bad reaction to anesthesia, and any medications you are taking.

Want more information on patient safety?

- www.ahrq.gov/consumer/pathqpack.html. The Agency for Healthcare Research and Quality makes available a wide-ranging list of topics not only to inform consumers about patient safety but to help choose quality health care providers and improve the quality of care you receive.
- www.npsf.org. The National Patient Safety Foundation has information on how to ensure safer health care for you and your family.
- www.talkaboutrx.org/consumer.html. The National Council on Patient Information and Education is dedicated to improving communication about the safe, appropriate use of medicines.
- www.leapfroggroup.org. The Leapfrog Group is active in promoting safe practices in hospital care.
- www.ahqa.org. The American Health Quality Association represents organizations and health care professionals working to improve patient safety.
- www.quic.gov/report. Find out what federal agencies are doing to identify threats to patient safety and help prevent mistakes in the nation's health care delivery system.

Section 1. Facts about this plan

Facts about this Plan's High Option

This Plan is a health maintenance organization (HMO). We require you to see specific physicians, hospitals, and other providers that contract with us. These Plan providers coordinate your health care services. The Plan is solely responsible for the selection of these providers in your area. Contact the Plan for a copy of their most recent provider directory.

HMOs emphasize preventive care such as routine office visits, physical exams, well-baby care, and immunizations, in addition to treatment for illness and injury. Our providers follow generally accepted medical practice when prescribing any course of treatment.

When you receive services from Plan providers, you will not have to submit claim forms or pay bills. You pay only the copayments and coinsurance described in this brochure. When you receive emergency services from non-Plan providers, you may have to submit claim forms.

You should join an HMO because you prefer the plan's benefits, not because a particular provider is available. You cannot change plans because a provider leaves our Plan. We cannot guarantee that any one physician, hospital, or other provider will be available and/or remain under contract with us.

Facts about this Plan's HDHP option

This Plan is an Individual Practice Plan offering a Health Savings Account (HSA) or Health Reimbursement Arrangement (HRA) component. An HDHP is a new health plan product that provides health care coverage and a tax advantaged way to help you build savings for future medical needs. An HDHP with an HSA or HRA is designed to give greater flexibility and discretion over how you use your health care benefits. As an informed consumer, you decide how to utilize your plan coverage with a high deductible and out-of-pocket expenses limited by catastrophic protection. And you decide how to spend the dollars in your HSA or HRA. You may consider:

- Using the most cost effective provider
- Actively pursuing a healthier lifestyle and utilizing your preventive care benefit
- Becoming an informed health care consumer so you can be more involved in the treatment of any medical condition or chronic illness.

The type and extent of covered services, and the amount we allow, may be different from other plans. Read our brochure carefully to understand the benefits and features of this HDHP. Internal Revenue Service (IRS) rules govern the administration of all HDHPs. The IRS Web site at <http://www.ustreas.gov/offices/public-affairs/hsa/faq1.html> has additional information about HDHPs.

We have network providers

GHP offers services through a network of providers. When you use our network providers, you will receive covered services at reduced cost. Group Health Plan is solely responsible for the selection of network providers in your area. Contact us for the names of network providers and to verify their continued participation. You can also go to our Web page, which you can reach through the FEHB Web site, www.opm.gov/insure. Contact Group Health Plan to request a network provider directory.

In-network benefits apply only when you use a network provider. In order to receive network benefits for hospitalization, both the physician and the hospital must be participating Plan providers. Provider networks may be more extensive in some areas than others. We cannot guarantee the availability of every specialty in all areas.

How we pay providers

We contract with individual physicians, medical groups, and hospitals to provide the benefits in this brochure. These Plan providers accept a negotiated payment from us, and you will only be responsible for your copayments or coinsurance.

Your Rights

OPM requires that all FEHB Plans provide certain information to their FEHB members. You may get information about us, our networks, providers, and facilities. OPM's FEHB Web site (www.opm.gov/insure) lists the specific types of information that we must make available to you. Some of the required information is listed below.

Group Health Plan is in compliance with the state requirements of Missouri and Illinois. In addition, Coventry, our parent company, has had a comprehensive system in place to identify and prevent medical errors and to ensure that all providers credentialed are competent. Through the Quality Improvement Program, medical errors and other adverse events are monitored to identify patterns of preventable events and events related to individual network providers. Patterns or individual cases are investigated and action is taken to make improvements.

If you want more information about us, call 800-755-3901, or write to 111 Corporate Office Drive, Suite 400, Earth City, MO 63045. You may also contact us by fax at 314-506-1959 or visit our Web site at www.ghp.com.

Service Area

To enroll in this Plan, you must live in or work in our Service Area. This is where our providers practice. Our service area is the Metropolitan St. Louis area. Specifically:

St. Louis City, St. Louis County, and the Missouri counties of Crawford, Franklin, Gasconade, Jefferson, Lincoln, St. Charles, Ste. Genevieve and Warren.

The Illinois counties of Bond, Calhoun, Christian, Clinton, Cole, Franklin, Jersey, Johnson, Macoupin, Madison, Menard, Monroe, Montgomery, Morgan, Saline, Sangamon, St. Clair and Williamson.

If you receive care outside our service area, we will pay only for emergency care benefits. We will not pay for any other health care services out of our service area unless the services have prior plan approval.

If you or a covered family member move outside of our service area, you can enroll in another plan. If your dependents live out of the area (for example, if your child goes to college in another state), you should consider enrolling in a fee-for-service plan or an HMO that has agreements with affiliates in other areas. If you or a family member move, you do not have to wait until Open Season to change plans. Contact your employing or retirement office.

Section 2. How we change for 2005

Do not rely on these change descriptions; this page is not an official statement of benefits. For that, go to Section 5 Benefits Overview. Also, we edited and clarified language throughout the brochure; any language change not shown here is a clarification that does not change benefits.

Program-wide changes

- In Section 9, we revised the **Medicare Primary Payer Chart** and updated the language regarding Medicare Advantage plans (formerly called Medicare + Choice plans).
- In Section 12, we revised the language regarding the Flexible Spending Account Program - *FSAFEDS* and the Federal Long Term Care Insurance Program.

Changes to this Plan

- Your share of the non-Postal premium will decrease by 2% for Self Only or 2% for Self and Family.
- We offer a High Deductible Health Plan (HDHP) option for the first time under the Federal Employees Health Benefits Program during the 2005 Open Season.

Section 3. How you get care

Identification cards

We will send you an identification (ID) card when you enroll. You should carry your ID card with you at all times. You must show it whenever you receive services from a Plan provider, or fill a prescription at a Plan pharmacy. Until you receive your ID card, use your copy of the Health Benefits Election Form, SF-2809, your health benefits enrollment confirmation (for annuitants), or your Employee Express confirmation letter.

If you do not receive your ID card within 15 days after the effective date of your enrollment, or if you need replacement cards, call us at 800-755-3901 or write to us at 111 Corporate Office Drive, Suite 400, Earth City, MO 63045. You may also request replacement cards through our Web site at www.ghp.com.

Where you get covered care

For the HMO plan, you get care from “Plan providers” and “Plan facilities” and you will not have to file claims. Within the HDHP plan, you may choose to receive care from any provider or facility within the service area.

- **Plan providers**

Plan providers are physicians and other health care professionals in our service area that we contract with to provide covered services to our members. We credential Plan providers according to national standards. All providers must go through our credentialing process. The elements verified include state license, DEA certificate to administer drugs, board certification, work history, clinical privileges at the admitting hospital, education, training and malpractice insurance coverage. In addition, the provider’s history of federal or state sanctions and malpractice claims are investigated using state and federal sources. These are all verified by going to the original source. All credentials are verified using the primary source.

We list Plan providers in the provider directory, which we update periodically. The list is also on our Web site.

- **Plan facilities**

Plan facilities are hospitals and other facilities in our service area that we contract with to provide covered services to our members. We list these in the provider directory, which we update periodically. The list is also on our Web site.

What you must do to get covered care

Sensicare is GHP’s Open Access HMO product. Open Access means that you are not required to choose a primary care physician or obtain a referral to see specialists. You will receive HMO benefits when you see a participating physician for health services. You or your covered dependents may use any participating internal medicine physician, family practice physician, general practice physician, pediatrician, OB/GYN or specialists participating in the network for your care.

Within the HDHP option, in order to utilize the highest available benefit, you would need to follow the same outline as for the HMO. A physician referral is not necessary to utilize the out-of-network benefit for covered services; however, any services requiring prior authorization would still need to be pre-authorized through GHP’s Medical Management Department. When utilizing the out-of-network benefit, it is the member’s responsibility to obtain prior authorization.

- **Primary care**

We urge members to establish a relationship with a participating physician. Through regular office visits, the physician becomes the member’s health care advisor and advocate. Frequently, members choose a physician specializing in internal medicine, family practice or pediatrics.

The provider directory lists primary care physicians (family/general practitioners, pediatricians, internists and OB/GYNs) and specialists with their locations, phone number and notes whether or not the physician is accepting new patients. Directories are available by calling 800-755-3901 or by visiting our Web site at www.ghp.com.

- **Specialty care**

A specialist is a Medical Doctor (MD), Doctor of Osteopathy (DO) or other health care professional who is an expert in a specific branch of medicine such as orthopedics, neurology, surgery, cardiology, endocrinology, etc. Group Health Plan members who have the Sensicare product may see a participating specialist at any time without a referral. The participating physician is responsible for obtaining prior authorization from Group Health Plan for treatment from a chiropractor or a physician specializing in pain management or infertility services. If your health care provider believes these services are appropriate, he or she will obtain an authorization for you.

Within the HDHP option, members may see a participating or non-participating specialist without a referral. Prior authorization is the member's responsibility for all out-of-network services.

Here are some other things you should know about specialty care within the HMO option:

- If your current specialist does not participate with GHP, you must receive treatment from a specialist who does. Generally, we will not pay for you to see another specialist.
- If you are seeing a specialist and your specialist leaves the Plan, call your participating health care advisor who can help arrange for you to see another specialist.
- If you have a chronic or disabling condition and lose access to your specialist because we:
 - Terminate our contract with your specialist for other than cause; or
 - Drop out of the Federal Employees Health Benefits (FEHB) Program and you enroll in another FEHB program Plan; or
 - Reduce our service area and you enroll in another FEHB Plan,

you may be able to continue seeing your specialist for up to 90 days after you receive notice of the change. Contact us, or if we drop out of the Program, contact your new plan.

If you are in the second or third trimester of pregnancy and you lose access to your specialist based on the above circumstances, you can continue to see your specialist until the end of your postpartum care, even if it is beyond the 90 days.

- **Hospital care**

Your Plan primary care physician or specialist will make necessary hospital arrangements and supervise your care. This includes admission to a skilled nursing or other type of facility.

If you are in the hospital when your enrollment in our Plan begins, call our customer service department immediately at 800-755-3901. If you are new to the FEHB Program, we will arrange for you to receive care.

If you changed from another FEHB plan to us, your former plan will pay for the hospital stay until:

- You are discharged, not merely moved to an alternative care center; or
- The day your benefits from your former plan run out; or
- The 92nd day after you become a member of this Plan, whichever happens first.

These provisions apply only to the benefits of the hospitalized person. If your plan terminates participation in the FEHB Program in whole or in part, or if OPM orders an enrollment change, this continuation of coverage provision does not apply. In such case, the hospitalized family member's benefits under the new plan begin on the effective date of enrollment.

Circumstances beyond our control

Under certain extraordinary circumstances, such as natural disasters, we may have to delay your services or we may be unable to provide them. In that case, we will make all reasonable efforts to provide you with the necessary care.

Services requiring our prior approval

Your physician has authority to refer you for most services. For certain services, however, approval must be obtained from us. Before giving approval, we consider if the service is covered, medically necessary, and follows generally accepted medical practice.

For the HMO plan, it is the responsibility of the participating physician to obtain any necessary authorizations from the Plan before rendering certain procedures or making arrangements for hospitalization.

For the HDHP plan, if the member stays within GHP's network, it is the primary care physician's responsibility to obtain any necessary prior authorizations. Should the member choose to seek services outside the network, it is the member's responsibility to make sure that any necessary prior authorizations are obtained.

We call this review and approval process precertification. Precertification must be obtained for services such as, but not limited to inpatient admissions, skilled nursing or rehabilitation admissions, transplants, outpatient surgeries, dialysis, certain outpatient diagnostics, cardiac rehabilitation, pulmonary rehabilitation, ancillary services, pain management, infertility services, maternity, self-injectable drugs, botox, visudyne, chiropractic manipulations, speech therapy, and observation hospital stays. The Prior Authorization Department is available weekdays from 8:00 a.m. to 5:00 p.m. central standard time at 800-546-4603.

Prior authorization is required for, but not limited to the following health services:

- All hospital admissions including observations
- All admissions to skilled nursing facilities or inpatient specialty care programs such as rehabilitation; hospice; mental health and substance abuse
- All surgical procedures at a hospital, outpatient, or surgical center
- Mental health and substance abuse (outpatient services)
- Pain management injections including epidural, facet, and trigger point injections
- Transplants
- Rehabilitation/therapy including cardiac, occupational, physical, pulmonary, speech
- Outpatient diagnostics/services including bone mineral density (all types), PET scans, MRI/MRA, radio frequency ablation, all cardiac stress imaging, stress echocardiogram, cardiac nuclear scans, cardiac catheterizations, hysteroscopy
- *All pregnancy related services including but not limited to global obstetrical care, perinatologist visits, ultrasounds (more than three)
- Infertility services
- *Chiropractic services

- Chemotherapy (off label use only)
- Lesion removal in office or facility
- Sclerotherapy
- Home health care
- Home hospice care
- In-home infusion therapy
- Durable medical equipment; prosthetic devices; orthotics
- Orthopedic devices over \$200 dispensed from the office
- Non-emergency ambulance transfers
- Injectable medications

* Only notification is required

Section 4. Your costs for covered services

You must share the costs of some services. You are responsible for:

Copayments

A copayment is a fixed amount of money you pay to the provider, facility, pharmacy, etc., when you receive services.

Example: When you see your primary care physician in the HMO plan, you pay a copayment of \$10 per office visit and when you go in the hospital, you pay \$100 per admission.

Deductible

A deductible is a fixed amount of covered expenses you must incur for certain covered services and supplies before we start paying benefits for them. We do not have a deductible for the HMO option. The annual deductible for the HDHP option is \$1,500 Self Only or \$2,500 Self and Family for in-network services and \$3,000 Self Only or \$5,000 Self and Family for out-of-network services. Copayments do not count toward any deductible.

Note: If you change plans during Open Season, you do not have to start a new deductible under your old plan between January 1 and the effective date of your new plan. If you change plans at another time during the year, you must begin a new deductible under your new plan.

And, if you change options in this Plan during the year, we will credit the amount of covered expenses already applied toward the deductible of your old option to the deductible of your new option.

Coinsurance

Coinsurance is the percentage of our allowance that you must pay for your care. Coinsurance doesn't begin until you meet your deductible, where applicable.

Example: In our HMO plan, you pay 20% of our allowance for durable medical equipment.

Your catastrophic protection out-of-pocket maximum

For the HMO plan, after your copayments and coinsurance total \$1,000 per person or \$2,000 per family enrollment in any calendar year, you do not have to pay any more for covered services. However, copayments for the following services do not count toward your catastrophic protection out-of-pocket maximum, and you must continue to pay copayments for these services:

- Prescription Drugs

Be sure to keep accurate records of your copayments since you are responsible for informing us when you reach the maximum.

For the HDHP plan, you are protected by an annual catastrophic maximum on out-of-pocket expenses for covered services. After your coinsurance, copayments and deductibles total \$5,000 per person or \$10,000 per family enrollment in-network and \$10,000 per person or \$20,000 per family out-of-network in any calendar year, you do not have to pay any more for covered services from network providers. However, certain expenses do not count toward your out-of-pocket maximum and you must continue to pay these expenses once you reach your out-of-pocket maximum (such as expenses in excess of the Plan's benefit maximum, or if you use out-of-network providers, amounts in excess of the Plan allowance). Refer to Section 5.2(b) *High Deductible Health Plan*, and Section 5.2(l) *Catastrophic protection for out-of-pocket expenses* for more details.

Differences between our allowance and the bill

- **In-network providers** agree to limit what they will bill you. Because of that, when you use a network provider, your share of covered charges consists only of your deductible and coinsurance or copayment. Here is an example about coinsurance: You see a network physician who charges \$150, but our allowance is \$100. If you have met your deductible, you are only responsible for your coinsurance. That is, you pay just – 10% of our \$100 allowance (\$10). Because of the agreement, your network physician will not bill you for the \$50 difference between our allowance and his bill.
- **Out-of-network providers**, on the other hand, have no agreement to limit what they will bill you. When you use an out-of-network provider, you will pay your deductible and coinsurance – **plus** any difference between our allowance and charges on the bill. Here is an example: You see an out-of-network physician who charges \$150 and our allowance is again \$100. Because you’ve met your deductible, you are responsible for your coinsurance, so you pay 30% of our \$100 allowance (\$30). Plus, because there is no agreement between the out-of-network physician and us, he can bill you for the \$50 difference between our allowance and his bill.

The following table illustrates the examples of how much you have to pay out-of-pocket for services from an in-network physician vs. an out-of-network physician. The table uses our example of a service for which the physician charges \$150 and our allowance is \$100. The table shows the amount you pay if you have met your calendar year deductible.

EXAMPLE	In-network physician	Out-of-network physician
Physician’s charge	\$150	\$150
Our allowance	We set it at: 100	We set it at: 100
We pay	90% of our allowance: 90	70% of our allowance: 70
You owe: Coinsurance	10% of our allowance: 10	30% of our allowance: 30
+Difference up to charge?	No: 0	Yes: 50
TOTAL YOU PAY	\$10	\$80

Section 5.1 HMO Benefits – OVERVIEW

(See page 10 for how our benefits changed this year and page 108 and 109 for benefits summaries.)

Note: This benefits section is divided into subsections. Please read the important things you should keep in mind at the beginning of each subsection. Also read the General Exclusions in Section 6; they apply to the benefits in the following subsections. To obtain claim forms, claims filing advice, or more information about our benefits, contact us at 800-755-3901 or at our Web site at www.ghp.com.

Section 5.1(a) Medical services and supplies provided by physicians and other health care professionals.....	20
Diagnostic and treatment services.....	20
Lab, X-ray and other diagnostic tests.....	21
Preventive care, adult.....	21
Preventive care, children.....	22
Maternity care.....	22
Family planning.....	23
Infertility services.....	23
Allergy care.....	24
Treatment therapies.....	24
Physical and occupational therapies.....	25
Speech therapy.....	25
Hearing services (testing, treatment, and supplies).....	25
Vision services (testing, treatment, and supplies).....	25
Foot care.....	26
Orthopedic and prosthetic devices.....	26
Durable medical equipment (DME).....	27
Home health services.....	27
Chiropractic.....	28
Alternative treatments.....	28
Educational classes and programs.....	28
Section 5.1(b) Surgical and anesthesia services provided by physicians and other health care professionals.....	30
Surgical procedures.....	30
Reconstructive surgery.....	31
Oral and maxillofacial surgery.....	32
Organ/tissue transplants.....	33
Anesthesia.....	34
Section 5.1(c) Services provided by a hospital or other facility, and ambulance services.....	35
Inpatient hospital.....	35
Outpatient hospital or ambulatory surgical center.....	36
Extended care benefits/Skilled nursing care facility benefits.....	37
Hospice care.....	37
Ambulance.....	37
Section 5.1(d) Emergency services/accidents.....	38
Emergency within our service area.....	38
Emergency outside our service area.....	39
Ambulance.....	39
Section 5.1(e) Mental health and substance abuse benefits.....	40
Mental health and substance abuse benefits.....	40
Section 5.1(f) Prescription drug benefits.....	41
Covered medications and supplies.....	42
Section 5.1(g) Special features.....	44
Flexible benefits option.....	44
Services for deaf and hearing impaired.....	44
Joint replacement.....	44

High risk pregnancies	44
Centers of excellence	44
Members Choice	44
Section 5.1(h) Dental benefits.....	45
Accidental injury benefit.....	45
Summary of HMO benefits for Group Health Plan - 2005	108
2005 Rate Information for Group Health Plan.....	111
Section 5.2 HDHP Benefits - OVERVIEW	46
Section 5.2(a) Preventive care	50
Preventive care, adult.....	50
Preventive care, children.....	50
Section 5.2(b) High Deductible Medical Coverage subject to the deductible.....	52
Deductible before Medical Coverage begins	52
Section 5.2(c) Medical services and supplies provided by physicians and other health care professionals.....	54
Diagnostic and treatment services.....	54
Lab, X-ray and other diagnostic tests.....	54
Maternity care	54
Family planning	55
Infertility services	55
Allergy care.....	56
Treatment therapies.....	56
Physical and occupational therapies	57
Speech therapy	57
Pulmonary and cardiac rehabilitation	57
Hearing services (testing, treatment and supplies).....	58
Vision services.....	58
Foot care	58
Orthopedic and prosthetic devices	59
Durable medical equipment (DME).....	59
Home health services	60
Chiropractic	60
Alternative treatments	60
Educational classes and programs.....	60
Section 5.2(d) Surgical and anesthesia services provided by physicians and other health care professionals.....	62
Surgical procedures.....	62
Reconstructive surgery.....	63
Oral and maxillofacial surgery.....	63
Organ/tissue transplants	64
Anesthesia.....	65
Section 5.2(e) Services provided by a hospital or other facility, and ambulance services.....	66
Inpatient hospital.....	66
Outpatient hospital or ambulatory surgical center	67
Extended care /skilled nursing facility (SNF) benefits	67
Hospice care.....	68
Ambulance	68
Section 5.2(f) Emergency services/accidents.....	69
Emergency within our service area	69
Emergency outside our service area.....	70
Ambulance	70
Section 5.2(g) Mental health and substance abuse benefits	71
In-network benefits	71
Out of network benefits	72

Section 5.2(h) Prescription drug benefits..... 73
 Covered medications and supplies 74
Section 5.2(i) Special features 75
 Flexible benefits option..... 75
 Services for deaf and hearing impaired..... 75
 Joint replacement 75
 High risk pregnancies 75
 Centers of excellence 75
 Members Choice 75
Section 5.2(j) Dental benefits 76
 Accidental injury benefit..... 76
Section 5.2(k) Savings – HSAs and HRAs 77
Section 5.2(l) Catastrophic protection for out-of-pocket expenses 84
Section 5.2(m) Health education resources and account management tools..... 85
Summary of HDHP benefits for Group Health Plan - 2005..... 109
2005 Rate Information for Group Health Plan..... 111

Section 5.1(a) Medical services and supplies provided by physicians and other health care professionals

Here are some important things you should keep in mind about these benefits:

**I
M
P
O
R
T
A
N
T**

- Please remember that all benefits are subject to the definitions, limitations, and exclusions in this brochure and are payable only when we determine they are medically necessary.
- Be sure to read Section 4, *Your costs for covered services*, for valuable information about how cost sharing works. Also read Section 9 about coordinating benefits with other coverage, including with Medicare.

