

# Group Health Plan

<http://www.ghp.com>

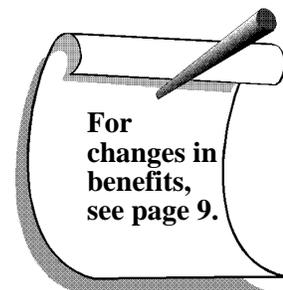


## 2007

## A Health Maintenance Organization and a High Deductible Health Plan

**Serving: St. Louis/Metro East area, Central Missouri, and Central and Southern Illinois**

**Enrollment in this plan is limited. You must live or work in our Geographic service area to enroll. See page 8 for requirements.**



**Enrollment code for this Plan:**

- MM1 High Option – Self Only**
- MM2 High Option – Self and Family**
- MM4 High Deductible Health Plan (HDHP) – Self Only**
- MM5 High Deductible Health Plan (HDHP) – Self and Family**



**ACCREDITED  
HEALTH PLAN**

This Plan has full three-year accreditation from URAC. See the 2007 Guide for more information on accreditation.

Authorized for distribution by the:



**United States  
Office of Personnel Management**  
Center for  
Retirement and Insurance Services  
<http://www.opm.gov/insure>

## **Important Notice from Group Health Plan About**

### **Our Prescription Drug Coverage and Medicare**

OPM has determined that Group Health Plan's High Option prescription drug coverage is, on average, expected to pay out as much as the standard Medicare prescription drug coverage will pay for all plan participants and is considered Creditable Coverage. Thus you do not need to enroll in Medicare Part D and pay extra for prescription drug benefit coverage. If you decide