**I
M
P
O
R
T
A
N
T**

Benefit Description	You pay
Diagnostic and treatment services	
Professional services of physicians <ul style="list-style-type: none"> • In physician’s office 	\$10 per visit to a primary care physician \$20 per visit to a specialist
Professional services of physicians <ul style="list-style-type: none"> • In an urgent care center • During a hospital stay • In a skilled nursing facility 	Nothing
Professional services of physicians <ul style="list-style-type: none"> • Office medical consultations • Second surgical opinion 	\$10 per visit to a primary care physician \$20 per visit to a specialist
Professional services of physicians <ul style="list-style-type: none"> • At home 	\$10 by a primary care physician \$20 by a specialist

Lab, X-ray and other diagnostic tests	You pay
<p>Tests, such as:</p> <ul style="list-style-type: none"> • Blood tests • Urinalysis • Non-routine pap tests • Pathology • X-rays • Non-routine Mammograms • CAT Scans/MRI • Ultrasound • Electrocardiogram and EEG 	<p>Nothing if you receive these services during your office visit; otherwise,</p> <p>\$10 per visit to a primary care physician</p> <p>\$20 per visit to a specialist</p>
Preventive care, adult	
<p>Routine screenings, such as:</p> <ul style="list-style-type: none"> • Total Blood Cholesterol – once every three years • Colorectal Cancer Screening, including <ul style="list-style-type: none"> - Fecal occult blood test - Sigmoidoscopy, screening – every five years starting at age 50 - Double contrast barium enema – every five years starting at age 50 - Colonoscopy screening – every ten years starting at age 50 	<p>\$10 per visit to a primary care physician</p> <p>\$20 per visit to a specialist</p>
<p>Routine Prostate Specific Antigen (PSA) test – one annually for men age 40 and older</p>	<p>\$10 per visit to a primary care physician</p> <p>\$20 per visit to a specialist</p>
<p>Routine pap test</p> <p>Note: The office visit is covered if the test is received on the same day.</p>	<p>\$10 per visit to a primary care physician</p> <p>\$20 per visit to a specialist</p>
<p>Routine mammogram – covered for women age 35 and older, as follows:</p> <ul style="list-style-type: none"> • From age 35 through 39, one during this five year period • From age 40 through 64, one every calendar year • At age 65 and older, one every two consecutive calendar years 	<p>Nothing</p>

Preventive care, adult - continued on next page

Preventive care, adult <i>(continued)</i>	You pay
Routine immunizations, limited to: <ul style="list-style-type: none"> • Tetanus-diphtheria (Td) booster – once every 10 years, ages 19 and over (except as provided for under Childhood immunizations) • Influenza vaccine, annually • Pneumococcal vaccine, age 65 and older 	\$10 per visit to a primary care physician \$20 per visit to a specialist
<i>Not covered: Physical exams required for obtaining or continuing employment or insurance, attending schools or camp, or travel.</i>	<i>All charges.</i>
Preventive care, children	
<ul style="list-style-type: none"> • Childhood immunizations recommended by the American Academy of Pediatrics 	Nothing
<ul style="list-style-type: none"> • Well-child care charges for routine examinations, immunizations and care (up to age 22) • Examinations, such as: <ul style="list-style-type: none"> - Eye exams through age 17 to determine the need for vision correction - Ear exams through age 17 to determine the need for hearing correction - Examinations done on the day of immunizations (up to age 22) 	\$10 per visit to a primary care physician \$20 per visit to a specialist
Maternity care	
Complete maternity (obstetrical) care, such as: <ul style="list-style-type: none"> • Prenatal care • Delivery • Postnatal care Note: Here are some things to keep in mind: <ul style="list-style-type: none"> • You do not need to precertify your normal delivery; see page 13 for other circumstances, such as extended stays for you or your baby. • You may remain in the hospital up to 48 hours after a regular delivery and 96 hours after a cesarean delivery. We will extend your inpatient stay if medically necessary. 	\$10 per office visit for initial visit only; covered at 100% thereafter

Maternity care - continued on next page

Maternity care <i>(continued)</i>	You pay
<ul style="list-style-type: none"> We cover routine nursery care of the newborn child during the covered portion of the mother's maternity stay. We will cover other care of an infant who requires non-routine treatment only if we cover the infant under a Self and Family enrollment. We pay hospitalization and surgeon services (delivery) the same as for illness and injury. See Hospital benefits (Section 5.1c) and Surgery benefits (Section 5.1b). 	\$10 per office visit for initial visit only; covered at 100% thereafter
<i>Not covered: Routine sonograms to determine fetal age, size or sex.</i>	<i>All charges.</i>
Family planning	
<p>A range of voluntary family planning services, limited to:</p> <ul style="list-style-type: none"> Voluntary sterilization (See Surgical procedures Section 5.1(b)) Surgically implanted contraceptives Injectable contraceptive drugs (such as Depo provera) Intrauterine devices (IUDs) Diaphragms <p>Note: We cover oral contraceptives under the prescription drug benefit. Prior authorization required.</p>	<p>\$10 per visit to a primary care physician</p> <p>\$20 per visit to a specialist</p>
<i>Not covered:</i>	<i>All charges.</i>
<ul style="list-style-type: none"> <i>Reversal of voluntary surgical sterilization</i> <i>Genetic counseling</i> 	
Infertility services	
<p>Diagnosis and treatment of infertility such as:</p> <ul style="list-style-type: none"> Artificial insemination: <ul style="list-style-type: none"> <i>intravaginal insemination (IVI)</i> <i>intra-cervical insemination (ICI)</i> <i>intrauterine insemination (IUI)</i> Fertility drugs <p>Note: We cover injectable fertility drugs under medical benefits and oral fertility drugs under the prescription drug benefit.</p>	<p>\$10 per visit to a primary care physician</p> <p>\$20 per visit to a specialist</p>

Infertility services - continued on next page

Infertility services <i>(continued)</i>	You pay
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • <i>Assisted reproductive technology (ART) procedures, such as:</i> <ul style="list-style-type: none"> – <i>in vitro fertilization</i> – <i>embryo transfer, gamete intra-fallopian transfer (GIFT) and zygote intra-fallopian transfer (ZIFT)</i> • <i>Services and supplies related to ART procedures</i> • <i>Cost of donor sperm</i> • <i>Cost of donor egg</i> 	<p><i>All charges.</i></p>
Allergy care	
<ul style="list-style-type: none"> • Testing and treatment 	<p>\$10 per visit to a primary care physician</p>
<ul style="list-style-type: none"> • Allergy injections 	<p>\$20 per visit to a specialist</p>
<ul style="list-style-type: none"> • Allergy serum 	<p>Nothing</p>
<p><i>Not covered: Provocative food testing and sublingual allergy desensitization</i></p>	<p><i>All charges.</i></p>
Treatment therapies	
<ul style="list-style-type: none"> • Chemotherapy and radiation therapy <p>Note: High dose chemotherapy in association with autologous bone marrow transplants is limited to those transplants listed under Organ/Tissue Transplants on page 32.</p> <ul style="list-style-type: none"> • Respiratory and inhalation therapy • Dialysis – hemodialysis and peritoneal dialysis • Intravenous (IV)/Infusion Therapy – Home IV and antibiotic therapy • Growth hormone therapy (GHT) <p>Note: Growth hormone is covered under the prescription drug benefit.</p> <p>Note: – We only cover GHT when we preauthorize the treatment. Call 800-546-4603 for preauthorization. We will ask you to submit information that establishes that the GHT is medically necessary. Ask us to authorize GHT before you begin treatment; otherwise, we will only cover GHT services from the date you submit the information. If you do not ask or if we determine GHT is not medically necessary, we will not cover the GHT or related services and supplies. See <i>Services requiring our prior approval</i> in Section 3.</p>	<p>Nothing</p>

Physical and occupational therapies	You pay
<p>60 visits for the services of each of the following:</p> <ul style="list-style-type: none"> • qualified physical therapists and • occupational therapists <p>Note: We only cover therapy to restore bodily function when there has been a total or partial loss of bodily function due to illness or injury and if significant improvement can be expected within two consecutive months.</p> <ul style="list-style-type: none"> • Cardiac rehabilitation following a heart transplant, bypass surgery or a myocardial infarction is provided for up to 36 sessions 	<p>20% coinsurance for therapies done in the office or outpatient basis</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • Long-term rehabilitative therapy • Exercise programs 	<p><i>All charges.</i></p>
Speech therapy	
<p>20 visits or two consecutive months, whichever is greater, per condition per year</p>	<p>20% coinsurance for therapies done in office or outpatient basis</p>
<p><i>Not covered: Speech therapy services that are not medically necessary</i></p>	<p><i>All charges.</i></p>
Hearing services (testing, treatment, and supplies)	
<ul style="list-style-type: none"> • First hearing aid and testing only when necessitated by accidental injury • Hearing testing for children through age 17 (see <i>Preventive care, children</i>) 	<p>\$10 per visit to a primary care physician</p> <p>\$20 per visit to a specialist</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • All other hearing testing • Hearing aids, testing and examinations for them 	<p><i>All charges.</i></p>
Vision services (testing, treatment, and supplies)	
<ul style="list-style-type: none"> • One pair of eyeglasses or contact lenses to correct an impairment directly caused by accidental ocular injury or intraocular surgery (such as for cataracts) 	<p>Nothing</p>
<ul style="list-style-type: none"> • Eye exam to determine the need for vision correction for children through age 17 (see <i>Preventive care, children</i>) 	<p>\$10 per visit to a primary care physician</p> <p>\$20 per visit to a specialist</p>

Vision services (testing, treatment, and supplies) - continued on next page

Vision services (testing, treatment, and supplies) (continued)	You pay
<ul style="list-style-type: none"> • Annual eye exam • Annual eye refraction <p>Note: See <i>Preventive care, children</i> for eye exams for children.</p>	<p>\$20 per visit to a specialist</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • <i>Eyeglasses or contact lenses and after age 17, examinations for them</i> • <i>Eye exercises and orthoptics</i> • <i>Radial keratotomy and other refractive surgery</i> 	<p><i>All charges.</i></p>
Foot care	
<p>Routine foot care when you are under active treatment for a metabolic or peripheral vascular disease, such as diabetes.</p> <p>Note: See Orthopedic and prosthetic devices for information on podiatric shoe inserts.</p>	<p>\$10 per visit to a primary care physician</p> <p>\$20 per visit to a specialist</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • <i>Cutting, trimming or removal of corns, calluses, or the free edge of toenails, and similar routine treatment of conditions of the foot, except as stated above</i> • <i>Treatment of weak, strained or flat feet or bunions or spurs; and of any instability, imbalance or subluxation of the foot (unless the treatment is by open cutting surgery)</i> 	<p><i>All charges.</i></p>
Orthopedic and prosthetic devices	
<ul style="list-style-type: none"> • Artificial limbs and eyes; stump hose • Externally worn breast prostheses and surgical bras, including necessary replacements following a mastectomy • Internal prosthetic devices, such as artificial joints, pacemakers, cochlear implants, and surgically implanted breast implant following mastectomy. Note: See 5.1(b) for coverage of the surgery to insert the device. • Corrective orthopedic appliances for non-dental treatment of temporomandibular joint (TMJ) pain dysfunction syndrome. 	<p>\$10 per visit to a primary care physician</p> <p>\$20 per visit to a specialist</p> <p>20% coinsurance for orthotic or prosthetic device</p> <p>Note: Office visit copay is in addition to the 20% coinsurance for the device whether billed separately or together.</p>

Orthopedic and prosthetic devices - continued on next page

Orthopedic and prosthetic devices (continued)	You pay
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • Orthopedic, diabetic and corrective shoes • Arch supports • Foot orthotics • Heel pads and heel cups • Lumbosacral supports • Corsets, trusses, elastic stockings, support hose, and other supportive devices • Prosthetic replacements • Testicular implants 	<p><i>All charges.</i></p>
Durable medical equipment (DME)	
<p>Rental or purchase, at our option, including repair and adjustment, of durable medical equipment prescribed by your Plan physician, such as oxygen and dialysis equipment. Under this benefit, we also cover:</p> <ul style="list-style-type: none"> • Hospital beds; • Wheelchairs; • Crutches; • Walkers; • Blood glucose monitors; and • Insulin pumps. <p>Note: Your physician will arrange coverage for durable medical equipment with GHP and a Plan provider.</p>	<p>20% coinsurance</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • Motorized wheelchairs • Non-durable medical supplies such as c-pap masks, foley catheters, dressings and leg bags • Repair or replacement of purchased equipment 	<p><i>All charges.</i></p>
Home health services	
<ul style="list-style-type: none"> • Home health care ordered by a Plan physician and provided by a registered nurse (R.N.), licensed practical nurse (L.P.N.), licensed vocational nurse (L.V.N.), or home health aide. • Services include oxygen therapy, intravenous therapy and medications. 	<p>20% coinsurance</p>

Home health services - continued on next page

Home health services (continued)	You pay
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> <i>Nursing care requested by, or for the convenience of, the patient or the patient's family</i> <i>Home care primarily for personal assistance that does not include a medical component and is not diagnostic, therapeutic, or rehabilitative</i> 	<p><i>All charges.</i></p>
Chiropractic	
<ul style="list-style-type: none"> Up to 26 visits; treatment plan is required. 	<p>\$10 per visit to a primary care physician \$20 per visit to a specialist</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> <i>Adjunctive procedures such as ultrasound, electrical muscle stimulation, vibratory therapy, and cold pack application.</i> 	<p><i>All charges.</i></p>
Alternative treatments	
<ul style="list-style-type: none"> Biofeedback when all other conservative measures have been exhausted 	<p>\$10 per visit to a primary care physician \$20 per visit to a specialist</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> <i>Naturopathic services</i> <i>Hypnotherapy</i> <i>Acupuncture</i> 	<p><i>All charges.</i></p>
Educational classes and programs	
<p>Coverage is limited to:</p> <ul style="list-style-type: none"> Diabetes self management - Living with Diabetes is an education-based program supervised by a Certified Diabetes Educator. The program is coordinated through GHP's Complex Case Management Department and is directed at members who have diabetes. The program includes educational materials, quarterly newsletters, self-care guidelines, periodic health postcard reminders (for foot exams, retinal eye exams, cholesterol testing and long-term blood sugar tests), and referrals to group and individual educational programs/support groups provided by hospitals and home health agencies. 	<p>Nothing</p>

Educational classes and programs - continued on next page

Educational classes and programs <i>(continued)</i>	You pay
<ul style="list-style-type: none"> Healthy Basics for Healthy Babies - To help promote a healthy pregnancy, GHP has developed a Healthy Basics for a Healthy Baby Program for its expectant members. Healthy Basics encourages prenatal care and a healthy lifestyle, provides educational material, and identifies pregnancies that may be of greater than average risk. Healthy Basics is a free enhancement to the regular obstetrical care mothers receive during pregnancy. Expectant members are enrolled in Healthy Basics when GHP is notified of the pregnancy. 	Nothing
<p><i>Not covered:</i></p> <p><i>Weight loss program</i></p>	<i>All charges.</i>

Section 5.1(b) Surgical and anesthesia services provided by physicians and other health care professionals

Here are some important things you should keep in mind about these benefits:

**I
M
P
O
R
T
A
N
T**

- Please remember that all benefits are subject to the definitions, limitations, and exclusions in this brochure and are payable only when we determine they are medically necessary.
- Plan physicians must provide or arrange your care.
- Be sure to read Section 4, *Your costs for covered services*, for valuable information about how cost sharing works. Also read Section 9 about coordinating benefits with other coverage, including with Medicare.
- The amounts listed below are for the charges billed by a physician or other health care professional for your surgical care. Look in Section 5.1(c) for charges associated with the facility (i.e. hospital, surgical center, etc.).
- **YOUR PHYSICIAN MUST GET PRECERTIFICATION OF SOME SURGICAL PROCEDURES.** Please refer to the precertification information shown in Section 3 to be sure which services require precertification and identify which surgeries require precertification.

**I
M
P
O
R
T
A
N
T**

Benefit Description	You pay
<p>Surgical procedures</p> <p>A comprehensive range of services, such as:</p> <ul style="list-style-type: none"> • Operative procedures • Treatment of fractures, including casting • Normal pre- and post-operative care by the surgeon • Correction of amblyopia and strabismus • Endoscopy procedures • Biopsy procedures • Removal of tumors and cysts • Correction of congenital anomalies (see Reconstructive surgery) 	<p>\$10 per visit to a primary care physician</p> <p>\$20 per visit to a specialist</p> <p>\$50 for outpatient surgery</p>

Surgical procedures - continued on next page

Surgical procedures <i>(continued)</i>	You pay
<ul style="list-style-type: none"> • Surgical treatment of morbid obesity -- a condition in which an individual weighs 100 pounds or 100% over his or her normal weight according to current underwriting standards; eligible members must be age 18 or over. • Insertion of internal prosthetic devices. See 5.1(a) – Orthopedic and prosthetic devices for device coverage information. • Voluntary sterilization (e.g., Tubal ligation, Vasectomy) • Treatment of burns <p>Note: Generally, we pay for internal prostheses (devices) according to where the procedure is done.</p>	<p>\$10 per visit to a primary care physician</p> <p>\$20 per visit to a specialist</p> <p>\$50 for outpatient surgery</p> <p>\$100 for inpatient services</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • <i>Reversal of voluntary sterilization</i> • <i>Routine treatment of conditions of the foot; see Foot care</i> • <i>Replacement of penile prosthesis</i> 	<p><i>All charges.</i></p>
Reconstructive surgery	
<ul style="list-style-type: none"> • Surgery to correct a functional defect • Surgery to correct a condition caused by injury or illness if: <ul style="list-style-type: none"> – <i>the condition produced a major effect on the member’s appearance and</i> – <i>the condition can reasonably be expected to be corrected by such surgery</i> • Surgery to correct a condition that existed at or from birth and is a significant deviation from the common form or norm. Examples of congenital anomalies are: protruding ear deformities; cleft lip; cleft palate; birth marks; webbed fingers; and webbed toes. • All stages of breast reconstruction surgery following a mastectomy, such as: <ul style="list-style-type: none"> – <i>surgery to produce a symmetrical appearance of breasts;</i> – <i>treatment of any physical complications, such as lymphedemas;</i> – <i>breast prostheses and surgical bras and replacements (see Prosthetic devices)</i> <p>Note: If you need a mastectomy, you may choose to have the procedure performed on an inpatient basis and remain in the hospital up to 48 hours after the procedure.</p>	<p>\$10 per visit to a primary care physician</p> <p>\$20 per visit to a specialist</p> <p>\$50 for outpatient surgery</p> <p>\$100 for inpatient surgery</p>

Reconstructive surgery – continued on next page

Reconstructive surgery (continued)	You pay
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • <i>Cosmetic surgery – any surgical procedure (or any portion of a procedure) performed primarily to improve physical appearance through change in bodily form, except repair of accidental injury</i> • <i>Surgeries related to sex transformation</i> • <i>Scar revision</i> 	<p><i>All charges.</i></p>
Oral and maxillofacial surgery	
<p>Oral surgical procedures, limited to:</p> <ul style="list-style-type: none"> • Reduction of fractures of the jaws or facial bones; • Surgical correction of cleft lip, cleft palate or severe functional malocclusion; • Removal of stones from salivary ducts; • Excision of leukoplakia or malignancies; • Excision of cysts and incision of abscesses when done as independent procedures; and • Other surgical procedures that do not involve the teeth or their supporting structures. • Non-dental treatment of Temporomandibular (TMJ) joint pain dysfunction syndrome 	<p>\$10 per visit to a primary care physician</p> <p>\$20 per visit to a specialist</p> <p>\$50 for outpatient surgery</p> <p>\$100 for inpatient surgery</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • <i>Oral implants and transplants</i> • <i>Procedures that involve the teeth or their supporting structures (such as the periodontal membrane, gingiva, and alveolar bone)</i> • <i>Dental care involved in treatment of TMJ</i> 	<p><i>All charges.</i></p>

Organ/tissue transplants	You pay
<p>Limited to:</p> <ul style="list-style-type: none"> • Cornea • Heart • Heart/lung • Kidney • Kidney/Pancreas • Liver • Lung: Single – Double • Pancreas • Allogeneic (donor) bone marrow transplants • Autologous bone marrow transplants (autologous stem cell and peripheral stem cell support) for the following conditions: acute lymphocytic or non-lymphocytic leukemia; advanced Hodgkin’s lymphoma; advanced non-Hodgkin’s lymphoma; advanced neuroblastoma; breast cancer; multiple myeloma; epithelial ovarian cancer; and testicular, mediastinal, retroperitoneal and ovarian germ cell tumors • Intestinal transplants (small intestine) and the small intestine with the liver or small intestine with multiple organs such as the liver, stomach, and pancreas <p>Limited Benefits – Treatment for breast cancer, multiple myeloma, and epithelial ovarian cancer may be provided in a National Cancer Institute – or National Institutes of Health-approved clinical trial at a Plan-designated center of excellence and if approved by the Plan’s medical director in accordance with the Plan’s protocols.</p> <ul style="list-style-type: none"> • Note: We cover related medical and hospital expenses of the donor when we cover the recipient. 	<p>Nothing</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • <i>Donor screening tests and donor search expenses, except those performed for the actual donor</i> • <i>Implants of artificial organs</i> • <i>Transplants not listed as covered</i> • <i>Non-human organs</i> • <i>Hair transplants</i> 	<p><i>All charges.</i></p>

Anesthesia	You pay
Professional services provided in – <ul style="list-style-type: none">• Hospital (inpatient)• Hospital outpatient department• Skilled nursing facility• Ambulatory surgical center• Office• Note: Anesthesia for dental procedure is not a covered benefit.	Nothing

Section 5.1(c) Services provided by a hospital or other facility, and ambulance services

Here are some important things you should keep in mind about these benefits:

**I
M
P
O
R
T
A
N
T**

- Please remember that all benefits are subject to the definitions, limitations, and exclusions in this brochure and are payable only when we determine they are medically necessary.
- Plan physicians must provide or arrange your care and you must be hospitalized in a Plan facility.
- We have no calendar year deductible.
- Be sure to read Section 4, *Your costs for covered services* for valuable information about how cost sharing works. Also read Section 9 about coordinating benefits with other coverage, including with Medicare.
- The amounts listed below are for the charges billed by the facility (i.e., hospital or surgical center) or ambulance service for your surgery or care. Any costs associated with the professional charge (i.e., physicians, etc.) are in Sections 5.1(a) or (b).
- **YOUR PHYSICIAN MUST GET PRECERTIFICATION OF HOSPITAL STAYS.** Please refer to Section 3 to be sure which services require precertification.

**I
M
P
O
R
T
A
N
T**

Benefit Description	You pay
Inpatient hospital	
Room and board, such as: <ul style="list-style-type: none"> • Ward, semiprivate, or intensive care accommodations; • General nursing care; and • Meals and special diets Note: If you want a private room when it is not medically necessary, you pay the additional charge above the semiprivate room rate.	\$100 per admission
Other hospital services and supplies, such as: <ul style="list-style-type: none"> • Operating, recovery, maternity, and other treatment rooms • Prescribed drugs and medicines • Diagnostic laboratory tests and X-rays • Blood or blood plasma, if not donated or replaced 	Nothing

Inpatient hospital - continued on next page

Inpatient hospital <i>(continued)</i>	You pay
<p>Other hospital services and supplies, such as:</p> <ul style="list-style-type: none"> • Dressings, splints, casts, and sterile tray services • Medical supplies and equipment, including oxygen • Anesthetics, including nurse anesthetist services • Take-home items • Medical supplies, appliances, medical equipment, and any covered items billed by a hospital for use at home 	<p>Nothing</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • <i>Custodial care</i> • <i>Non-covered facilities, such as nursing homes, schools</i> • <i>Personal comfort items such as telephone, television, barber services, guest meals and beds</i> • <i>Private nursing care</i> 	<p><i>All charges.</i></p>
Outpatient hospital or ambulatory surgical center	
<ul style="list-style-type: none"> • Operating, recovery, and other treatment rooms • Prescribed drugs and medicines • Diagnostic laboratory tests, X-rays, and pathology services • Administration of blood, blood plasma, and other biologicals • Blood and blood plasma, if not donated or replaced • Pre-surgical testing • Dressings, casts, and sterile tray services • Medical supplies, including oxygen • Anesthetics and anesthesia service • Note: We cover hospital services and supplies related to dental procedures when necessitated by a non-dental physical impairment. We do not cover the dental procedures. 	<p>\$50 per outpatient visit</p>
<p><i>Not covered: Blood and blood derivatives not replaced by the member, storage of blood donated before surgery, designated donor fees</i></p>	<p><i>All charges.</i></p>

Extended care benefits/Skilled nursing care facility benefits	You pay
<p>Extended care benefit:</p> <p>Covered for up to 30 days per calendar year when full-time skilled nursing care is necessary and confinement is medically appropriate as determined by a Plan doctor and approved by the Plan.</p>	<p>\$100 per admission</p>
<p><i>Not covered: Custodial care</i></p>	<p><i>All charges.</i></p>
Hospice care	
<ul style="list-style-type: none"> Inpatient and home health care when authorized and approved by the Plan. 	<p>20% coinsurance</p>
<p><i>Not covered: Independent nursing, homemaker services</i></p>	<p><i>All charges.</i></p>
Ambulance	
<ul style="list-style-type: none"> Local professional ambulance service when medically appropriate 	<p>20% coinsurance</p>

Section 5.1(d) Emergency services/accidents

**I
M
P
O
R
T
A
N
T**

Here are some important things to keep in mind about these benefits:

- Please remember that all benefits are subject to the definitions, limitations, and exclusions in this brochure and are payable only when we determine they are medically necessary.
- We have no calendar year deductible.
- Be sure to read Section 4, *Your costs for covered services*, for valuable information about how cost sharing works. Also read Section 9 about coordinating benefits with other coverage, including with Medicare.

**I
M
P
O
R
T
A
N
T**

What is a medical emergency?

A medical emergency is the sudden and unexpected onset of a condition or an injury that you believe endangers your life or could result in serious injury or disability, and requires immediate medical or surgical care. Some problems are emergencies because, if not treated promptly, they might become more serious; examples include deep cuts and broken bones. Others are emergencies because they are potentially life-threatening, such as heart attacks, strokes, poisonings, gunshot wounds, or sudden inability to breathe. There are many other acute conditions that we may determine are medical emergencies – what they all have in common is the need for quick action.

What to do in case of emergency:

If you are in an emergency situation, please call your Sensicare health care advisor. In medical emergencies, if you are unable to contact your health care advisor, contact the local emergency system (e.g. the 911 telephone system) or go to the nearest emergency room. Be sure to tell the emergency room personnel that you are a Plan member so they can notify the Plan. You or a family member must notify the Plan within 48 hours unless it was not reasonably possible to do so. It is your responsibility to ensure that the Plan has been notified in a timely manner.

If you need to be hospitalized in a non-Plan facility, the Plan should be notified by you or a family member within 48 hours unless it is not reasonably possible to do so. If you are hospitalized in non-Plan facilities and Plan doctors believe care can be better provided in a Plan hospital, you will be transferred when medically feasible with any ambulance charges covered in full.

The Plan, or your Sensicare health care advisor in conjunction with the Plan, must approve follow-up care recommended by non-Plan providers. Normally, you will be required to return to the Plan's service area for follow-up care.

Emergencies within our service area: \$75 per visit in a hospital (waived if admitted)

Emergencies outside our service area: \$75 per visit in a hospital (waived if admitted)

Benefit Description	You pay
Emergency within our service area	
<ul style="list-style-type: none"> • Emergency care at a doctor's office 	\$10 per visit to a primary care physician \$20 per visit to a specialist
<ul style="list-style-type: none"> • Emergency care as an outpatient at a hospital, including doctors' services 	\$75 per visit (waived if admitted) emergency room \$100 copay per admission for inpatient services
<ul style="list-style-type: none"> • Emergency care at an urgent care center 	\$75 per visit
<i>Not covered: Elective care or non-emergency care</i>	<i>All charges.</i>

Emergency outside our service area	You pay
<ul style="list-style-type: none"> Emergency care at a doctor’s office 	\$10 per visit to a primary care physician \$20 per visit to a specialist
<ul style="list-style-type: none"> Emergency care as an outpatient at a hospital, including doctors’ services 	\$75 per visit (waived if admitted) emergency room \$100 copay per admission for inpatient services
<ul style="list-style-type: none"> Emergency care at an urgent care center 	\$75 per visit
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> <i>Elective care or non-emergency care</i> <i>Emergency care provided outside the service area (if the need for care could have been foreseen before leaving the service area)</i> <i>Medical and hospital costs resulting from a normal full-term delivery of a baby outside the service area</i> 	<p><i>All charges.</i></p>
Ambulance	
<ul style="list-style-type: none"> Professional ambulance service when medically appropriate Air ambulance when medically necessary and approved by the Plan <p>Note: See 5.1(c) for non-emergency service.</p>	20% coinsurance
<p><i>Not covered: Non-emergency use of ambulance</i></p>	<p><i>All charges.</i></p>

Section 5.1(e) Mental health and substance abuse benefits

**I
M
P
O
R
T
A
N
T**

When you get our approval for services and follow a treatment plan we approve, cost-sharing and limitations for Plan mental health and substance abuse benefits will be no greater than for similar benefits for other illnesses and conditions.

Here are some important things to keep in mind about these benefits:

- Please remember that all benefits are subject to the definitions, limitations, and exclusions in this brochure and are payable only when we determine they are medically necessary.
- Be sure to read Section 4, *Your costs for covered services*, for valuable information about how cost sharing works. Also read Section 9 about coordinating benefits with other coverage, including with Medicare.
- **YOU MUST GET PREAUTHORIZATION OF THESE SERVICES.** See the instructions after the benefits description below.

**I
M
P
O
R
T
A
N
T**

Benefit Description	You pay
Mental health and substance abuse benefits	
All diagnostic and treatment services recommended by a Plan provider and contained in a treatment plan that we approve. The treatment plan may include services, drugs, and supplies described elsewhere in this brochure. Note: Plan benefits are payable only when we determine the care is clinically appropriate to treat your condition and only when you receive the care as part of a treatment plan that we approve.	Your cost sharing responsibilities are no greater than for other illnesses or conditions.
<ul style="list-style-type: none"> • Professional services, including individual or group therapy by providers such as psychiatrists, psychologists, or clinical social workers • Medication management 	\$20 per visit
<ul style="list-style-type: none"> • Diagnostic tests 	Nothing
<ul style="list-style-type: none"> • Services provided by a hospital or other facility • Services in approved alternative care settings such as partial hospitalization, half-way house, residential treatment, full-day hospitalization, facility based intensive outpatient treatment 	\$100 per admission
<i>Not covered: Services we have not approved</i>	<i>All charges.</i>

Preauthorization

To be eligible to receive these benefits you must obtain a treatment plan and follow all of the following network authorization processes:

Please call GHP's Behavioral Health Line toll-free at 877-227-3520 to access mental health and substance abuse services. GHP's Behavioral Health Line provides 24-hour access for these benefits. The Behavioral Health Line will be able to help you identify participating providers and initiate referral procedures.

Limitation

We may limit your benefits if you do not obtain a treatment plan.

Section 5.1(f) Prescription drug benefits

**I
M
P
O
R
T
A
N
T**

Here are some important things to keep in mind about these benefits:

- We cover prescribed drugs and medications, as described in the chart beginning on the next page.
- All benefits are subject to the definitions, limitations and exclusions in this brochure and are payable only when we determine they are medically necessary.
- Be sure to read Section 4, *Your costs for covered services*, for valuable information about how cost sharing works. Also read Section 9 about coordinating benefits with other coverage, including with Medicare.

**I
M
P
O
R
T
A
N
T**

There are important features you should be aware of. These include:

- **Who can write your prescription.** A licensed physician must write the prescription.
- **Where you can obtain them.** You may fill the prescription at a participating local pharmacy or for maintenance medications, through the mail order benefit or at a participating 90-day pharmacy. Our participating pharmacies are listed in the GHP directory.
- **We use a formulary.** A drug formulary is a list of drugs available for coverage under the Plan. The purpose of the formulary is to assist physicians in prescribing cost effective, quality drug therapy for members. Drugs from all therapeutic groups are available on the drug formulary. The formulary has a mandatory generic policy when there is a generic medication that has been proven by the FDA to be equivalent of the brand name. If a member or physician prefers the brand name or non-formulary drug when a generic is available, the member will be charged the difference in cost plus the copayment. Since there is a copayment for non-formulary drugs, there will no longer be exceptions to the formulary. If a doctor prescribes a non-formulary drug, you can go back to the doctor and ask them to prescribe something from the formulary or pay the higher copayment. You may obtain a copy of our formulary list by contacting our Member Services department or by visiting our Web site at www.ghp.com.
- **These are the dispensing limitations.** You may obtain up to a 31-day supply or 100-unit supply (whichever is less) at a participating retail Plan pharmacy. Prescriptions dispensed as a unit (such as 1 box, 1 tube, 1 inhaler) will have a copayment per unit. Selected products or prescription drugs may require prior approval from the Plan or have quantity limits (such as Imitrex or sexual dysfunction drugs). Please have your doctor call for prior approval. When a generic substitution is permissible but you or your doctor request the name brand drug, you pay the price difference between the generic drug and name brand drug, as well as the appropriate copay per prescription unit or refill. Your prescription drug copay will never exceed the retail price of the drug.
- **Prescriptions by Mail-Order.** GHP's mail order program and participating 90-day pharmacies will dispense a 90-day supply (when the prescription is written for 90-days) for 2 copayments. Simply ask your physician to write your maintenance medication prescription for at least a 90-day supply. Complete a mail order form (available through Member Services) or go to a participating 90-day pharmacy. For commercially prepackaged drugs such as topicals, inhalers and vials, you will pay the appropriate copay for each (3) container. Please note that not all maintenance medications are available by mail-order.
- **A generic equivalent will be dispensed if it is available,** unless your physician specifically requires a name brand. If you receive a name brand drug when a Federally-approved generic drug is available, and your physician has not specified Dispense as Written for the name brand drug, you have to pay the difference in cost between the name brand drug and the generic.

Prescription drug benefits begin on the next page

Prescription drugs

- **Why use generic drugs?** To reduce your out-of-pocket expenses! A generic drug is the chemical equivalent of a corresponding name brand drug. Generic drugs are less expensive than name brand drugs; therefore, you may reduce your out-of-pocket costs by choosing to use a generic drug.
- **When you do have to file a claim.** You would only have to file a claim if you were out of our service area and unable to use one of the national chains participating in the Plan in an emergency situation. In this case, please submit an itemized bill to GHP with an explanation and we will reimburse you all but your copayment.

Benefit Description	You pay
<p>Covered medications and supplies</p> <p>We cover the following medications and supplies prescribed by a Plan physician and obtained from a Plan pharmacy or through our mail order program:</p> <ul style="list-style-type: none"> • Drugs and medicines that by Federal law of the United States require a physician's prescription for their purchase, except those listed as <i>Not covered</i>. • Insulin with a copay charge applied to each vial • Disposable needles and syringes for the administration of covered medications • Drugs for sexual dysfunction (see Prior authorization) • Contraceptive drugs and devices 	<p>At a Plan Retail Pharmacy: \$10 copay for generic formulary \$20 copay for name brand formulary \$35 copay for non-formulary</p> <p>or</p> <p>Through our Mail Order Pharmacy: \$20 copay for generic formulary \$40 copay for name brand formulary \$70 copay for non-formulary</p> <p>Note: If there is no generic equivalent available, you will still have to pay the name brand copay.</p> <p>Note: For commercial containers through mail order, you pay the appropriate copay for each (3) containers.</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • <i>Drugs and supplies for cosmetic purposes</i> • <i>Drugs to enhance athletic performance</i> • <i>Drugs obtained at a non-Plan pharmacy; except for out-of-area emergencies</i> • <i>Vitamins, nutrients and food supplements even if a physician prescribes or administers them</i> • <i>Nonprescription medicines</i> • <i>Drugs available without a prescription or for which a non-prescription equivalent is available</i> 	<p><i>All charges.</i></p>

Covered medications and supplies – continued on next page

Covered medications and supplies <i>(continued)</i>	You pay
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • <i>Vitamins and nutritional substances that can be purchased without a prescription</i> • <i>Medical supplies such as dressings and antiseptics</i> • <i>Diabetic supplies, except for needles, syringes, lancets and blood glucose test strips</i> • <i>Smoking cessation drugs and medication including nicotine patches</i> • <i>Drugs for weight loss</i> • <i>Refills for prescriptions resulting from loss or theft</i> • <i>Prescription drugs for travel</i> 	<p><i>All charges.</i></p>

Section 5.1(g) Special features

Feature	Description
Flexible benefits option	<p>Under the flexible benefits option, we determine the most effective way to provide services.</p> <ul style="list-style-type: none"> • We may identify medically appropriate alternatives to traditional care and coordinate other benefits as a less costly alternative benefit. • Alternative benefits are subject to our ongoing review. • By approving an alternative benefit, we cannot guarantee you will get it in the future. • The decision to offer an alternative benefit is solely ours, and we may withdraw it at any time and resume regular contract benefits. • Our decision to offer or withdraw alternative benefits is not subject to OPM review under the disputed claims process.
Services for deaf and hearing impaired	<p>The TDD toll-free number is 877-231-0573 for people who have difficulties with hearing or speech. You do need special equipment to use the TDD number.</p>
Joint replacement	<p>Members who are precertified for surgery are educated in hopes of the following: increase knowledge about their surgery and postoperative care through recovery to decrease anxiety; reduce length of stay for the joint replacement member; and support preoperative teaching programs.</p>
High risk pregnancies	<p>To help promote a healthy pregnancy, GHP has developed Healthy Basics for a Health Baby Program for its expectant members. Healthy Basics encourages prenatal care and a healthy lifestyle, provides educational material, and identifies pregnancies that may be of greater than average risk. Healthy Basics is an enhancement to the regular obstetrical care mothers received during pregnancy. Expectant members are enrolled in Healthy Basics when GHP is notified of the pregnancy.</p>
Centers of excellence	<p>GHP provides members with access to nationally recognized transplant programs. The programs are “Centers of Excellence” offering members quality transplant services. GHP provides the opportunity for members to have access to some of the nation’s leading transplant centers.</p>
Members Choice	<p>GHP offers members a complimentary health care program called Members Choice. Through this program, GHP members have additional choices for a healthier lifestyle. Members Choice features discounts on massage therapy, acupuncture, dietary supplements and vitamins, as well as health club memberships at a reduced rate. Members Choice is offered through GHP’s relationship with American Specialty Health Networks (ASHN). To find a contracted provider or fitness club in your area, visit GHP’s Web site at www.ghp.com and click on the Members icon, then Member Benefit Information, then Members Choice. Or you may call ASHN Member Services toll-free at 877-335-2746 for assistance.</p>

Section 5.1(h) Dental benefits

Here are some important things to keep in mind about these benefits:

**I
M
P
O
R
T
A
N
T**

- Please remember that all benefits are subject to the definitions, limitations, and exclusions in this brochure and are payable only when we determine they are medically necessary.
- Plan dentists must provide or arrange your care.
- We cover hospitalization for dental procedures only when a non-dental physical impairment exists which makes hospitalization necessary to safeguard the health of the patient. See Section 5.1(c) for inpatient hospital benefits. We do not cover the dental procedure unless it is described below.
- Be sure to read Section 4, *Your costs for covered services*, for valuable information about how cost sharing works. Also read Section 9 about coordinating benefits with other coverage, including with Medicare.

**I
M
P
O
R
T
A
N
T**

Accidental injury benefit	You pay
We cover restorative services and supplies necessary to promptly repair (but not replace) sound natural teeth within two days. The need for these services must result from an accidental injury.	\$20 per visit to a specialist \$50 per visit for outpatient surgical procedure
Dental benefits	
<i>We have no other dental benefits.</i>	<i>All charges.</i>

Section 5.2 HDHP Benefits - OVERVIEW

General features of an HDHP

- HDHPs have higher annual deductibles and annual out-of-pocket maximum limits than other types of FEHB plans.
- Preventive care services at participating network providers are generally paid as first dollar coverage.
- The annual deductible must be met before Plan benefits are paid for care other than preventive care services.
- You are eligible for a Health Savings Account (HSA) if you are enrolled in an HDHP, not covered by any other health plan that is not an HDHP (including a spouse's health plan, but does not include specific injury insurance and accident, disability, dental care, vision care, or long-term care coverage), not eligible for Medicare, and are not claimed as a dependent on someone else's tax return.
 - You may use the money in your HSA to pay all or a portion of the annual deductible, copayments, coinsurance, or other out-of-pocket costs that meet the IRS definition of a qualified medical expense. Distributions from your HSA are tax-free for qualified medical expenses for you, your spouse, and your dependents, even if they are not covered by an HDHP. You may withdraw money from your HSA for items other than qualified medical expenses, but it will be subject to income tax and, if you are under 65 years old, an additional 10% penalty tax on the amount withdrawn.
 - For each month that you are enrolled in an HDHP and eligible for an HSA, the HDHP will pass through (contribute) a portion of the health plan premium to your HSA. In addition, you (the account holder) may contribute your own money to your HSA up to an allowable amount determined by IRS rules. In addition, your HSA dollars earn tax-free interest.
 - You may allow the contributions in your HSA to grow over time, like a savings account. The HSA is portable – you may take the HSA with you if you leave the Federal government or switch to another plan.
- If you are not eligible for an HSA, or become ineligible to continue an HSA, you are eligible for a Health Reimbursement Arrangement (HRA). Although an HRA is similar to an HSA, there are major differences.
 - An HRA does not earn interest.
 - An HRA is not portable if you leave the Federal government or switch to another plan.
- We protect you against catastrophic out-of-pocket expenses for covered services. Your annual out-of-pocket expenses for covered services, including deductibles and copayments, are limited to \$5,000 for Self-Only enrollment, or \$10,000 for family coverage for in-network services. Your annual out-of-pocket expenses for covered services, including deductibles and copayments, are limited to \$10,000 for Self-Only enrollment, or \$20,000 for family coverage for out-of-network services.

At your option, you may choose to obtain benefits covered by this Plan from non-Plan doctors and hospitals whenever you need care, except for the benefits listed as "What is not covered". When you obtain covered non-emergency medical treatment from a non-Plan doctor without a referral from a Plan doctor, you are subject to the deductibles, coinsurance and maximum benefit stated below.

HDHP Summary

Our high-deductible health plan option provides comprehensive coverage for high-cost medical events and a tax-advantaged way to help you build savings for future medical expenses. The Plan gives you greater control over how you use your health care benefits.

When you enroll in this HDHP option, we establish either a Health Savings Account (HSA) or a Health Reimbursement Arrangement (HRA) for you. Each month, we automatically pass through a portion of the total health Plan premium to your HSA or HRA based upon your eligibility as of the first day of the month. If we establish an HRA for you, we will make a monthly contribution of \$41.67 per employee per month for Self Only coverage and \$83.33 per employee per month for Self and Family coverage.

With this Plan, preventive care is covered in full less the copayment at participating network providers. As you receive other non-preventive medical care, you must meet the Plan’s deductible before we pay benefits according to the benefit chart on page 50. You can choose to use funds available in your HSA to make payments toward the deductible or you can pay toward your deductible entirely out-of-pocket, allowing your savings to continue to grow.

This HDHP includes four key components: in-network preventive care; health care that is subject to the deductible; catastrophic protection for out-of-pocket expenses; and, health education resources and account management tools.

1. In-network preventive care The Plan covers preventive care services, such as periodic health evaluations (e.g., annual physicals), screening services (e.g., mammograms), routine prenatal and well-child care, child and adult immunizations, disease management and wellness programs. These services are covered at 100% after copayment for participating providers and are fully described in Section 5.2(a). *You do not have to meet the deductible before using these services.*

2. Medical care After you have met the Plan’s deductible, we pay benefits under HDHP Medical Coverage described in Section 5.2(c). The Plan typically pays 90% for in-network and 70% for out-of-network care.

Covered services include:

- Medical services and supplies provided by physicians and other health care professionals
- Surgical and anesthesia services provided by physicians and other health care professionals
- Hospital services; other facility or ambulance services
- Emergency services/accidents
- Mental health and substance abuse benefits
- Prescription drug benefits
- Dental benefits

• **Savings** Health Savings Accounts or Health Reimbursement Arrangements provide a means to help you pay out-of-pocket expenses (see Section 5.2(k) for more details).

• **HSA** By law, HSAs are available to members who are not eligible for Medicare or do not have other health insurance coverage. In 2005, for each month you are eligible for an HSA premium pass through, we will contribute to your HSA \$41.67 per month for a Self-Only enrollment or \$83.33 per month for a Self and Family enrollment. In addition to our monthly contribution, you have the option to make additional tax-free contributions to your HSA, so long as total contributions do not exceed the limit established by law, which is \$1,000 for a Self-Only enrollment and \$1,500 for a Self and Family enrollment. See maximum contribution information in Section 5.2(k). You can use funds in your HSA to help pay your health plan deductible, copayments and non-covered medical services.

Federal tax tip: There are tax advantages to fully funding your HSA as quickly as possible. Your HSA contribution payments are fully deductible on your Federal tax return. By fully funding your HSA early in the year, you have the flexibility of paying medical expenses from tax-free HSA dollars or after tax out-of-pocket dollars. If you don’t deplete your HSA and you allow the contributions and the tax-free interest to accumulate, your HSA grows more quickly for future expenses.

HSA features include:

- Your HSA is administered by Corporate Benefit Services of America, Inc. (CBSA).
- Your contributions to the HSA are tax deductible.
- Your HSA earns tax-free interest.
- You can make tax-free withdrawals for qualified medical expenses for you, your spouse and dependents. (See IRS publication 502 for a complete list of eligible expenses.)
- Your unused HSA funds and interest accumulate from year to year.
- It's portable - the HSA is owned by you and is yours to keep, even when you leave Federal employment or retire.
- When you need it, funds up to the actual HSA balance are available.

- **HRA**

For members who aren't eligible for an HSA, are eligible for Medicare or have another health plan, we will administer and provide an HRA.

In 2005, for each month you are eligible for an HRA premium pass through, we will contribute to your HRA \$41.67 per month for a Self-Only enrollment or \$83.33 per month for a Self and Family enrollment. You can use funds in your HRA to help pay your health plan deductible and/or for certain expenses that don't count toward the deductible.

HRA features include:

- For our HDHP option, the HRA is administered by Corporate Benefit Services of America, Inc. (CBSA).
- Entire HRA credit (prorated from your effective date to the end of the plan year) is available from your effective date of enrollment.
- Tax-free credit can be used to pay for qualified medical expenses for you and any individuals covered by this HDHP.
- Unused credits carryover from year to year.
- HRA credit does not earn interest.
- HRA credit is forfeited if you leave Federal employment or switch health insurance plans.

3. Catastrophic protection for out-of-pocket expenses

You are protected by an annual catastrophic maximum on out-of-pocket expenses for covered services. After your coinsurance, copayments and deductibles total \$5,000 per person or \$10,000 per family enrollment in-network and \$10,000 per person or \$20,000 per family out-of-network in any calendar year, you do not have to pay any more for covered services from network providers. However, certain expenses do not count toward your out-of-pocket maximum and you must continue to pay these expenses once you reach your out-of-pocket maximum (such as expenses in excess of the Plan's benefit maximum, or if you use out-of-network providers, amounts in excess of the Plan allowance). Refer to Section 4 *Your catastrophic protection out-of-pocket maximum*, Section 5.2(b) *High Deductible Health Plan*, and Section 5.2(l) *Catastrophic protection for out-of-pocket expenses* for more details.

4. Health education resources and account management tools

Section 5.2(m) describes the health education resources and account management tools available to you to help you manage your health care and your health care dollars.

Section 5.2(a) Preventive care

Here are some important things you should keep in mind about these preventive care benefits:

**I
M
P
O
R
T
A
N
T**

- The Plan pays 100% less your copay for the preventive care services listed in this Section.
- For all other covered expenses, please see Section 5.2(b) –High Deductible Health Plan.
- Please remember that all benefits are subject to the definitions, limitations, and exclusions in this brochure and are payable only when we determine they are medically necessary.

**I
M
P
O
R
T
A
N
T**

Benefits Description	You pay
<p>Note: The calendar year deductible applies to almost all benefits in this Section. We say “(No deductible)” when it does not apply.</p>	
<p>Preventive care, adult</p>	
<p>Professional services, such as:</p> <ul style="list-style-type: none"> • Routine physicals • Routine screenings • Routine immunizations 	<p>In-network: \$15 per visit to a primary care physician, no deductible</p> <p>Out-of-network: 30% of covered expenses after deductible</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • <i>Physical exams required for obtaining or continuing employment or insurance, attending schools or camp, or travel</i> • <i>Immunizations, boosters, and medications for travel</i> 	<p><i>All charges.</i></p>
<p>Preventive care, children</p>	
<p>Professional services, such as:</p> <ul style="list-style-type: none"> • Well-child visits for routine examinations, immunizations and care (up to age 22) 	<p>In-network: \$15 per visit to a primary care physician, no deductible</p> <p>Out-of-network: 30% of covered expenses after deductible</p>
<p>Professional services, such as:</p> <ul style="list-style-type: none"> • Childhood immunizations recommended by the American Academy of Pediatrics 	<p>In-network: Nothing</p> <p>Out-of-network: Nothing</p>
<p>Professional services, such as:</p> <ul style="list-style-type: none"> • 1 routine eye exam every 12 months • 1 routine hearing exam every 24 months 	<p>In-network: \$15 per visit to a primary care physician, no deductible</p> <p>Out-of-network: 30% of covered expenses after deductible</p>

Preventive care, children – continued on next page

Preventive care, children <i>(continued)</i>	You pay
<p><i>Not covered:</i></p> <ul style="list-style-type: none">• <i>Physical exams required for obtaining or continuing employment or insurance, attending schools or camp, or travel.</i>• <i>Immunizations, boosters, and medications for travel.</i>	<p><i>All charges.</i></p>

Section 5.2(b) High Deductible Medical Coverage subject to the deductible

Here are some important things you should keep in mind about these benefits:

**I
M
P
O
R
T
A
N
T**

- Please remember that all benefits are subject to the definitions, limitations, and exclusions in this brochure and are payable only when we determine they are medically necessary.
- In-network preventive care is covered at 100% after your copay under Section 5.2(a) and is not subject to the calendar year deductible.
- The deductible is \$1,500 per person or \$2,500 per family enrollment for in-network benefits and \$3,000 per person or \$5,000 per family enrollment for out-of-network benefits. The family deductible can be satisfied by one or more family members. The deductible applies to almost all benefits in Section 5.2. You must pay your deductible before your Medical Coverage may begin.
- Under Medical Coverage, you are responsible for your coinsurance and copayments for covered expenses.
- You are protected by an annual catastrophic maximum on out-of-pocket expenses for covered services. After your coinsurance, copayments and deductibles total \$5,000 per person or \$10,000 per family enrollment in-network and \$10,000 per person or \$20,000 per family out-of-network in any calendar year, you do not have to pay any more for covered services from network providers. However, certain expenses do not count toward your out-of-pocket maximum and you must continue to pay these expenses once you reach your out-of-pocket maximum (such as expenses in excess of the Plan’s benefit maximum, or if you use out-of-network providers, amounts in excess of the Plan allowance).
- In-network benefits apply only when you use a network provider.
- Be sure to read Section 4, *Your costs for covered services*, for valuable information about how cost sharing works. Also read Section 9 about coordinating benefits with other coverage.

**I
M
P
O
R
T
A
N
T**

Deductible before Medical Coverage begins	You pay
<p>The deductible applies to almost all benefits in this Section. In the <i>You pay</i> column, we say “No deductible” when it does not apply. When you receive covered services from network providers, you are responsible for paying the allowable charges until you meet the deductible.</p>	<p>In-network: 100% of allowable charges until you meet the deductible of \$1,500 per person or \$2,500 per family enrollment.</p> <p>Out-of-network: 100% of allowable charges until you meet the deductible of \$3,000 per person or \$5,000 per family enrollment.</p>

Deductible before Medical Coverage begins - continued on next page

Deductible before Medical Coverage begins <i>(continued)</i>	You pay
<p>After you meet the deductible, we pay the allowable charge (less your coinsurance or copayment) until you meet the annual catastrophic out-of-pocket maximum.</p>	<p>In-network: After you meet the deductible, you pay the indicated coinsurance or copayments for covered services. You may choose to pay the coinsurance and copayments from your HSA or HRA, or you can pay for them out-of-pocket. Maximum out-of-pocket for in-network services is \$5,000 per person or \$10,000 per family in any calendar year.</p> <p>Out-of-network: After you meet the deductible, you pay the indicated coinsurance based on our Plan allowance and any difference between our allowance and the billed amount. Maximum out-of-pocket for out-of-network services is \$10,000 per person or \$20,000 per family in any calendar year.</p>

Section 5.2(c) Medical services and supplies provided by physicians and other health care professionals

Benefit Description	After the deductible, you pay
Diagnostic and treatment services	
Professional services of physicians <ul style="list-style-type: none"> • In physician’s office • In an urgent care center 	In-network: \$15 per visit to a primary care physician; \$25 per visit to a specialist Out-of-network: 30% of the Plan allowance and any difference between our allowance and the billed amount
Professional services of physicians <ul style="list-style-type: none"> • During a hospital stay • In a skilled nursing facility • At home 	In-network: Nothing Out-of-network: 30% of the Plan allowance and any difference between our allowance and the billed amount
Lab, X-ray and other diagnostic tests	
Tests, such as: <ul style="list-style-type: none"> • Blood test • Urinalysis • Non-routine pap test • Pathology • X-rays • Non-routine Mammogram • Cat Scan/MRI • Ultrasound • Electrocardiogram and EEG 	In-network: Nothing Out-of-network: 30% of the Plan allowance and any difference between our allowance and the billed amount
Maternity care	
Complete maternity (obstetrical) care, such as: <ul style="list-style-type: none"> • Prenatal care • Delivery • Postnatal care 	In-network: 10% of the Plan allowance Out-of-network: 30% of the Plan allowance and any difference between our allowance and the billed amount

Maternity care – continued on next page

Maternity care <i>(continued)</i>	After the deductible, you pay
<p>Note: Here are some things to keep in mind:</p> <ul style="list-style-type: none"> You do not need to precertify your normal delivery; see below for other circumstances, such as extended stays for you or your baby. You may remain in the hospital up to 48 hours after a regular delivery and 96 hours after a cesarean delivery. We will cover an extended inpatient stay if medically necessary but you, your representatives, your doctor, or your hospital must recertify the extended stay. We cover routine nursery care of the newborn child during the covered portion of the mother’s maternity stay. We will cover other care of an infant who requires non-routine treatment only if we cover the infant under a Self and Family enrollment. Surgical benefits, not maternity benefits, apply to circumcision. We pay hospitalization and surgeon services (delivery) the same as for illness and injury. See Hospital benefits and Surgery benefits. 	
<p><i>Not covered: Routine sonograms to determine fetal age, sex or size</i></p>	<p><i>All charges.</i></p>
Family planning	
<p>A range of voluntary family planning services, limited to:</p> <ul style="list-style-type: none"> Voluntary sterilization (see Surgical procedures Section 5.2(d)) Surgically implanted contraceptives (such as Norplant) Injectable contraceptive drugs (such as Depo provera) Intrauterine devices (IUDs) Diaphragms Note: We cover oral contraceptives under the prescription drug benefit. Prior authorization is required for these services. 	<p>In-network: 10% of the Plan allowance</p> <p>Out-of-network: 30% of the Plan allowance and any difference between our allowance and the billed amount</p>
<p><i>Not covered: Reversal of voluntary surgical sterilization, genetic counseling</i></p>	<p><i>All charges.</i></p>
Infertility services	
<p>Diagnosis and treatment of infertility such as:</p> <ul style="list-style-type: none"> Artificial insemination: <ul style="list-style-type: none"> intravaginal insemination (IVI) intracervical insemination (ICI) intrauterine insemination (IUI) 	<p>In-network: \$25 per visit to a specialist</p> <p>Out-of-network: 30% of the Plan allowance and any difference between our allowance and the billed amount</p>

Infertility services – continued on next page

Infertility services <i>(continued)</i>	After the deductible, you pay
<p>Diagnosis and treatment of infertility such as:</p> <ul style="list-style-type: none"> • Fertility drugs <p>Note: We cover injectable fertility drugs under medical benefits and oral fertility drugs under the prescription drug benefit.</p>	<p>In-network: \$25 per visit to a specialist</p> <p>Out-of-network: 30% of the Plan allowance and any difference between our allowance and the billed amount</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • <i>Assisted reproductive technology (ART) procedures, such as:</i> <ul style="list-style-type: none"> – <i>in vitro fertilization</i> – <i>embryo transfer, gamete intra-fallopian transfer (GIFT) and zygote intra-fallopian transfer (ZIFT)</i> • <i>Services and supplies related to ART procedures</i> • <i>Cost of donor sperm</i> • <i>Cost of donor egg</i> 	<p><i>All charges.</i></p>
Allergy care	
<ul style="list-style-type: none"> • Testing and treatment • Allergy injections 	<p>In-network: \$25 per visit to a specialist</p> <p>Out-of-network: 30% of the Plan allowance and any difference between our allowance and the billed amount</p>
<ul style="list-style-type: none"> • Allergy serum 	<p>Nothing</p>
<p><i>Not covered: Provocative food testing and sublingual allergy desensitization</i></p>	<p><i>All charges.</i></p>
Treatment therapies	
<ul style="list-style-type: none"> • Chemotherapy and radiation therapy <p>Note: High dose chemotherapy in association with autologous bone marrow transplants are limited to those transplants listed under Organ/Tissue Transplants on page 63.</p> <ul style="list-style-type: none"> • Respiratory and inhalation therapy • Dialysis – hemodialysis and peritoneal dialysis • Intravenous (IV)/Infusion Therapy – Home IV and antibiotic therapy • Growth hormone therapy (GHT) 	<p>In-network: \$15 per visit to a primary care physician; \$25 per visit to a specialist</p> <p>Out-of-network: 30% of the Plan allowance and any difference between our allowance and the billed amount</p>

Treatment therapies – continued on next page

Treatment therapies <i>(continued)</i>	After the deductible, you pay
<p>Note: Growth hormone is covered under the prescription drug benefit. We will only cover GHT when we preauthorize the treatment. Call toll-free at 800-546-4603 for preauthorization. We will ask you to submit information that establishes that the GHT is medically necessary. Ask us to authorize GHT before you begin treatment; otherwise, we will only cover GHT services from the date you submit the information. If you do not ask or if we determine GHT is not medically necessary, we will not cover the GHT or related services and supplies. See <i>Services requiring our prior approval</i> in Section 3.</p>	
Physical and occupational therapies	
<p>Limited to 60 visits per condition per year for the services of each of the following:</p> <ul style="list-style-type: none"> • Qualified physical therapists and • Occupational therapists <p>Note: We only cover therapy to restore bodily function when there has been a total or partial loss of bodily function due to illness or injury and if significant improvement can be expected within two consecutive months.</p>	<p>In-network: 10% of the Plan allowance</p> <p>Out-of-network: 30% of the Plan allowance and any difference between our allowance and the billed amount</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • Long-term rehabilitative therapy • Exercise programs 	<p><i>All charges.</i></p>
Speech therapy	
<p>Limited to 20 visits or two consecutive months (whichever is greater) per condition per year</p>	<p>In-network: 10% of the Plan allowance</p> <p>Out-of-network: 30% of the Plan allowance and any difference between our allowance and the billed amount</p>
<p><i>Not covered: Speech therapy services that are not medically necessary</i></p>	<p><i>All charges.</i></p>
Pulmonary and cardiac rehabilitation	
<p>Limited to treatment for therapy conditions that, in the judgement of the treating provider and the Medical Director, are subject to significant improvement of your condition through relatively short-term therapy. Pulmonary rehabilitation therapy is limited to one treatment program up to a maximum of 36 visits. Cardiac rehabilitation therapy is limited to 36 Phase II visits in a 12-week period.</p> <p>Cardiac rehabilitation following a heart transplant, bypass surgery or a myocardial infarction is provided for up to 36 sessions.</p>	<p>In-network: 10% of the Plan allowance</p> <p>Out-of-network: 30% of the Plan allowance and any difference between our allowance and the billed amount</p>
<p><i>Not covered: Phase III Cardiac Rehabilitation</i></p>	<p><i>All charges.</i></p>

Hearing services (testing, treatment and supplies)	After the deductible, you pay
<ul style="list-style-type: none"> • First hearing aid and testing only when necessitated by accidental injury • Hearing testing for children through age 17 (<i>see Preventive care, children</i>) 	<p>In-network: 10% of the Plan allowance</p> <p>Out-of-network: 30% of the Plan allowance and any difference between our allowance and the billed amount</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • <i>All other hearing testing</i> • <i>Hearing aids, testing and examinations for them</i> 	<p><i>All charges.</i></p>
Vision services	
<ul style="list-style-type: none"> • One pair of eyeglasses or contact lenses to correct an impairment directly caused by accidental ocular injury or intraocular surgery (such as for cataracts) 	<p>Nothing</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • <i>Annual eye refraction</i> • <i>Eyeglasses or contact lenses and, after age 17, examinations for them</i> • <i>Eye exercises and orthoptics</i> • <i>Radial keratotomy and other refractive surgery</i> 	<p><i>All charges.</i></p>
Foot care	
<p>Routine foot care when you are under active treatment for a metabolic or peripheral vascular disease, such as diabetes.</p> <p>Note: See <i>Orthopedic and prosthetic devices</i> for information on podiatric shoe inserts.</p>	<p>In-network: \$25 per visit to a specialist</p> <p>Out-of-network: 30% of the Plan allowance and any difference between our allowance and the billed amount</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • <i>Cutting, trimming or removal of corns, calluses or the free edge of toenails and similar routine treatment of conditions of the foot except as stated above</i> • <i>Treatment of weak, strained or flat feet or bunions or spurs; and of any instability, imbalance or subluxation of the foot (unless the treatment is by open cutting surgery)</i> 	<p><i>All charges.</i></p>

Orthopedic and prosthetic devices	After the deductible, you pay
<ul style="list-style-type: none"> • Artificial limbs and eyes (initial placement only after diagnosis is made) • Stump hose • Externally worn breast prostheses and surgical bras including necessary replacements following a mastectomy • Internal prosthetic devices such as artificial joints, pacemakers, cochlear implants and surgically implanted breast implant following mastectomy. <p>Note: see 5.2(d) for coverage of the surgery to insert the device.</p> <ul style="list-style-type: none"> • Corrective orthopedic appliances for non-dental treatment of temporomandibular joint (TMJ) pain dysfunction syndrome. 	<p>In-network: 10% of the Plan allowance</p> <p>Out-of-network: 30% of the Plan allowance and any difference between our allowance and the billed amount</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • <i>Orthopedic, diabetic and corrective shoes</i> • <i>Arch supports</i> • <i>Foot orthotics</i> • <i>Heel pads and heel cups</i> • <i>Lumbosacral supports</i> • <i>Corsets, trusses, elastic stockings, support hose and other supportive devices</i> • <i>Prosthetic replacements</i> • <i>Testicular implants</i> 	<p><i>All charges.</i></p>
Durable medical equipment (DME)	
<p>Rental or purchase, at our option, including repair and adjustment, of durable medical equipment prescribed by your Plan physician such as oxygen and dialysis equipment. Under this benefit, we also cover:</p> <ul style="list-style-type: none"> • Hospital beds • Wheelchairs • Crutches • Walkers • Blood glucose monitors • Insulin pumps • Oxygen therapy 	<p>In-network: 10% of the Plan allowance</p> <p>Out-of-network: 30% of the Plan allowance and any difference between our allowance and the billed amount</p>

Durable medical equipment (DME) – continued on next page

Durable medical equipment (DME) <i>(continued)</i>	After the deductible, you pay
<p>Note: Your physician will arrange coverage for durable medical equipment with GHP and a Plan provider. Out-of-network services must be prior authorized.</p>	
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • <i>Non-durable medical supplies such as c-pap masks, foley catheters, dressings and leg bags</i> • <i>Repair or replacement of purchased equipment</i> 	<p><i>All charges.</i></p>
Home health services	
<ul style="list-style-type: none"> • Home health care ordered by a Plan physician and provided by a registered nurse (R.N.), licensed practical nurse (L.P.N.), licensed vocational nurse (L.V.N.), or home health aide. • Services include oxygen therapy, intravenous therapy and medications. 	<p>In-network: 10% of the Plan allowance</p> <p>Out-of-network: 30% of the Plan allowance and any difference between our allowance and the billed amount</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • <i>Nursing care requested by or for the convenience of the patient or the patient's family</i> • <i>Home care primarily for personal assistance that does not include a medical component and is not diagnostic, therapeutic or rehabilitative</i> 	<p><i>All charges.</i></p>
Chiropractic	
<p>Up to 26 visits; treatment plan is required.</p>	<p>In-network: \$15 per visit to a primary care physician; \$25 per visit to a specialist</p> <p>Out-of-network: All charges.</p>
<p><i>Not covered: Out-of-network services</i></p>	<p><i>All charges.</i></p>
Alternative treatments	
<p>No benefit</p>	<p>All charges.</p>
Educational classes and programs	
<p>Coverage is limited to:</p> <ul style="list-style-type: none"> • Diabetes self-management <p>Living with Diabetes is an education-based program supervised by a Certified Diabetes Educator. The program is coordinated through GHP's Complex Case Management Department and is directed at members who have diabetes. The program includes educational materials, quarterly newsletters, self-care guidelines, periodic health postcard reminders (for foot exams, retinal eye exams, cholesterol testing and long-term blood sugar tests), and referrals to group and individual educational programs/support groups provided by hospitals and home health agencies.</p>	<p>In-network: Nothing</p> <p>Out-of-network: All charges</p>

Educational classes and programs – continued on next page

Educational classes and programs <i>(continued)</i>	After the deductible, you pay
<p>Coverage is limited to:</p> <ul style="list-style-type: none"> Healthy Basics for Healthy Babies <p>To help promote a healthy pregnancy, GHP has developed a Healthy Basics for a Healthy Baby program for its expectant members. Healthy Basics encourages prenatal care and a healthy lifestyle, provides educational material, and identifies pregnancies that may be of greater than average risk. Healthy Basics is a free enhancement to the regular obstetrical care mothers receive during pregnancy. Expectant members are enrolled in Healthy Basics when GHP is notified of the pregnancy.</p>	<p>In-network: Nothing</p> <p>Out-of-network: All charges</p>
<p><i>Not covered: Weight loss program</i></p>	<p><i>All charges.</i></p>

Section 5.2(d) Surgical and anesthesia services provided by physicians and other health care professionals

Benefit Description	After the deductible, you pay
<p>Surgical procedures</p>	
<p>YOU MUST GET PRECERTIFICATION FOR SOME SURGICAL PROCEDURES. Please refer to the precertification information in Section 3 to be sure which services require precertification.</p>	
<p>A comprehensive range of services, such as:</p> <ul style="list-style-type: none"> • Operative procedures • Treatment of fractures including casting • Normal pre- and post-operative care by the surgeon • Correction of amblyopia and strabismus • Endoscopy procedures • Biopsy procedures • Removal of tumors and cysts • Correction of congenital anomalies (see <i>Reconstructive surgery</i>) • Surgical treatment of morbid obesity – when Plan criteria is met • Insertion of internal prosthetic devices (see 5.2(c) <i>Orthopedic and prosthetic devices</i> for device coverage information) • Voluntary sterilization (e.g., tubal ligation, vasectomy) • Treatment of burns <p>Note: Generally, we pay for internal prostheses (devices) according to where the procedure is performed. For example, we pay hospital benefits for a pacemaker and surgery benefits for insertion of the pacemaker.</p>	<p>In-network: \$15 per visit to a primary care physician</p> <p>\$25 per visit to a specialist</p> <p>10% of the Plan allowance for inpatient or outpatient surgery</p> <p>Out-of-network: 30% of the Plan allowance and any difference between our allowance and the billed amount</p> <p>Note: see 5.2(e) for hospitalization coverage.</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • <i>Reversal of voluntary sterilization</i> • <i>Routine treatment of conditions of the foot; see Foot care</i> • <i>Replacement of penile prosthesis</i> 	<p><i>All charges.</i></p>

Reconstructive surgery	After the deductible, you pay
<ul style="list-style-type: none"> • Surgery to correct a functional defect • Surgery to correct a condition caused by injury or illness if: <ul style="list-style-type: none"> – the condition produced a major effect on the member’s appearance and – the condition can reasonably be expected to be corrected by such surgery • Surgery to correct a condition that existed at or from birth and is a significant deviation from the common form or norm. Examples of congenital anomalies are: protruding ear deformities; cleft lip; cleft palate; birth marks; webbed fingers; and webbed toes. • All stages of breast reconstruction surgery following a mastectomy, such as: <ul style="list-style-type: none"> – surgery to produce a symmetrical appearance of breasts; – treatment of any physical complications, such as lymphedemas; – breast prostheses and surgical bras and replacements (see Prosthetic devices) <p>Note: If you need a mastectomy, you may choose to have the procedure performed on an inpatient basis and remain in the hospital up to 48 hours after the procedure.</p>	<p>In-network: 10% of the Plan allowance for inpatient or outpatient surgery</p> <p>Out-of-network: 30% of the Plan allowance and any difference between our allowance and the billed amount</p> <p>Note: see 5.2(e) for hospitalization coverage.</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • <i>Cosmetic surgery – any surgical procedure or any portion of a procedure performed primarily to improve physical appearance through change in bodily form except repair of accidental injury</i> • <i>Surgeries related to sex transformation</i> • <i>Scar revision</i> 	<p><i>All charges.</i></p>
Oral and maxillofacial surgery	
<p>Oral surgical procedures, limited to:</p> <ul style="list-style-type: none"> • Reduction of fractures of the jaws or facial bones; • Surgical correction of cleft lip, cleft palate or severe functional malocclusion; • Removal of stones from salivary ducts; • Excision of leukoplakia or malignancies; 	<p>In-network: 10% of the Plan allowance for inpatient or outpatient surgery</p> <p>Out-of-network: 30% of the Plan allowance and any difference between our allowance and the billed amount</p>

Oral and maxillofacial surgery – continued on next page

Oral and maxillofacial surgery <i>(continued)</i>	After the deductible, you pay
<p>Oral surgical procedures, limited to:</p> <ul style="list-style-type: none"> • Excision of cysts and incision of abscesses when done as independent procedures; and • Other surgical procedures that do not involve the teeth or their supporting structures; and • Non-dental treatment of Temporomandibular (TMJ) joint pain dysfunction syndrome 	<p>In-network: 10% of the Plan allowance for inpatient or outpatient surgery</p> <p>Out-of-network: 30% of the Plan allowance and any difference between our allowance and the billed amount</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • <i>Oral implants and transplants</i> • <i>Procedures that involve the teeth or their supporting structures (such as the periodontal membrane, gingiva and alveolar bone)</i> • <i>Dental care involved in the treatment of TMJ</i> 	<p><i>All charges.</i></p>
Organ/tissue transplants	
<p>Limited to:</p> <ul style="list-style-type: none"> • Cornea • Heart • Heart/lung • Kidney • Kidney/Pancreas • Liver • Lung: Single – Double • Pancreas • Allogeneic (donor) bone marrow transplants 	<p>In-network: 10% of the Plan allowance for inpatient or outpatient surgery</p> <p>Out-of-network: 30% of the Plan allowance and any difference between our allowance and the billed amount</p> <p>Note: see 5.2(e) for hospitalization coverage.</p>

Organ/tissue transplants – continued on next page

Organ/tissue transplants <i>(continued)</i>	After the deductible, you pay
<p>Limited to:</p> <ul style="list-style-type: none"> • Autologous bone marrow transplants (autologous stem cell and peripheral stem cell support) for the following conditions: acute lymphocytic or non-lymphocytic leukemia; advanced Hodgkin's lymphoma; advanced non-Hodgkin's lymphoma; advanced neuroblastoma; breast cancer; multiple myeloma; epithelial ovarian cancer; and testicular, mediastinal, retroperitoneal and ovarian germ cell tumors • Intestinal transplants (small intestine) and the small intestine with the liver or small intestine with multiple organs such as the liver, stomach and pancreas <p>Note: We cover related medical and hospital expenses of the donor when we cover the recipient if the donor has no other coverage for this service.</p>	<p>In-network: 10% of the Plan allowance for inpatient or outpatient surgery</p> <p>Out-of-network: 30% of the Plan allowance and any difference between our allowance and the billed amount</p> <p>Note: see 5.2(e) for hospitalization coverage.</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • <i>Donor screening tests and donor search expenses except those performed for the actual donor</i> • <i>Implants of artificial organs</i> • <i>Transplants not listed as covered</i> • <i>Non-human organs</i> • <i>Hair transplants</i> 	<p><i>All charges.</i></p>
Anesthesia	
<p>Professional services provided in –</p> <ul style="list-style-type: none"> • Hospital (inpatient) • Hospital outpatient department • Skilled nursing facility • Ambulatory surgical center 	<p>In-network: 10% of the Plan allowance</p> <p>Out-of-network: 30% of the Plan allowance and any difference between our allowance and the billed amount</p>
<p>Professional services provided in –</p> <ul style="list-style-type: none"> • Office 	<p>In-network: Nothing</p> <p>Out-of-network: 30% of the Plan allowance and any difference between our allowance and the billed amount</p>

**Section 5.2(e) Services provided by a hospital or other facility,
and ambulance services**

Benefit Description	After the deductible, you pay
<p>Inpatient hospital</p> <p>The amounts listed below are for the charges billed by the facility (i.e., hospital or surgical center) or ambulance service for your surgery or care. Any costs associated with the professional charge (i.e., physicians, etc.) are in Sections 5.2(a), (b) or (c).</p> <p>YOUR PHYSICIAN MUST GET PRECERTIFICATION OF HOSPITAL STAYS. Please refer to the precertification information shown in Section 3 to be sure which services require precertification.</p>	
<p>Room and board, such as</p> <ul style="list-style-type: none"> • Ward, semiprivate, or intensive care accommodations; • General nursing care; and • Meals and special diets. <p>Note: If you want a private room when it is not medically necessary, you pay the additional charge above the semiprivate room rate.</p>	<p>In-network: 10% of the Plan allowance</p> <p>Note: If you use a network provider and a network facility, we may still pay out-of-network benefits for treatment from a radiologist, pathologist, or anesthesiologist who is not a network provider. Please contact the Plan for reprocessing.</p> <p>Out-of-network: 30% of the Plan allowance and any difference between our allowance and the billed amount</p>
<p>Other hospital services and supplies, such as:</p> <ul style="list-style-type: none"> • Operating, recovery, maternity, and other treatment rooms • Prescribed drugs and medicines • Diagnostic laboratory tests and X-rays • Blood or blood plasma, if not donated or replaced • Dressings, splints, casts, and sterile tray services • Medical supplies and equipment, including oxygen • Anesthetics, including nurse anesthetist services • Take-home items • Medical supplies, appliances, medical equipment, and any covered items billed by a hospital for use at home 	<p>In-network: 10% of the Plan allowance</p> <p>Out-of-network: 30% of the Plan allowance and any difference between our allowance and the billed amount</p>

Inpatient hospital – continued on next page

Inpatient hospital <i>(continued)</i>	After the deductible, you pay
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • <i>Custodial care</i> • <i>Non-covered facilities such as nursing homes, schools</i> • <i>Personal comfort items such as telephone, television, barber services, guest meals and beds</i> • <i>Private nursing care</i> 	<p><i>All charges.</i></p>
Outpatient hospital or ambulatory surgical center	
<ul style="list-style-type: none"> • Operating, recovery, and other treatment rooms • Prescribed drugs and medicines • Diagnostic laboratory tests, X-rays, and pathology services • Administration of blood, blood plasma, and other biologicals • Blood and blood plasma, if not donated or replaced • Pre-surgical testing • Dressings, casts, and sterile tray services • Medical supplies, including oxygen • Anesthetics and anesthesia service <p>Note: – We cover hospital services and supplies related to dental procedures when necessitated by a non-dental physical impairment. We do not cover the dental procedures.</p>	<p>In-network: 10% of the Plan allowance</p> <p>Note: If you use a network provider and a network facility, we may still pay out-of-network benefits for treatment from a radiologist, pathologist, or anesthesiologist who is not a network provider. Please contact the Plan for reprocessing.</p> <p>Out-of-network: 30% of the Plan allowance and any difference between our allowance and the billed amount</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • <i>Blood and blood derivatives not replaced by the member</i> • <i>Storage of blood donated before surgery</i> • <i>Designated donor fees</i> 	<p><i>All charges.</i></p>
Extended care/skilled nursing facility (SNF) benefits	
<p>Covered for up to 30 days per calendar year when full-time skilled nursing care is necessary and confinement is medically appropriate as determined by a Plan doctor and approved by the Plan.</p>	<p>In-network: 10% of the Plan allowance</p> <p>Out-of-network: 30% of the Plan allowance and any difference between our allowance and the billed amount</p>
<p><i>Not covered: Custodial care</i></p>	<p><i>All charges.</i></p>

Hospice care	After the deductible, you pay
<ul style="list-style-type: none"> Inpatient and home health care when authorized and approved by the Plan 	<p>In-network: 10% of the Plan allowance</p> <p>Out-of-network: 30% of the Plan allowance and any difference between our allowance and the billed amount</p>
<p><i>Not covered: Independent nursing, homemaker services</i></p>	<p><i>All charges.</i></p>
Ambulance	
<ul style="list-style-type: none"> Local professional ambulance service when medically appropriate Air ambulance when medically necessary and approved by Plan <p>Note: Ambulance coverage in non-emergency situations must be prior authorized.</p>	<p>In-network: 10% of the Plan allowance</p> <p>Out-of-network: 30% of the Plan allowance and any difference between our allowance and the billed amount</p>

Section 5.2(f) Emergency services/accidents

What is a medical emergency?

A medical emergency is the sudden and unexpected onset of a condition or an injury that you believe endangers your life or could result in serious injury or disability, and requires immediate medical or surgical care. Some problems are emergencies because, if not treated promptly, they might become more serious; examples include deep cuts and broken bones. Others are emergencies because they are potentially life-threatening, such as heart attacks, strokes, poisonings, gunshot wounds, or sudden inability to breathe. There are many other acute conditions that we may determine are medical emergencies – what they all have in common is the need for quick action.

What to do in case of emergency:

If you are in an emergency situation, please call your health care advisor. In medical emergencies, if you are unable to contact your health care advisor, contact the local emergency system (e.g. the 911-telephone system) or go to the nearest emergency room. Be sure to tell the emergency room personnel that you are a Plan member so they can notify the Plan. You or a family member must notify the Plan within 48 hours unless it was not reasonably possible to do so. It is your responsibility to ensure that the Plan has been timely notified.

If you need to be hospitalized in a non-Plan facility, the Plan should be notified by you or a family member within 48 hours unless it is not reasonably possible to do so.

Emergencies within our service area: \$100 Copay per visit after deductible; waived if patient is admitted

Emergencies outside our service area: \$100 Copay per visit after deductible; waived if patient is admitted

Benefit Description	After deductible, you pay
Emergency within our service area	
<ul style="list-style-type: none"> • Emergency care at a doctor’s office • Emergency care as an outpatient or inpatient at a hospital, including doctor’s services 	<p>In-network: \$15 per visit to a primary care physician; \$25 per visit to a specialist</p> <p>\$100 Copay per visit after deductible; waived if patient is admitted</p> <p>In-network: 10% of the Plan allowance for inpatient services</p>
<ul style="list-style-type: none"> • Emergency care at an urgent care center 	\$50 per visit
<i>Not covered: Elective care or non-emergency care</i>	<i>All charges.</i>

Emergency outside our service area	After the deductible, you pay
<ul style="list-style-type: none"> Emergency care at a doctor’s office 	<p>In-network: \$15 per visit to a primary care physician; \$25 per visit to a specialist</p> <p>Out-of-network: 30% of the Plan allowance and any difference between our allowance and the billed amount after deductible</p>
<ul style="list-style-type: none"> Emergency care as an outpatient or inpatient at a hospital, including doctor’s services 	<p>\$100 Copay per visit; waived if patient is admitted</p> <p>In-network: 10% of the Plan allowance for inpatient services in network</p> <p>Out-of-network: 30% of the Plan allowance and any difference between our allowance and the billed amount after deductible</p>
<ul style="list-style-type: none"> Emergency care at an urgent care center 	<p>In-network: \$50 Copay per visit</p> <p>Out-of-network: 30% of the Plan allowance and any difference between our allowance and the billed amount after deductible</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> <i>Elective care or non-emergency care</i> <i>Emergency care provided outside the service area if the need for care could have been foreseen before leaving the service area</i> <i>Medical and hospital costs resulting from a normal full-term delivery of a baby outside the service area</i> 	<p><i>All charges.</i></p>
Ambulance	
<ul style="list-style-type: none"> Professional ambulance service Air ambulance when medically necessary and approved by Plan <p>Note: See 5.2(e) for non-emergency service.</p>	<p>In-network: 10% of the Plan allowance</p> <p>Out-of-network: 30% of the Plan allowance and any difference between our allowance and the billed amount</p>

Section 5.2(g) Mental health and substance abuse benefits

Benefit Description	After the deductible, you pay
In-network benefits	
<p>When you get our approval for services and follow a treatment plan we approve, cost-sharing and limitations for in-network mental health and substance abuse benefits will be no greater than for similar benefits for other illnesses and conditions.</p> <p>We provide all diagnostic and treatment services recommended by a network provider and contained in a treatment plan that we approve. The treatment plan may include services, drugs, and supplies described elsewhere in this brochure.</p> <p>Note: In-network benefits are payable only when we determine the care is clinically appropriate to treat your condition and only when you receive the care as part of a treatment plan that we approve.</p>	<p>Your cost sharing responsibilities are no greater than for other illnesses or conditions.</p>
<ul style="list-style-type: none"> • Professional services, including individual or group therapy by providers such as psychiatrists, psychologists, or clinical social workers • Medication management 	<p>In-network: \$25 per visit to a specialist</p>
<ul style="list-style-type: none"> • Diagnostic tests 	<p>In-network: 10% of the Plan allowance</p>
<ul style="list-style-type: none"> • Services provided by a hospital or other facility • Services in approved alternative care settings such as partial hospitalization, half-way house, full-day hospitalization, facility based intensive outpatient treatment 	<p>In-network: 10% of the Plan allowance</p>
<p><i>Not covered: Services we have not approved.</i></p> <p><i>Note: OPM will base its review of disputes about treatment plans on the treatment plan's clinical appropriateness. OPM will generally not order us to pay or provide one clinically appropriate treatment plan in favor of another.</i></p>	<p><i>All charges.</i></p>
<p>Preauthorization</p>	<p>To be eligible to receive these benefits you must obtain a treatment plan and follow all of the following network authorization processes:</p> <p>Please call GHP's Behavioral Health Line toll-free at 877-227-3520 to access mental health and substance abuse services. GHP's Behavioral Health Line provides 24-hour access for these benefits. The Behavioral Health Line will be able to help you identify participating providers and initiate referral procedures.</p>
<p>In-network limitation</p>	<p>If you do not obtain an approved treatment plan, we will provide only out-of-network benefits.</p>

Out-of-network benefits	After the deductible, you pay
Professional services to treat mental conditions and substance abuse	Out-of-network: 30% of the Plan allowance and any difference between our allowance and the billed amount
Inpatient care to treat mental conditions includes ward or semiprivate accommodations and other hospital charges	Out-of-network: 30% of the Plan allowance and any difference between our allowance and the billed amount
Inpatient care to treat substance abuse includes room and board and ancillary charges for confinements in a treatment facility for rehabilitative treatment of alcoholism or substance abuse	Out-of-network: 30% of the Plan allowance and any difference between our allowance and the billed amount
<i>Not covered out-of-network: Services not approved by the Plan</i>	<i>All charges.</i>

Lifetime maximum Out-of-network inpatient care for the treatment of alcoholism and drug abuse is unlimited.

Precertification The medical necessity of your admission to a hospital or other covered facility must be precertified for you to receive these out-of-network benefits. Emergency admissions must be reported within two business days following the day of admission even if you have been discharged. See Section 3 for details.

See these sections of the brochure for more valuable information about these benefits:

- Section 3, *How you get care*, for information about catastrophic protection for these benefits.
- Section 7, *Filing a claim for covered services*, for information about submitting out-of-network claims.

Section 5.2(h) Prescription drug benefits

There are important features you should be aware of. These include:

- **Who can write your prescription.** A licensed physician must write the prescription.
- **Where you can obtain them.** You may fill the prescription at a participating local pharmacy or for maintenance medications, through the mail order benefit or at a participating 90-day pharmacy. Our participating pharmacies are listed in the GHP directory.
- **We use a formulary.** A drug formulary is a list of drugs available for coverage under the Plan. The purpose of the formulary is to assist physicians in prescribing cost effective, quality drug therapy for members. Drugs from all therapeutic groups are available on the drug formulary. The formulary has a mandatory generic policy when there is a generic medication that has been proven by the FDA to be equivalent of the name brand. If a member or physician prefers the name brand or non-formulary drug when a generic is available, the member will be charged the difference in cost plus the copayment. Since there is a copayment for non-formulary drugs, there will no longer be exceptions to the formulary. If a doctor prescribes a non-formulary drug, you can go back to the doctor and ask them to prescribe something from the formulary or pay the higher copayment. You may obtain a copy of our formulary list by contacting our Member Services department or by visiting our Web site at www.ghp.com.
- **We cover non-formulary drugs prescribed by a Plan doctor.** We have an open formulary. If your physician believes a name brand product is necessary or there is no generic available, your physician may prescribe a name brand drug from a formulary list. This list of name brand drugs is a preferred list of drugs that we selected to meet patient needs at a lower cost. To order a prescription drug brochure, call 800-755-3901.
- **These are the dispensing limitations.** You may obtain up to a 31-day supply or 100-unit supply (whichever is less) at a participating retail Plan pharmacy. Prescriptions dispensed as a unit (such as 1 box, 1 tube, 1 inhaler) will have a copayment per unit. Selected products or prescription drugs may require prior approval from the Plan or have quantity limits (such as Imitrex or sexual dysfunction drugs). Please have your doctor call for prior approval. When a generic substitution is permissible but you or your doctor request the name brand drug, you pay the price difference between the generic drug and name brand drug, as well as the appropriate copay per prescription unit or refill. Your prescription drug copay will never exceed the retail price of the drug.
- **Prescriptions by Mail-Order.** GHP's mail order program and participating 90-day pharmacies will dispense a 90-day supply (when the prescription is written for 90-days) for 2 copayments. Simply ask your physician to write your maintenance medication prescription for at least a 90-day supply. Complete a mail order form (available through Member Services) or go to a participating 90-day pharmacy. For commercially prepackaged drugs such as topicals, inhalers and vials, you will pay the appropriate copay for each (3) container. Please note that not all maintenance medications are available by mail-order.
- **A generic equivalent will be dispensed if it is available,** unless your physician specifically requires a name brand. If you receive a name brand drug when a Federally-approved generic drug is available, and your physician has not specified Dispense as Written for the name brand drug, you have to pay the difference in cost between the name brand drug and the generic.
- **Why use generic drugs?** To reduce your out-of-pocket expenses! A generic drug is the chemical equivalent of a corresponding name brand drug. Generic drugs are less expensive than name brand drugs; therefore, you may reduce your out-of-pocket costs by choosing to use a generic drug.
- **When you do have to file a claim.** You would only have to file a claim if you were out of our Service area and unable to use one of the national chains participating in the Plan in an emergency situation. In this case, please submit an itemized bill to GHP with an explanation and we will reimburse you all but your copayment.

Prescription drug benefits begin on the next page

Benefit Description	After the deductible, you pay
<p>Covered medications and supplies</p> <p>We cover the following medications and supplies prescribed by a Plan physician and obtained from a Plan pharmacy or through our mail order program:</p> <ul style="list-style-type: none"> • Drugs and medicines that by Federal law of the United States require a physician’s prescription for their purchase, except those listed as <i>Not covered</i>. • Insulin with a copay charge applied to each vial • Disposable needles and syringes for the administration of covered medications • Drugs for sexual dysfunction (see Prior authorization) • Contraceptive drugs and devices • Intravenous fluids and medications for home use are covered under the medical and surgical benefits 	<p>In-network:</p> <p><u>At a Participating Retail Pharmacy</u></p> <p>\$15 copay for generic formulary \$25 copay for brand name formulary \$50 copay for non-formulary</p> <p><u>At our Mail Order Pharmacy</u></p> <p>\$30 copay for generic formulary \$50 copay for brand name formulary \$100 copay for non-formulary</p> <p>Out-of-network: All charges</p> <p>Note: Prescriptions must be filled at a participating pharmacy.</p> <p>Note: If there is no generic equivalent available, you will still have to pay the name brand copay.</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> • <i>Drugs and supplies for cosmetic purposes</i> • <i>Drugs to enhance athletic performance</i> • <i>Drugs obtained at a non-Plan pharmacy except for out-of-area emergencies</i> • <i>Vitamins, nutrients and food supplements even if a physician prescribes or administers them</i> • <i>Non-prescription medicines</i> 	<p><i>All charges.</i></p>

Section 5.2(i) Special features

Feature	Description
<p>Flexible benefits option</p>	<ul style="list-style-type: none"> • Under the flexible benefits option, we determine the most effective way to provide services. • We may identify medically appropriate alternatives to traditional care and coordinate other benefits as a less costly alternative benefit. • Alternative benefits are subject to our ongoing review. • By approving an alternative benefit, we cannot guarantee you will get it in the future. • The decision to offer an alternative benefit is solely ours, and we may withdraw it at any time and resume regular contract benefits. • Our decision to offer or withdraw alternative benefits is not subject to OPM review under the disputed claims process.
<p>Services for deaf and hearing impaired</p>	<p>The TDD toll-free number is 877-231-0573 for people who have difficulties with hearing or speech. You do need special equipment to use the TDD number.</p>
<p>Joint replacement</p>	<p>Members who are precertified for surgery are educated in hopes of the following: increase knowledge about their surgery and postoperative care through recovery to decrease anxiety; reduce length of stay for the joint replacement member; and support preoperative teaching programs.</p>
<p>High risk pregnancies</p>	<p>To help promote a healthy pregnancy, GHP has developed Healthy Basics for a Healthy Baby Program for its expectant members. Healthy Basics encourages prenatal care and a healthy lifestyle, provides educational material, and identifies pregnancies that may be of greater than average risk. Healthy Basics is an enhancement to the regular obstetrical care mothers received during pregnancy. Expectant members are enrolled in Healthy Basics when GHP is notified of the pregnancy.</p>
<p>Centers of excellence</p>	<p>GHP provides members with access to nationally recognized transplant programs. The programs are “Centers of Excellence” offering members quality transplant services. GHP provides the opportunity for members to have access to some of the nation’s leading transplant centers.</p>
<p>Members Choice</p>	<p>GHP offers members a complimentary health care program called Members Choice. Through this program, GHP members have additional choices for a healthier lifestyle. Members Choice features discounts on massage therapy, acupuncture, dietary supplements and vitamins, as well as health club memberships at a reduced rate. Members Choice is offered through GHP’s relationship with American Specialty Health Networks (ASHN). To find a contracted provider or fitness club in your area, visit GHP’s Web site at www.ghp.com and click on the Members icon, then Member Benefit Information, then Members Choice. Or you may call ASHN Member Services toll-free at 877-335-2746 for assistance.</p>

Section 5.2(j) Dental benefits

Here are some important things to keep in mind about these benefits:

**I
M
P
O
R
T
A
N
T**

- Please remember that all benefits are subject to the definitions, limitations, and exclusions in this brochure and are payable only when we determine they are medically necessary.
- Plan dentists must provide or arrange your care.
- We cover hospitalization for dental procedures only when a non-dental physical impairment exists which makes hospitalization necessary to safeguard the health of the patient. See Section 5(e) for inpatient hospital benefits. We do not cover the dental procedure unless it is described below.
- Be sure to read Section 4, *Your costs for covered services*, for valuable information about how cost sharing works. Also read Section 9 about coordinating benefits with other coverage, including with Medicare.

**I
M
P
O
R
T
A
N
T**

Accidental injury benefit	You pay
We cover restorative services and supplies necessary to promptly repair (but not replace) sound natural teeth within two days. The need for these services must result from an accidental injury.	10% of the Plan allowance and any difference between our allowance and the billed amount for outpatient surgical procedure Out-of-network: 30% of the Plan allowance and any difference between our allowance and the billed amount

Dental benefits	
Service	You pay
<i>We have no other dental benefits.</i>	<i>All charges.</i>

Section 5.2(k) Savings – HSAs and HRAs

Feature Comparison	Health Savings Account (HSA)	Health Reimbursement Arrangement (HRA) Provided when you are ineligible for an HSA
Administrator	<p>The Plan will establish an HSA for you with Corporate Benefit Services of America, Inc. (CBSA), an administrator, trustee or custodian as defined by Federal tax code and approved by IRS.</p> <p>Corporate Benefit Services of America, Inc. PO Box 270520 Golden Valley, MN 55427 800-566-9311 https://services.cbsainc.com/ehome.asp</p>	<p>Corporate Benefit Services of America, Inc. (CBSA) is the HRA administrator for this Plan.</p> <p>Corporate Benefit Services of America, Inc. PO Box 270520 Golden Valley, MN 55427 800-566-9311 https://services.cbsainc.com/ehome.asp</p>
Fees	<p>Set-up fee is paid by GHP HDHP.</p> <p>\$5.50 per month administrative fee charged by the fiduciary and taken out of the account balance.</p>	<p>Set-up fee is paid by GHP HDHP.</p>
Eligibility	<ul style="list-style-type: none"> • Enrolled in GHP’s HDHP Plan • No other health insurance coverage (does not apply to specific injury, accident, disability, dental, vision or long-term care coverage) • Not eligible for Medicare Part A or Part B • Not claimed as a dependent on someone else’s tax return • Complete and return all banking paperwork • Eligibility is determined on the first day of the month 	<ul style="list-style-type: none"> • Enrolled in GHP’s HDHP Plan • Medicare eligible • Complete and return all banking paperwork • Eligibility is determined on the first day of the month

HSAs and HRAs – continued on next page

Feature Comparison	Health Savings Account (HSA)	Health Reimbursement Arrangement (HRA) Provided when you are ineligible for an HSA
<p>Funding</p> <ul style="list-style-type: none"> • Self Only coverage 	<p>\$500 annual premium pass through by HDHP directly into account prorated on a monthly basis</p>	<p>\$500 annual credit (prorated monthly and credited to the account) provided by the HDHP upon effective date</p>
<ul style="list-style-type: none"> • Self and Family coverage 	<p>\$1,000 annual premium pass through by HDHP directly into account prorated on a monthly basis</p> <p>Eligibility for contributions will be determined on the first day of the month and will be prorated for length of enrollment.</p>	<p>\$1,000 annual credit (prorated monthly and credited to the account) provided by the HDHP upon effective date</p> <p>Eligibility for annual credit will be determined on the first day of the month and will be prorated for length of enrollment.</p>
<p>Contributions/credits</p> <ul style="list-style-type: none"> • Self Only coverage 	<p>The maximum that can be contributed to your HSA is an annual combination of HDHP premium pass through and enrollee contribution funds, which when combined, do not exceed the amount of the deductible, which is \$1,500.</p> <p>For each month you are eligible for HSA contributions,</p> <p>The HDHP will make a premium pass through of \$41.67 per employee per month. You may make a maximum annual contribution of \$1,000.</p>	<p>\$500 annual credit provided by the HDHP</p> <p>The full HRA credit will be available, subject to proration. The HRA does not earn interest. You cannot contribute to the HRA.</p> <p>For each month you are eligible for HRA contributions,</p> <p>The HDHP will make a premium pass through of \$41.67 per employee per month.</p>

HSAs and HRAs – continued on next page

Feature Comparison	Health Savings Account (HSA)	Health Reimbursement Arrangement (HRA) Provided when you are ineligible for an HSA
<ul style="list-style-type: none"> Self and Family coverage 	<p>The HDHP will make a premium pass through of \$83.33 per employee per month. Your annual maximum contribution cannot exceed \$1,500.</p> <p>If you choose to contribute to your HSA,</p> <ul style="list-style-type: none"> -You must deduct 1/12 of total annual maximum contribution for every month you are not eligible for the HDHP the whole month. For instance, if your enrollment in this Plan was not effective on January 1, 2005, you cannot receive a credit for January and you would need to deduct 1/12 of the annual maximum contribution. -You may rollover funds you have in other HSAs to this HDHP HSA (rollover funds do not affect your annual maximum contribution under this HDHP). - HSAs earn tax-free interest (does not affect your annual maximum contribution). 	<p>The HDHP will make a premium pass through of \$83.33 per employee per month.</p> <p>\$1,000 annual credit provided by the HDHP</p> <p>HRAs do not earn interest.</p> <p>You cannot contribute to the HRA.</p>
<p>Access funds</p>	<p>You can access your HSA by the following methods:</p> <ul style="list-style-type: none"> • Debit card • Withdrawal form • Check 	<p>For qualified medical expenses under your HDHP, you will be automatically reimbursed when claims are submitted through your HDHP. For expenses not covered by the HDHP, such as orthodontia and cosmetic surgery, a reimbursement form will be sent to you.</p>

HSAs and HRAs – continued on next page

Feature Comparison	Health Savings Account (HSA)	Health Reimbursement Arrangement (HRA) Provided when you are ineligible for an HSA
<p>Distributions/withdrawals</p> <ul style="list-style-type: none"> Medical 	<p>After meeting the deductible, pay the out-of-pocket expenses for yourself, your spouse or your dependents even if they are not covered by the HDHP from the funds available in your HSA.</p> <p>Medical expenses are not allowable if they occur before the first full month your enrollment is effective, and they are not reimbursable from your HSA until the first of the month following the effective date of your enrollment in this HDHP and the date your HSA account is established.</p> <p>For most Federal enrollees (those not paid on a monthly basis), the earliest date medical expenses will be allowable is February 1, 2005.</p> <p>See IRS Publication 502 for a complete list of eligible expenses.</p>	<p>After meeting the deductible, pay the out-of-pocket expenses for qualified medical expenses for individuals covered under the HDHP.</p> <p>Non-reimbursed qualified medical expenses are allowable if they occur after the effective date of your enrollment in this Plan.</p> <p>See <i>Availability of funds</i> below for information on when funds are available in the HRA.</p> <p>See IRS Publication 502 for a complete list of eligible expenses.</p>
<ul style="list-style-type: none"> Non-medical 	<p>If you are under age 65, withdrawal of funds for non-medical expenses will create a 10% income tax penalty in addition to any other income taxes you may owe on the accumulated funds.</p> <p>When you turn age 65, distributions can be used for any reason without being subject to the 10% penalty.</p>	<p>Not applicable – distributions will not be made for anything other than non-reimbursed qualified medical expenses.</p>

HSAs and HRAs – continued on next page

Feature Comparison	Health Savings Account (HSA)	Health Reimbursement Arrangement (HRA) Provided when you are ineligible for an HSA
Availability of funds	<p>Funds are not available until:</p> <ul style="list-style-type: none"> • Your enrollment in this HDHP is effective (effective date is determined by your agency in accord with the event permitting the enrollment change). • The HDHP receives record of your enrollment and initially establishes your HSA account with the fiduciary by providing information it must furnish and by contributing the minimum amount required to establish an HSA. • The fiduciary sends out HSA paperwork for the enrollee to complete and the fiduciary receives the completed paperwork. <p>After the fiduciary receives the completed paperwork from the enrollee, the enrollee can withdraw funds for any expenses incurred on or after the date the HSA was initially established.</p>	<p>Funds are not available until:</p> <ul style="list-style-type: none"> • Your enrollment in this HDHP is effective (effective date is determined by your agency in accord with the event permitting the enrollment change). • The HDHP receives record of your enrollment and initially establishes your HRA account with the fiduciary by providing information it must furnish and by contributing the minimum amount required to establish an HRA.
Account owner	GHP HDHP	GHP HDHP
Portable	Yes, you can take this account with you when you separate or retire.	<p>If you retire and remain in this HDHP, you may continue to use and accumulate credits in your HRA.</p> <p>If you terminate employment or change health plans, only eligible expenses incurred while covered under the HDHP will be eligible for reimbursement subject to timely filing requirements. Unused funds are forfeited.</p>
Annual rollover	Yes, accumulates without a maximum cap.	Yes, accumulates without a maximum cap.

HSA's

Is the “premium pass through” to my HSA considered taxable income?

“Premium pass through” contributions by the HDHP are not considered taxable income.

Can I contribute to my HSA?

Yes. All contributions are aggregated and cannot exceed the annual maximum contribution. You may contribute your own money to your account through payroll deductions (if available), or you may make a lump sum contribution at any time, in any amount up to an annual maximum limit. Others can also make contributions to your HSA on your behalf. If you (or someone on your behalf) contribute a lump-sum, you can claim the total amount contributed for the year as a tax deduction when you file your income taxes. You receive tax advantages in any case. **You have until April 15 of the following year to make HSA contributions for the current year.**

IRS contribution rules reduce the total annual maximum contribution if you are not eligible for the HDHP during the whole month. For instance, if your enrollment in this Plan was not effective on January 1, 2005, you cannot receive a credit for January and you would need to deduct 1/12 of the annual maximum contribution. Contact CBSA for more details.

Catch-up contributions

If you are age 55 or older, the IRS permits you to make additional catch-up contributions to your HSA. In 2005, you may contribute up to \$500 in “catch-up” contributions. Catch-up contributions in later years increase up to a maximum of \$1,000 in 2009 and beyond. Contributions must stop once an individual is eligible for Medicare. Additional details are available on the IRS Web site at www.irs.gov.

Rate of interest earned

Depending on how you choose to invest your HSA savings, the interest rate and payment of interest will vary. Contact CBSA for more details on the investment options available to you.

What happens to my HSA if I leave my health plan or job?

You own your account, so you keep your HSA even if you change health plans, leave Federal employment, become eligible for Medicare, or any of the other events which may make you ineligible for further contributions to your HSA. Even when you are not eligible to make contributions to your HSA, you may request withdrawals.

What happens to my HSA if I die?

Your HSA would pass to your surviving spouse or named beneficiary tax free. If you do not have a named beneficiary, the money is disbursed to your estate and is taxable.

What expenses can I pay for with my HSA?

You can pay for “qualified medical expenses,” as defined by IRS Code 213(d). These expenses include, but are not limited to, medical plan deductibles, diagnostic services covered by your plan, long-term care premiums, and health insurance premiums if you are receiving Federal unemployment compensation, over-the-counter drugs, LASIK surgery, and some nursing services.

When you become Medicare-eligible, you can use the account to purchase any health insurance other than a Medigap policy. You may not, however, continue to make contributions to your HSA once you are Medicare eligible.

For the complete list of IRS-allowable expenses, request a copy of IRS Publication 502 by calling 1-800-829-3676, or visit the IRS Web site at www.irs.gov and click on “Forms and Publications.”

Non-qualified health expenses	You may withdraw money from your HSA for items other than qualified health expenses, but it will be subject to income tax and if you are under 65 years old, an additional 10% penalty tax on the amount withdrawn.
Tracking your HSA balance	You will receive a periodic statement that shows the “premium pass through” and withdrawals, and interest earned on your account. In addition, you will receive an Explanation of Payment statement when you withdraw money from your HSA.
Minimum reimbursements from your HSA	You can request reimbursement in any amount. However, funds will not be disbursed until your reimbursement totals at least \$25.
HRAs	
How do I know if I qualify for an HRA?	If you don’t qualify for an HSA when you enroll, or later become ineligible for an HSA, the HDHP will establish an HRA for you. If you are Medicare eligible, even if you have not elected to enroll in Medicare, you are ineligible for an HSA and your HDHP will establish an HRA for you.
HRA and HSA differences	<p>Please review the chart at the beginning of this Section which details the differences. The major differences are:</p> <ul style="list-style-type: none">• you cannot make contributions to an HRA• HRA funds are forfeited if you leave the HDHP• an HRA does not earn interest, and• HRAs can only pay for qualified medical expenses, such as deductibles, copayments, and coinsurance expenses, for individuals covered by the HDHP.

Section 5.2(l) Catastrophic protection for out-of-pocket expenses

GHP's system will monitor (auto-calculate) out-of-pocket expenses for HDHP. Once the out of pocket threshold is met, claims will pay at 100%. Pursuant to IRS regulations for qualified HDHPs, out-of-pocket expenses are calculated the same way as the deductible for both Family and Single coverage.

For a qualified HDHP, copayments, deductibles and coinsurance amounts apply toward the member's out-of-pocket maximum. Items that do not apply toward the maximum include: Charges over Usual and Customary that are the member's responsibility when they use non-participating providers; Charges for services that are not eligible under the plan (Cosmetic Surgery, for example); and any penalty applied to the member for non-compliance to utilization rules outlined in a member's plan documents.

Section 5.2(m) Health education resources and account management tools

Special features	Description
<p>Health education resources</p>	<p>We publish an e-newsletter to keep you informed on a variety of issues related to your good health. Visit our Web site at www.ghp.com for information to help you take command of your health. This section is organized in simple, user-friendly, sections:</p> <ul style="list-style-type: none"> • Assess Your Health – where you will find a simple, free, online health risk assessment tool to benchmark your wellness, and better understand your overall health status and risks. • About Your Health – for information about a specific condition or general preventive guidelines. • Patient Safety • WebMD – our link to this health site also provides wellness and disease information to help improve health. • Prescription Drugs - educational materials are also accessible through our Web site, through a link to our pharmacy benefit manager, Caremark. There, you will find: <ul style="list-style-type: none"> - Detailed information about a wide range of prescription drugs; - A drug interaction tool to help easily determine if a specific drug can have any adverse interactions with each other, with over-the-counter drugs, or with herbals and vitamins; - Facts about why FDA-approved generic drugs should be a first choice for effective, economical treatment. <p>Another key health information tool that we make available to you is our online quality tools, powered by HealthShare®. You can review the frequency of procedures performed by a provider, knowing the correlation between frequency of service and quality of outcomes. We post additional quality outcome information, such as re-admission rates within 30 days, post-operative complications and even death rates.</p> <p>We also publish an e-newsletter to keep you informed on a variety of issues related to your good health. Visit our Web site at www.ghp.com for past editions of this publication, <i>Living Well</i>.</p> <ul style="list-style-type: none"> • In addition, we augment our health education tools with access to our Nurse Advisor Services. Experienced RNs are available through an inbound call center 24 hours a day, 7 days a week, 365 days a year to assist you and help you to maximize your benefits by providing clinical and economic information to make an informed decision on how to proceed with care.
<p>Account management tools</p>	<p>For each HSA and HRA account holder, we maintain a complete claims payment history online through www.ghp.com.</p> <ul style="list-style-type: none"> • Your balance will also be shown on your explanation of benefits (EOB) form.

	<ul style="list-style-type: none"> • You will receive an EOB after every claim. • If you have an HSA, <ul style="list-style-type: none"> ✓ You will receive a quarterly statement by mail outlining your account balance and activity for the month. ✓ You may also access your account and review your activity on a daily basis online via My Online Services at www.ghp.com. <p>If you have an HRA,</p> <ul style="list-style-type: none"> ✓ You will receive a quarterly statement by mail outlining your account balance and activity for the month. ✓ You may also access your account and review your activity on a daily basis online via My Online Services at www.ghp.com.
<p>Consumer choice information</p>	<ul style="list-style-type: none"> • As a member of this HDHP, you may choose any provider. However, you will receive discounts when you see a network provider. Our provider search function on our Web site (www.ghp.com) is updated every week. It lets you easily search for a participating physician based on the criteria <i>you</i> choose, such as provider specialty, gender, secondary languages spoken, or hospital affiliation. You can even specify the maximum distance you're willing to travel and, in most instances, get driving directions and a map to the offices of identified providers. • Pricing information for medical care is available at www.ghp.com. There, you will find our Health Services Pricing Tools which provide average cost information for some of the most common categories of service. The easy-to-understand information is sorted by categories of service including physician office visits, diagnostic tests, surgical procedures and hospitalization. • Pricing information for prescription drugs is available through our link to the Web site of our pharmacy benefit manager, Caremark (which you can access via www.ghp.com). Through a password-protected account, you will have the ability to estimate prescription costs before ordering. <p>Link to online pharmacy through the Web site of our pharmacy benefit manager, Caremark (which you can access via www.ghp.com).</p> <p>Educational materials on the topics of HSAs, HRAs and HDHPs are available at www.ghp.com.</p>
<p>Care support</p>	<ul style="list-style-type: none"> • Our complex case management programs offer special assistance to members with intricate, long-term medical needs. Our disease management program fosters a proactive approach to managing care from prevention through treatment and management. Your physician can help arrange for participation in these programs, or you can simply contact our Member Service Department. • Patient safety information is available online at www.ghp.com. <p>Care support is also available to you in the form of a relationship that we have established with the <i>College of American Pathologists</i> for e-mail reminder notifications. We'll send a message to the e-mail address you provide on a scheduled basis reminding you to arrange for screening tests.</p>

Section 5.3 Non-FEHB benefits available to Plan members

The benefits on this page are not part of the FEHB contract or premium, **and you cannot file an FEHB disputed claim about them.** Fees you pay for these services do not count toward FEHB deductibles or catastrophic protection out-of-pocket maximums.

MEMBERS CHOICE PROGRAM

GHP offers members a complimentary health care program called Members Choice. Through this program, GHP members have additional choices for a healthier lifestyle. Members Choice features discounts on massage therapy, acupuncture, dietary supplements and vitamins, as well as health club memberships at a reduced rate. Members Choice is offered through GHP's relationship with American Specialty Health Networks (ASHN). To find a contracted provider or fitness club in your area, visit GHP's Web site at www.ghp.com and click on the Members icon, then Member Benefit Information, then Members Choice. Or you may call ASHN Member Services toll-free at 877-355-2746 for assistance.

VOLUNTARY DENTAL PROGRAM

With your continued or new enrollment with GHP for 2005, you have the opportunity to select a low-cost voluntary dental program offered by CompDent. Highlights of the benefits available with this plan are as follows:

- No waiting periods
- No deductible
- No benefit maximum
- No claims to file
- Oral evaluations at no charge
- X-rays at no charge
- Cleanings – once every six months at no charge
- Basic and major services
- 25% discount for specialty services including orthodontia

COST PER MONTH: Employee Only \$7.66 Employee + Family \$17.04

If you choose to enroll in this value-added benefit, the cost for single coverage or family coverage will be automatically deducted from your checking account on a monthly basis, or you may pay on an annual basis by using a major credit card. Participation is voluntary so you will not be automatically enrolled in this program.

For more information regarding this voluntary dental program, please refer to the CompDent introduction letter in your GHP enrollment packet.

Section 6. General exclusions – things we don't cover

The exclusions in this section apply to all benefits. **Although we may list a specific service as a benefit, we will not cover it unless your Plan doctor determines it is medically necessary to prevent, diagnose, or treat your illness, disease, injury, or condition and we agree, as discussed under *Services requiring our prior approval* on page 13.**

We do not cover the following:

- Care by non-plan providers except for authorized referrals or emergencies (see Emergency Benefits) for the HMO Plan;
- Services, drugs, or supplies you receive while you are not enrolled in this Plan;
- Services, drugs, or supplies not medically necessary;
- Services, drugs, or supplies not required according to accepted standards of medical, dental, or psychiatric practice;
- Experimental or investigational procedures, treatments, drugs or devices;
- Services, drugs, or supplies related to abortions, except when the life of the mother would be endangered if the fetus were carried to term, or when the pregnancy is the result of an act of rape or incest;
- Services, drugs, or supplies related to sex transformations;
- Services, drugs, or supplies you receive from a provider or facility barred from the FEHB Program; or
- Services, drugs, or supplies you receive without charge while in active military service.

Section 7. Filing a claim for covered services

When you see Plan physicians, receive services at Plan hospitals and facilities, or obtain your prescription drugs at Plan pharmacies, you will not have to file claims. Just present your identification card and pay your copayment, coinsurance, or deductible.

You may be responsible for filing a claim for out-of-network services. Sometimes these providers bill us directly. Check with the provider. If you need to file the claim, here is the process:

Medical and hospital benefits

In most cases, providers and facilities file claims for you. Physicians must file on the form HCFA-1500, Health Insurance Claim Form. Your facility will file on the UB-92 form. For claims questions and assistance, call us at 800-755-3901.

When you must file a claim – such as for services you receive outside the Plan’s service area – submit it on the HCFA-1500 or a claim form that includes the information shown below. Bills and receipts should be itemized and show:

- Covered member’s name and ID number;
- Name and address of the physician or facility that provided the service or supply;
- Dates you received the services or supplies;
- Diagnosis;
- Type of each service or supply;
- The charge for each service or supply;
- A copy of the explanation of benefits, payments, or denial from any primary payer – such as the Medicare Summary Notice (MSN); and
- Receipts, if you paid for your services.

Submit your claims to:

Group Health Plan, PO Box 7374, London, KY 40742-7374

Prescription drugs

Submit your claims to:

Group Health Plan, Attn: Pharmacy Department, 111 Corporate Office Drive, Suite 400, Earth City, MO 63045

Deadline for filing your claim

Send us all of the documents for your claim as soon as possible. You must submit the claim by December 31 of the year after the year you received the service, unless timely filing was prevented by administrative operations of Government or legal incapacity, provided the claim was submitted as soon as reasonably possible.

When we need more information

Please reply promptly when we ask for additional information. We may delay processing or deny your claim if you do not respond.

Section 8. The disputed claims process

Follow this Federal Employees Health Benefits Program disputed claims process if you disagree with our decision on your claim or request for services, drugs, or supplies – including a request for preauthorization/prior approval. Disagreements between you and the HDHP fiduciary regarding the administration of an HSA or HRA are not subject to the disputed claims process.

Step	Description
1	<p>Ask us in writing to reconsider our initial decision. You must:</p> <ol style="list-style-type: none">Write to us within 6 months from the date of our decision; andSend your request to us at: Group Health Plan, Attn: Member Correspondence Unit, 111 Corporate Office Drive, Suite 400, Earth City, MO 63045; andInclude a statement about why you believe our initial decision was wrong, based on specific benefit provisions in this brochure; andInclude copies of documents that support your claim, such as physicians' letters, operative reports, bills, medical records, and explanation of benefits (EOB) forms.
2	<p>We have 30 days from the date we receive your request to:</p> <ol style="list-style-type: none">Pay the claim (or, if applicable, arrange for the health care provider to give you the care); orWrite to you and maintain our denial – go to step 4; orAsk you or your provider for more information. If we ask your provider, we will send you a copy of our request—go to step 3.
3	<p>You or your provider must send the information so that we receive it within 60 days of our request. We will then decide within 30 more days.</p> <p>If we do not receive the information within 60 days, we will decide within 30 days of the date the information was due. We will base our decision on the information we already have.</p> <p>We will write to you with our decision.</p>
4	<p>If you do not agree with our decision, you may ask OPM to review it.</p> <p>You must write to OPM within:</p> <ul style="list-style-type: none">90 days after the date of our letter upholding our initial decision; or120 days after you first wrote to us – if we did not answer that request in some way within 30 days; or120 days after we asked for additional information. <p>Write to OPM at: United States Office of Personnel Management, Insurance Services Programs, Health Insurance Group 3, 1900 E Street, NW, Washington, DC 20415-3630.</p>

The disputed claims process (*continued*)

Send OPM the following information:

- A statement about why you believe our decision was wrong, based on specific benefit provisions in this brochure;
- Copies of documents that support your claim, such as physicians' letters, operative reports, bills, medical records, and explanation of benefits (EOB) forms;
- Copies of all letters you sent to us about the claim;
- Copies of all letters we sent to you about the claim; and
- Your daytime phone number and the best time to call.

Note: If you want OPM to review more than one claim, you must clearly identify which documents apply to which claim.

Note: You are the only person who has a right to file a disputed claim with OPM. Parties acting as your representative, such as medical providers, must include a copy of your specific written consent with the review request.

Note: The above deadlines may be extended if you show that you were unable to meet the deadline because of reasons beyond your control.

5 OPM will review your disputed claim request and will use the information it collects from you and us to decide whether our decision is correct. OPM will send you a final decision within 60 days. There are no other administrative appeals.

If you do not agree with OPM's decision, your only recourse is to sue. If you decide to sue, you must file the suit against OPM in Federal court by December 31 of the third year after the year in which you received the disputed services, drugs, or supplies or from the year in which you were denied precertification or prior approval. This is the only deadline that may not be extended.

OPM may disclose the information it collects during the review process to support their disputed claim decision. This information will become part of the court record.

You may not sue until you have completed the disputed claims process. Further, Federal law governs your lawsuit, benefits, and payment of benefits. The Federal court will base its review on the record that was before OPM when OPM decided to uphold or overturn our decision. You may recover only the amount of benefits in dispute.

Note: **If you have a serious or life threatening condition** (one that may cause permanent loss of bodily functions or death if not treated as soon as possible), and

- a) We haven't responded yet to your initial request for care or preauthorization/prior approval, then call us at 800-755-3901 and we will expedite our review; or
- b) We denied your initial request for care or preauthorization/prior approval, then:

If we expedite our review and maintain our denial, we will inform OPM so that they can give your claim expedited treatment too,
or

You may call OPM's Health Insurance Group 3 at 202/606-0737 between 8 a.m. and 5 p.m. eastern time.

Section 9. Coordinating benefits with other coverage

When you have other health coverage

You must tell us if you or a covered family member have coverage under another group health plan or have automobile insurance that pays health care expenses without regard to fault. This is called “double coverage”.

When you have double coverage, one plan normally pays its benefits in full as the primary payer and the other plan pays a reduced benefit as the secondary payer. We, like other insurers, determine which coverage is primary according to the National Association of Insurance Commissioners’ guidelines.

When we are the primary payer, we will pay the benefits described in this brochure.

When we are the secondary payer, we will determine our allowance. After the primary plan pays, we will pay what is left of our allowance, up to our regular benefit. We will not pay more than our allowance.

What is Medicare?

Medicare is a Health Insurance Program for:

- People 65 years of age or older.
- Some people with disabilities under 65 years of age.
- People with End-Stage Renal Disease (permanent kidney failure requiring dialysis or a transplant).

Medicare has two parts:

- Part A (Hospital Insurance). Most people do not have to pay for Part A. If you or your spouse worked for at least 10 years in Medicare-covered employment, you should be able to qualify for premium-free Part A insurance. (Someone who was a Federal employee on January 1, 1983 or since automatically qualifies.) Otherwise, if you are age 65 or older, you may be able to buy it. Contact 1-800-MEDICARE for more information.
- Part B (Medical Insurance). Most people pay monthly for Part B. Generally, Part B premiums are withheld from your monthly Social Security check or your retirement check.

• Should I enroll in Medicare?

The decision to enroll in Medicare is yours. We encourage you to apply for Medicare benefits 3 months before you turn age 65. It’s easy. Just call the Social Security Administration toll-free number 1-800-772-1213 to set up an appointment to apply. If you do not apply for one or both Parts of Medicare, you can still be covered under the FEHB Program.

If you can get premium-free Part A coverage, we advise you to enroll in it. Most Federal employees and annuitants are entitled to Medicare Part A at age 65 **without cost**. When you don’t have to pay premiums for Medicare Part A, it makes good sense to obtain the coverage. It can reduce your out-of-pocket expenses as well as costs to the FEHB, which can help keep FEHB premiums down.

Everyone is charged a premium for Medicare Part B coverage. The Social Security Administration can provide you with premium and benefit information. Review the information and decide if it makes sense for you to buy the Medicare Part B coverage.

If you are eligible for Medicare, you may have choices in how you get your health care. Medicare Advantage is the term used to describe the various private health plan choices available to Medicare beneficiaries. The information in the next few pages shows how we coordinate benefits with Medicare, depending on whether you are in the Original Medicare Plan or a private Medicare Advantage plan.

- **The Original Medicare Plan (Part A or Part B)**

The Original Medicare Plan (Original Medicare) is available everywhere in the United States. It is the way everyone used to get Medicare benefits and is the way most people get their Medicare Part A and Part B benefits now. You may go to any doctor, specialist, or hospital that accepts Medicare. The Original Medicare Plan pays its share and you pay your share. Some things are not covered under Original Medicare, such as most prescription drugs (but coverage through private prescription drug plans will be available starting in 2006).

When you are enrolled in Original Medicare along with this Plan, you still need to follow the rules in this brochure for us to cover your care. Your care must continue to be arranged by the GHP participating physician or the Plan.

Claims process when you have the Original Medicare Plan – You probably will never have to file a claim form when you have both our Plan and the Original Medicare Plan.

- When we are the primary payer, we process the claim first.
- When Original Medicare is the primary payer, Medicare processes your claim first. In most cases, your claim will be coordinated automatically and we will then provide secondary benefits for covered charges. You will not need to do anything. To find out if you need to do something to file your claim, call us at 800-755-3901 or see our Web site at www.ghp.com.

We waive some costs if the Original Medicare Plan is your primary payer – We will waive some out-of-pocket costs as follows:

- Medical services and supplies provided by physicians and other health care professionals. If you are enrolled in Medicare Part B, we will waive precertification guidelines, copayments and any applicable coinsurance.

Medicare always makes the final determination as to whether they are the primary payer. The following chart illustrates whether Medicare or this Plan should be the primary payer for you according to your employment status and other factors determined by Medicare. It is critical that you tell us if you or a covered family member has Medicare coverage so we can administer these requirements correctly.

Primary Payer Chart		
A. When you - or your covered spouse - are age 65 or over and have Medicare and you...	The primary payer for the individual with Medicare is...	
	Medicare	This Plan
1) Have FEHB coverage on your own as an active employee or through your spouse who is an active employee		✓
2) Have FEHB coverage on your own as an annuitant or through your spouse who is an annuitant	✓	
3) Are a reemployed annuitant with the Federal government and your position is excluded from the FEHB (your employing office will know if this is the case) and you are not covered under FEHB through your spouse under #1 above	✓	
4) Are a reemployed annuitant with the Federal government and your position is not excluded from the FEHB (your employing office will know if this is the case) and ... You have FEHB coverage on your own or through your spouse who is also an active employee You have FEHB coverage through your spouse who is an annuitant	✓	✓
5) Are a Federal judge who retired under title 28, U.S.C., or a Tax Court judge who retired under Section 7447 of title 26, U.S.C. (or if your covered spouse is this type of judge) and you are not covered under FEHB through your spouse under #1 above	✓	
6) Are enrolled in Part B only, regardless of your employment status	✓ for Part B services	✓ for other services
7) Are a former Federal employee receiving Workers' Compensation and the Office of Workers' Compensation Programs has determined that you are unable to return to duty	✓*	
B. When you or a covered family member...		
1) Have Medicare solely based on end stage renal disease (ESRD) and... • It is within the first 30 months of eligibility for or entitlement to Medicare due to ESRD (30-month coordination period)		✓
• It is beyond the 30-month coordination period and you or a family member are still entitled to Medicare due to ESRD	✓	
2) Become eligible for Medicare due to ESRD while already a Medicare beneficiary and... • This Plan was the primary payer before eligibility due to ESRD		✓ for 30-month coordination period
• Medicare was the primary payer before eligibility due to ESRD	✓	
C. When either you or a covered family member are eligible for Medicare solely due to disability and you...		
1) Have FEHB coverage on your own as an active employee or through a family member who is an active employee		✓
2) Have FEHB coverage on your own as an annuitant or through a family member who is an annuitant	✓	
D. When you are covered under the FEHB Spouse Equity provision as a former spouse		
	✓	

*Workers' Compensation is primary for claims related to your condition under Workers' Compensation

- **Medicare Advantage**

If you are eligible for Medicare, you may choose to enroll in and get your Medicare benefits from a Medicare Advantage plan. These are private health care choices (like HMOs) in some areas of the country. In most Medicare Advantage plans, you can only go to doctors, specialists, or hospitals that are part of the plan. Medicare Advantage plans provide all the benefits that Original Medicare covers. Some cover extras, like prescription drugs. To learn more about enrolling in a Medicare Advantage plan, contact Medicare at 1-800-MEDICARE (1-800-633-4227) or at www.medicare.gov.

If you enroll in a Medicare Advantage plan, the following options are available to you:

This Plan and another plan's Medicare Advantage plan: You may enroll in another plan's Medicare Advantage plan and also remain enrolled in our FEHB plan. We will still provide benefits when your Medicare Advantage plan is primary, even out of the Medicare Advantage plan's network and/or service area (if you use our Plan providers), but we will not waive any of our copayments, coinsurance, or deductibles. If you enroll in a Medicare Advantage plan, tell us. We will need to know whether you are in the Original Medicare Plan or in a Medicare Advantage plan so we can correctly coordinate benefits with Medicare.

Suspended FEHB coverage to enroll in a Medicare Advantage plan: If you are an annuitant or former spouse, you can suspend your FEHB coverage to enroll in a Medicare Advantage plan, eliminating your FEHB premium. (OPM does not contribute to your Medicare Advantage plan premium.) For information on suspending your FEHB enrollment, contact your retirement office. If you later want to re-enroll in the FEHB Program, generally you may do so only at the next Open Season unless you involuntarily lose coverage or move out of the Medicare Advantage plan's service area.

TRICARE and CHAMPVA

TRICARE is the health care program for eligible dependents of military persons, and retirees of the military. TRICARE includes the CHAMPUS program. CHAMPVA provides health coverage to disabled Veterans and their eligible dependents. IF TRICARE or CHAMPVA and this Plan cover you, we pay first. See your TRICARE or CHAMPVA Health Benefits Advisor if you have questions about these programs.

Suspended FEHB coverage to enroll in TRICARE or CHAMPVA: If you are an annuitant or former spouse, you can suspend your FEHB coverage to enroll in one of these programs, eliminating your FEHB premium. (OPM does not contribute to any applicable plan premiums.) For information on suspending your FEHB enrollment, contact your retirement office. If you later want to re-enroll in the FEHB Program, generally you may do so only at the next Open Season unless you involuntarily lose coverage under the program.

Workers' Compensation

We do not cover services that:

You need because of a workplace-related illness or injury that the Office of Workers' Compensation Programs (OWCP) or a similar Federal or State agency determines they must provide; or

OWCP or a similar agency pays for through a third-party injury settlement or other similar proceeding that is based on a claim you filed under OWCP or similar laws.

Once OWCP or similar agency pays its maximum benefits for your treatment, we will cover your care.

Medicaid

When you have this Plan and Medicaid, we pay first.

Suspended FEHB coverage to enroll in Medicaid or a similar State-sponsored program of medical assistance: If you are an annuitant or former spouse, you can suspend your FEHB coverage to enroll in one of these State programs, eliminating your FEHB premium. For information on suspending your FEHB enrollment, contact your retirement office. If you later want to re-enroll in the FEHB Program, generally you may do so only at the next Open Season unless you involuntarily lose coverage under the State program.

When other Government agencies are responsible for your care

We do not cover services and supplies when a local, State, or Federal government agency directly or indirectly pays for them.

When others are responsible for injuries

If you do not seek damages you must agree to let us try. This is called subrogation. If you need more information, contact us for our subrogation procedures.

Section 10. Definitions of terms we use in this brochure

Calendar year	January 1 through December 31 of the same year. For new enrollees, the calendar year begins on the effective date of their enrollment and ends on December 31 of the same year.
Coinsurance	Coinsurance is the percentage of our allowance that you must pay for your care. You may also be responsible for additional amounts. See page 14.
Copayment	A copayment is a fixed amount of money you pay when you receive covered services. See page 14.
Covered services	Care we provide benefits for, as described in this brochure.
Custodial care	Care that is primarily for the purpose of helping the plan member with activities of daily living or meeting personal needs and can be provided safely and reasonably by people without professional skills or training. Examples of custodial care include rest cures, respite care and home care. See <i>Long Term Care</i> for information that can help you with custodial care.
Deductible	A deductible is a fixed amount of covered expenses you must incur for certain covered services and supplies before we start paying benefits for those services. See page 14.
Experimental or investigational services	A drug device, treatment, therapy, procedure, service or supply of any kind whatsoever (a “Service”) that: <ol style="list-style-type: none">1. cannot be lawfully marketed without the approval of the Food and Drug Administration (FDA) and such approval has not been granted at that time of use or proposed use, and/or2. is the subject of a current investigational new drug or new device application on file with the FDA, and/or3. in the predominant opinion of experts, as expressed in the published authoritative literature, that usage should be substantially confined to research settings or that further research is needed in order to define safety, toxicity, efficacy or effectiveness of that Services compared with conventional alternatives.
Group health coverage	A corporation, partnership, union or other entity that is eligible for group coverage under State or Federal laws and which enters into Agreement with the Plan to offer coverage to employees and their eligible dependents.
Medical necessity	Services which are provided for the diagnosis or care and treatment of medical condition; appropriate and necessary for the symptoms, diagnosis or treatment of that condition; rendered within standards of generally accepted medical practice; not primarily for the convenience of you, your family, or a provider; and performed in the most appropriate setting manner for treating your condition, as determined by the Medical Director.
Plan allowance	Plan allowance is the amount we use to determine our payment and your coinsurance for covered services. Plans determine their allowances in different ways. We determine our allowance as follows: <p>Group Health Plan determines the plan allowance with each participating provider based upon negotiated charges contained within the provider’s participation agreement. The negotiated charge represents the amount a participating provider must accept as payment in full for covered services provided to Plan members.</p>
Us/We	Us and We refer to Group Health Plan.
You	You refers to the enrollee and each covered family member.

Section 11. FEHB Facts

Coverage information

- **No pre-existing condition limitation**

We will not refuse to cover the treatment of a condition you had before you enrolled in this Plan solely because you had the condition before you enrolled.

- **Where you can get information about enrolling in the FEHB Program**

See www.opm.gov/insure. Also, your employing or retirement office can answer your questions, and give you a *Guide to Federal Employees Health Benefits Plans*, brochures for other plans, and other materials you need to make an informed decision about your FEHB coverage. These materials tell you:

- When you may change your enrollment;
- How you can cover your family members;
- What happens when you transfer to another Federal agency, go on leave without pay, enter military service, or retire;
- When your enrollment ends; and
- When the next open season for enrollment begins.

We don't determine who is eligible for coverage and, in most cases, cannot change your enrollment status without information from your employing or retirement office.

- **Types of coverage available for you and your family**

Self Only coverage is for you alone. Self and Family coverage is for you, your spouse, and your unmarried dependent children under age 22, including any foster children or stepchildren your employing or retirement office authorizes coverage for. Under certain circumstances, you may also continue coverage for a disabled child 22 years of age or older who is incapable of self-support.

If you have a Self Only enrollment, you may change to a Self and Family enrollment if you marry, give birth, or add a child to your family. You may change your enrollment 31 days before to 60 days after that event. The Self and Family enrollment begins on the first day of the pay period in which the child is born or becomes an eligible family member. When you change to Self and Family because you marry, the change is effective on the first day of the pay period that begins after your employing office receives your enrollment form; benefits will not be available to your spouse until you marry.

Your employing or retirement office will **not** notify you when a family member is no longer eligible to receive benefits, nor will we. Please tell us immediately when you add or remove family members from your coverage for any reason, including divorce, or when your child under age 22 marries or turns 22.

If you or one of your family members is enrolled in one FEHB plan, that person may not be enrolled in or covered as a family member by another FEHB plan.

- **Children's Equity Act**

OPM has implemented the Federal Employees Health Benefits Children's Equity Act of 2000. This law mandates that you be enrolled for Self and Family coverage in the FEHB Program, if you are an employee subject to a court or administrative order requiring you to provide health benefits for your child(ren).

If this law applies to you, you must enroll for Self and Family coverage in a health plan that provides full benefits in the area where your children live or provide documentation to your employing office that you have obtained other health benefits coverage for your children. If you do not do so, your employing office will enroll you involuntarily as follows:

- If you have no FEHB coverage, your employing office will enroll you for Self and Family coverage in the Blue Cross and Blue Shield Service Benefit Plan's Basic Option;
- If you have a Self Only enrollment in a fee-for-service plan or in an HMO that serves the area where your children live, your employing office will change your enrollment to Self and Family in the same option of the same plan; or
- If you are enrolled in an HMO that does not serve the area where the children live, your employing office will change your enrollment to Self and Family in the Blue Cross and Blue Shield Service Benefit Plan's Basic Option.

As long as the court/administrative order is in effect, and you have at least one child identified in the order who is still eligible under the FEHB Program, you cannot cancel your enrollment, change to Self Only, or change to a plan that doesn't serve the area in which your children live, unless you provide documentation that you have other coverage for the children. If the court/administrative order is still in effect when you retire, and you have at least one child still eligible for FEHB coverage, you must continue your FEHB coverage into retirement (if eligible) and cannot cancel your coverage, change to Self Only, or change to a plan that doesn't serve the area in which your children live as long as the court/administrative order is in effect. Contact your employing office for further information.

- **When benefits and premiums start**

The benefits in this brochure are effective January 1. If you joined this Plan during Open Season, your coverage begins on the first day of your first pay period that starts on or after January 1. If you changed plans or plan options during Open Season and you receive care between January 1 and the effective date of coverage under your new plan or option, your claims will be paid according to the 2005 benefits of your old plan or option. However, if your old plan left the FEHB Program at the end of the year, you are covered under that plan's 2004 benefits until the effective date of your coverage with your new plan. Annuitants' coverage and premiums begin on January 1. If you joined at any other time during the year, your employing office will tell you the effective date of coverage.

- **When you retire**

When you retire, you can usually stay in the FEHB Program. Generally, you must have been enrolled in the FEHB Program for the last five years of your Federal service. If you do not meet this requirement, you may be eligible for other forms of coverage, such as Temporary Continuation of Coverage (TCC).

When you lose benefits

- **When FEHB coverage ends**

You will receive an additional 31 days of coverage, for no additional premium, when:

- Your enrollment ends, unless you cancel your enrollment, or
- You are a family member no longer eligible for coverage.

You may be eligible for spouse equity coverage or Temporary Continuation of Coverage

(TCC), or a conversion policy (a non-FEHB individual policy.)

- **Spouse equity coverage**

If you are divorced from a Federal employee or annuitant, you may not continue to get benefits under your former spouse's enrollment. This is the case even when the court has ordered your former spouse to provide health coverage to you. But, you may be eligible for your own FEHB coverage under the spouse equity law or Temporary Continuation of Coverage (TCC). If you are recently divorced or are anticipating a divorce, contact your ex-spouse's employing or retirement office to get RI 70-5, the *Guide To Federal Employees Health Benefits Plans for Temporary Continuation of Coverage and Former Spouse Enrollees*, or other information about your coverage choices. You can also download the guide from OPM's Web site, www.opm.gov/insure.

- **Temporary Continuation of Coverage (TCC)**

If you leave Federal service, or if you lose coverage because you no longer qualify as a family member, you may be eligible for Temporary Continuation of Coverage (TCC). For example, you can receive TCC if you are not able to continue your FEHB enrollment after you retire, if you lose your Federal job, if you are a covered dependent child and you turn 22 or marry, etc.

You may not elect TCC if you are fired from your Federal job due to gross misconduct.

Enrolling in TCC. Get the RI 79-27, which describes TCC, and the RI 70-5, the *Guide to Federal Employees Health Benefits Plans for Temporary Continuation of Coverage and Former Spouse Enrollees*, from your employing or retirement office or from www.opm.gov/insure. It explains what you have to do to enroll.

- **Converting to individual coverage**

You may convert to a non-FEHB individual policy if:

- Your coverage under TCC or the spouse equity law ends (If you canceled your coverage or did not pay your premium, you cannot convert);
- You decided not to receive coverage under TCC or the spouse equity law; or
- You are not eligible for coverage under TCC or the spouse equity law.

If you leave Federal service, your employing office will notify you of your right to convert. You must apply in writing to us within 31 days after you receive this notice. However, if you are a family member who is losing coverage, the employing or retirement office will **not** notify you. You must apply in writing to us within 31 days after you are no longer eligible for coverage.

Your benefits and rates will differ from those under the FEHB Program; however, you will not have to answer questions about your health, and we will not impose a waiting period or limit your coverage due to pre-existing conditions.

- **Getting a Certificate of Group Health Plan Coverage**

The Health Insurance Portability and Accountability Act of 1996 (HIPAA) is a Federal law that offers limited Federal protections for health coverage availability and continuity to people who lose employer group coverage. If you leave the FEHB Program, we will give you a Certificate of Group Health Plan Coverage that indicates how long you have been enrolled with us. You can use this certificate when getting health insurance or other health care coverage. Your new plan must reduce or eliminate waiting periods, limitations, or exclusions for health related conditions based on the information in the certificate, as long as you enroll within 63 days of losing coverage under this Plan. If you have been enrolled with us for less than 12 months, but were previously enrolled in other FEHB plans, you may also request a certificate from those plans.

For more information, get OPM pamphlet RI 79-27, *Temporary Continuation of Coverage (TCC) under the FEHB Program*. See also the FEHB Web site at www.opm.gov/insure/health; refer to the “TCC and HIPAA” frequently asked questions. These highlight HIPAA rules, such as the requirement that Federal employees must exhaust any TCC eligibility as one condition for guaranteed access to individual health coverage under HIPAA, and information about Federal and State agencies you can contact for more information.

Section 12. Two Federal Programs complement FEHB benefits

Important information

OPM wants to make sure you are aware of two Federal programs that complement the FEHB Program. First, the **Federal Flexible Spending Account (FSA) Program**, also known as **FSAFEDS**, lets you set aside pre-tax money to pay for health and dependent care expenses. The result can be a discount of 20% to more than 40% on services you routinely pay for out-of-pocket. Second, the **Federal Long Term Care Insurance Program (FLTCIP)** helps cover long term care costs, which are not covered under the FEHB.

The Federal Flexible Spending Account Program – *FSAFEDS*

• What is an FSA?

It is a tax-favored benefit that allows you to set aside pre-tax money from your paychecks to pay for a variety of eligible expenses. *By using an FSA, you can reduce your taxes while paying for services you would have to pay for anyway, producing a discount that can be over 40%.*

There are two types of FSAs offered by FSAFEDS:

Health Care Flexible Spending Account (HCFSA)

- Covers eligible health care expenses not reimbursed by this Plan, or any other medical, dental, or vision care plan you or your dependents may have.
- Eligible dependents for this account include anyone you claim on your Federal Income Tax return as a qualified dependent under the U.S. Internal Revenue Service (IRS) definition and/or with whom you jointly file your Federal Income Tax return, even if you don't have self and family health benefits coverage. *Note:* The IRS has a broader definition of a "family member" than is used under the FEHB Program to provide benefits by your FEHB Plan.
- The maximum annual amount that can be allotted for the HCFSA is \$4,000. *Note:* The Federal workforce includes a number of employees married to each other. If each spouse/employee is eligible for FEHB coverage, both may enroll for a HCFSA up to the maximum of \$4,000 each (\$8,000 total). Both are covered under each other's HCFSA. The minimum annual amount is \$250.

Dependent Care Flexible Spending Account (DCFSA)

- Covers eligible dependent care expenses incurred so you, and your spouse, if married, can work, look for work, or attend school full-time.
- Qualifying dependents for this account include your dependent children under age 13, or any person of any age whom you claim as a dependent on your Federal Income Tax return (and who is mentally or physically incapable of self care).
- The maximum annual amount that can be allotted for the DCFSA is \$5,000. The minimum annual amount is \$250. *Note:* The IRS limits contributions to a DCFSA. For single taxpayers and taxpayers filing a joint return, the maximum is \$5,000 per year. For taxpayers who file their taxes separately with a spouse, the maximum is \$2,500 per year. The limit includes any child care subsidy you may receive.

• Enroll during Open Season

You **must make an election** to enroll in an FSA during the 2005 FEHB Open Season. Even if you enrolled during 2004, you must make a new election to continue participating in 2005. Enrollment is easy!

- **Online:** visit www.FSAFEDS.com and click on **Enroll**.
- **Telephone:** call an FSAFEDS Benefits Counselor toll-free at 1-877-FSAFEDS (372-3337), Monday through Friday, from 9 a.m. until 9 p.m., Eastern Time. TTY: 1-800-952-0450.

What is SHPS?

SHPS is a third-party administrator hired by OPM to manage the FSAFEDS Program. SHPS is the largest FSA administrator in the nation and is responsible for enrollment, claims processing, customer service, and day-to-day operations of FSAFEDS.

Who is eligible to enroll?

If you are a Federal employee eligible for FEHB – even if you’re not enrolled in FEHB – you can choose to participate in either, or both, of the FSAs. *However, if you enroll in a High Deductible Health Plan (HDHP) with a Health Savings Account (HSA), you are not eligible to participate in an HCFSA.*

Almost all Federal employees are eligible to enroll for a DCFSA. The only exception is intermittent (also called “when actually employed” [WAE]) employees expected to work fewer than 180 days during the year.

Note: FSAFEDS is the FSA Program established for all Executive Branch employees and Legislative Branch employees whose employers have signed on to participate. Under IRS law, FSAs are not available to annuitants. Also, the U.S. Postal Service and the Judicial Branch, among others, have their own plans with slightly different rules. However, the advantages of having an FSA are the same regardless of the agency for which you work.

• How much should I contribute to my FSA?

Plan carefully when deciding how much to contribute to an FSA. Because of the tax benefits an FSA provides, the IRS places strict guidelines on how the money can be used. Under current IRS tax rules, you are required to forfeit any money for which you did not incur an eligible expense under your FSA account(s) during the Plan Year. This is known as the “use-it-or-lose-it” rule. You will have until April 30, following the end of the Plan Year to submit claims for your eligible expenses incurred from January 1 through December 31. For example if you enroll in FSAFEDS for the 2005 Plan Year, you will have until April 30, 2006 to submit claims for eligible expenses.

The [FSAFEDS Calculator](#) at www.FSAFEDS.com will help you plan your FSA allocations and provide an estimate of your tax savings based on your individual situation.

• What can my HCFSA pay for?

Every FEHB plan includes cost sharing features, such as deductibles you must meet before the Plan provides benefits, coinsurance or copayments that you pay when you and the Plan share costs, and medical services and supplies that are not covered by the Plan and for which you must pay. These out-of-pocket costs are summarized on page 48 and detailed throughout this brochure. Your HCFSA will reimburse you when those costs are for qualified medical care that you, your spouse and/or your dependents receive that is NOT covered or reimbursed by this FEHB Plan or any other coverage that you have.

Under the HMO plan, typical out-of-pocket expenses include coinsurance and copayments.

Under the HDHP plan, typical out-of-pocket expenses include coinsurance, deductibles and copayments.

The IRS governs expenses reimbursable by a HCFSA. See Publication 502 for a comprehensive list of tax-deductible medical expenses. **Note: While you will see insurance premiums listed in Publication 502, they are NOT a reimbursable expense for FSA purposes.** Publication 502 can be found on the IRS Web site at <http://www.irs.gov/pub/irs-pdf/p502.pdf>. The FSAFEDS Web site also has a comprehensive list of eligible expenses at www.FSAFEDS.com/fsafeds/eligibleexpenses.asp. If you do not see your service or expense listed, please call an FSAFEDS Benefits Counselor at 1-877-FSAFEDS (372-3337), who will be able to answer your specific questions.

- **Tax savings with an FSA**

An FSA lets you allot money for eligible expenses *before* your agency deducts taxes from your paycheck. This means the amount of income that your taxes are based on will be lower, so your tax liability will be less. Without an FSA, you would still pay for these expenses, but you would do so using money remaining in your paycheck after Federal (and often state and local) taxes are deducted. The following chart illustrates a typical tax savings example:

Annual Tax Savings Example	With FSA	Without FSA
If your taxable income is:	\$50,000	\$50,000
And you deposit this amount into an FSA:	\$2,000	-\$0-
Your taxable income is now:	\$48,000	\$50,000
Subtract Federal & Social Security taxes:	\$13,807	\$14,383
If you spend after-tax dollars for expenses:	-\$0-	\$2,000
Your real spendable income is:	\$34,193	\$33,617
Your tax savings:	\$576	-\$0-

Note: This example is intended to demonstrate a typical tax savings based on 27% Federal and 7.65% FICA taxes. Actual savings will vary based upon the retirement system in which you are enrolled (CSRS or FERS), your state of residence, and your individual tax situation. In this example, the individual received \$2,000 in services for \$1,424 - a discount of almost 36%! You may also wish to consult a tax professional for more information on the tax implications of an FSA.

- **Tax credits and deductions**

You *cannot* claim expenses on your Federal Income Tax return if you receive reimbursement for them from your HCFSA or DCFSA. Below are some guidelines that may help you decide whether to participate in FSAFEDS.

- **Health care expenses**

The HCFSA is Federal Income Tax-free from the first dollar. In addition, you may be reimbursed from your HCFSA at any time during the year for expenses up to the annual amount you've elected to contribute.

Only health care expenses exceeding 7.5% of your adjusted gross income are eligible to be deducted on your Federal Income Tax return. Using the example shown above, only health care expenses exceeding \$3,750 (7.5% of \$50,000) would be eligible to be deducted on your Federal Income Tax return. In addition, money set aside through an HCFSA is also exempt from FICA taxes. This exemption is not available on your Federal Income Tax return.

- **Dependent care expenses**

The DCFSA generally allows many families to save more than they would with the Federal tax credit for dependent care expenses. Note that you may only be reimbursed from the DCFSA up to your current account balance. If you file a claim for more than your current balance, it will be held until additional payroll allotments have been added to your account.

Visit www.FSAFEDS.com and download the Dependent Care Tax Credit Worksheet from the Forms and Literature page to help you determine what is best for your situation. You may also wish to consult a tax professional for more details.

- **Does it cost me anything to participate in FSAFEDS?** No. Section 1127 of the National Defense Authorization Act (Public Law 108-136) requires agencies that offer FSAFEDS to employees to cover the administrative fee(s) on behalf of their employees. However, remember that participating in FSAFEDS can cost you money if you don't spend your entire account balance by the end of the Plan Year, resulting in the forfeiture of funds remaining in your account (the IRS "use-it-or-lose-it" rule).
- **Contact us** To learn more or to enroll, please visit the **FSAFEDS Web site** at www.FSAFEDS.com, or contact SHPS directly via email or by phone. FSAFEDS Benefits Counselors are available Monday through Friday, from 9:00 a.m. until 9:00 p.m. Eastern Time.
 - E-mail: FSAFEDS@shps.net
 - Telephone: 1-877-FSAFEDS (1-877-372-3337)
 - TTY: 1-800-952-0450

The Federal Long Term Care Insurance Program

- **It's important protection** Why should you consider applying for coverage under the Federal Long Term Care Insurance Program (FLTCIP)?
 - **FEHB plans do not cover the cost of long term care.** Also called "custodial care," long term care is help you receive to perform activities of daily living – such as bathing or dressing yourself - or supervision you receive because of a severe cognitive impairment. The need for long term care can strike anyone at any age and the cost of care can be substantial.
 - **The Federal Long Term Care Insurance Program can help protect you from the potentially high cost of long term care.** This coverage gives you options regarding the type of care you receive and where you receive it. With FLTCIP coverage, you won't have to worry about relying on your loved ones to provide or pay for your care.
 - **It's to your advantage to apply sooner rather than later.** In order to qualify for coverage under the FLTCIP, you must apply and pass a medical screening (called underwriting). Certain medical conditions, or combinations of conditions, will prevent some people from being approved for coverage. By applying while you're in good health, you could avoid the risk of having a future change in your health disqualify you from obtaining coverage. Also, the younger you are when you apply, the lower your premiums.
 - **You don't have to wait for an open season to apply.** The Federal Long Term Care Insurance Program accepts applications from eligible persons at any time. You will have to complete a full underwriting application, which asks a number of questions about your health. However, if you are a new or newly eligible employee, you (and your spouse, if applicable) have a limited opportunity to apply using the abbreviated underwriting application, which asks fewer questions. Newly married spouses of employees also have a limited opportunity to apply using abbreviated underwriting.
 - **Qualified relatives are also eligible to apply.** Qualified relatives include spouses and adult children of employees and annuitants, and parents, parents-in-law, and stepparents of employees.

- **To find out more and to request an application**

Call 1-800-LTC-FEDS (1-800-582-3337) (TTY 1-800-843-3557) or visit www.ltcfeds.com.

Index

Do not rely on this page; it is for your convenience and may not show all pages where the terms appear.

Accidental injury	25, 32, 45, 76	General Exclusions.....	17	Oral and maxillofacial surgical ..	32, 63, 64
Allergy tests.....	24, 56	Hearing services	25	Out-of-pocket expenses.....	91, 102
Allogeneic (donor) bone marrow transplant.....	33	High Deductible Health Plan facts.....	8	Oxygen.....	27, 36, 60, 66, 67
Ambulance.....	35, 37, 66, 68, 70	general features	46	Pap test.....	21
Anesthesia	7, 30, 67	network providers	8	Physician.....	16, 30
Autologous bone marrow transplant.	24, 33	Home health services.....	27, 60	Point of Service (POS).....	108
Biopsy.....	30	Hospital. 6, 7, 8, 11, 12, 27, 30, 31, 33, 35, 36, 38, 39, 40, 45, 46, 63, 65, 67, 69, 70, 71, 76, 88, 92, 94, 107, 108		Precertification	62, 66, 72, 90
Blood and blood plasma	36, 67	Immunizations.....	8, 22	Prescription drugs	24, 88, 94, 107, 108
Casts	36, 66, 67	Infertility	23, 55, 56	Preventive care, adult.....	21
Catastrophic protection out-of-pocket maximum	15, 37, 86, 107, 109	Inpatient hospital benefits.....	88	Preventive care, children.....	22
Changes for 2005	10	Insulin.....	42, 74	Preventive services.....	8
Chemotherapy	24	Magnetic Resonance Imagings (MRIs) ..	21	Prior approval.....	89, 90
Cholesterol tests.....	21	Mammograms	21	Prosthetic devices.....	26, 31
Claims.....	17, 72, 88, 89, 93, 98, 102	Maternity benefits	23	Psychologist	40, 71
Coinsurance... 8, 15, 16, 46, 88, 94, 96, 102		Medicaid.....	95	Radiation therapy	24
Colorectal cancer screening.....	21	Medically necessary 20, 22, 24, 30, 35, 38, 40, 41, 45, 50, 51, 52, 76, 87		Room and board	35, 66, 72
Congenital anomalies	30, 31, 63	Medicare.....	40, 91, 93	Second surgical opinion	20
Contraceptive drugs and devices 23, 42, 74		Original	92	Skilled nursing facility care.. 12, 20, 34, 65	
Covered charges	16, 92	Members		Social worker	40, 71
Crutches.....	27	Associate.....	110	Speech therapy	25
Deductible	15, 16, 52, 86, 88, 94, 102	Family	97	Splints	36, 66
Definitions... 20, 30, 35, 38, 40, 41, 45, 50, 52, 76, 96, 107, 108		Plan	11, 31, 86	Subrogation	95
Dental care.....	45, 76, 107, 108	Mental conditions/Substance abuse benefits.....	71	Substance abuse	71, 107, 108
Diagnostic services.....	20, 35, 40, 107, 108	Mental Health/Substance Abuse Benefits	40	Surgery.....	7, 23, 25, 26, 66
Disputed claims review	44, 75	Newborn care	23	Anesthesia.....	36
Donor expenses	33	Non-FEHB benefits.....	86	Oral	32, 64
Dressings	36, 66, 67	Nurse		Outpatient	36, 67
Effective date of enrollment	12	Licensed Practical Nurse (LPN)..	27, 60	Reconstructive	30, 31, 63
Emergency..... 8, 38, 39, 46, 69, 70, 72, 87, 107, 108		Nurse Anesthetist	66	Syringes	42, 74
Experimental or investigational.....	87	Nurse Anesthetist (NA).....	36	Temporary Continuation of Coverage (TCC).....	98
Eyeglasses	25, 26	Occupational therapy.....	25	Transplants.....	24, 33
Family planning.....	23	Ocular injury	25	Treatment therapies.....	24
Fecal occult blood test.....	21	Office visits	8, 15	Vision care	107, 108
Fraud.....	3, 4, 5			Vision services	25
General exclusions.....	87			Wheelchairs.....	27
				Workers Compensation	94
				X-rays.....	21, 35, 36, 66, 67

Summary of HMO benefits for Group Health Plan - 2005

Do not rely on this chart alone. All benefits are provided in full unless indicated and are subject to the definitions, limitations, and exclusions in this brochure. On this page we summarize specific expenses we cover; for more detail, look inside.

If you want to enroll or change your enrollment in this Plan, be sure to put the correct enrollment code from the cover on your enrollment form.

We only cover services provided or arranged by Plan physicians, except in emergencies.

Benefits	You pay	Page
Medical services provided by physicians:		
Diagnostic and treatment services provided in the office	Office visit copay: \$10 primary care physician; \$20 specialist	19
Services provided by a hospital:		
Inpatient	\$100 per admission copay	34
Outpatient	\$50 per visit for outpatient surgery	35
Emergency benefits		
In-area	\$10 primary care physician; \$20 specialist; \$75 per visit (waived if admitted)	37
Out-of-area.....	\$10 primary care physician; \$20 specialist; \$75 per visit (waived if admitted)	38
Mental health and substance abuse treatment	Regular cost sharing	39
Prescription drugs	Retail: \$10 generic formulary; \$20 name brand formulary; \$35 non-formulary Mail: \$20 generic formulary; \$40 name brand formulary; \$70 non-formulary	40
Dental care	\$20 specialist copay for restorative services due to accidental injury	44
Vision care	\$10 primary care physician; \$20 specialist	24
Special features: flexible benefits option, services for deaf and hearing impaired, joint replacement, high risk pregnancies, Centers of Excellence, Members Choice.		43
Protection against catastrophic costs (your catastrophic protection out-of-pocket maximum)	Nothing after \$1,000/Self Only or \$2,000/Family enrollment per year Some costs do not count toward this protection	14

Summary of HDHP benefits for Group Health Plan - 2005

Do not rely on this chart alone. All benefits are provided in full unless indicated and are subject to the definitions, limitations, and exclusions in this brochure. On this page we summarize specific expenses we cover; for more detail, look inside.

If you want to enroll or change your enrollment in this Plan, be sure to put the correct enrollment code from the cover on your enrollment form.

Under this Plan, most traditional medical care (other than some preventive care) is subject to a deductible. After you meet the deductible, you pay the indicated copayments or coinsurance up to the annual catastrophic protection maximum for out-of-pocket expenses. And, after we pay, you generally pay any difference between our allowance and the billed amount if you use an out-of-network provider.

Benefits	You pay	Page
Medical services provided by physicians: Diagnostic and treatment services provided in the office	In-Network: Office visit copay: \$15 primary care physician; \$25 specialist Out-of-Network: 30% of covered expenses after deductible	53
Services provided by a hospital:	In-Network: 10% of the Plan allowance	
Inpatient	Out-of-Network: 30% of the Plan allowance and any difference between our allowance and the billed amount	65
Outpatient		66
Emergency benefits	\$15 primary care physician; \$25 specialist; 10% of the Plan allowance and any difference between our allowance and the billed amount for outpatient or inpatient services	
In-area		68
Out-of-area.....		69
Mental health and substance abuse treatment	Regular cost sharing	70
Prescription drugs	Retail: \$15 generic formulary; \$25 name brand formulary; \$50 non-formulary Mail: \$30 generic formulary; \$50 name brand formulary; \$100 non-formulary	72
Dental care	In-Network: \$15 primary care physician; \$25 specialist for restorative services due to accidental injury Out-of-Network: 30% of the Plan allowance and any difference between our allowance and the billed amount for restorative services due to accidental injury	75
Vision care	In-Network: \$25 specialist copay per visit Out-of-Network: All charges	57

Benefits	You pay	Page
Special features: flexible benefits option, services for deaf and hearing impaired, joint replacement, high risk pregnancies, Centers of Excellence, Members Choice.		74
Point of Service benefits – Yes		45
Protection against catastrophic costs (your catastrophic protection out-of-pocket maximum)	In-Network: Nothing after \$5,000/Self Only or \$10,000/Family enrollment per year Out-of-Network: Nothing after \$10,000/Self Only or \$20,000/Family enrollment per year Some costs do not count toward this protection	82

2005 Rate Information for Group Health Plan

Non-Postal rates apply to most non-Postal employees. If you are in a special enrollment category, refer to the FEHB Guide for that category or contact the agency that maintains your health benefits enrollment.

Postal rates apply to career Postal Service employees. Most employees should refer to the FEHB Guide for United States Postal Service Employees, RI 70-2. Different postal rates apply and a special FEHB guide is published for Postal Service Inspectors and Office of Inspector General (OIG) employees (see RI 70-2IN).

Postal rates do not apply to non-career postal employees, postal retirees, or associate members of any postal employee organization who are not career postal employees. Refer to the applicable FEHB Guide.

Type of Enrollment	Code	Non-Postal Premium				Postal Premium	
		Biweekly		Monthly		Biweekly	
		Gov't Share	Your Share	Gov't Share	Your Share	USPS Share	Your Share

Self Only	MM1	\$131.08	\$74.73	\$284.01	\$161.91	\$154.74	\$51.07
Self & Family	MM2	\$298.23	\$146.30	\$646.17	\$316.98	\$352.08	\$92.45

HDHP Self Only	MM4	\$127.73	\$42.57	\$276.74	\$92.24	\$151.14	\$19.16
HDHP Self & Family	MM5	\$273.47	\$91.15	\$592.51	\$197.50	\$323.60	\$41.02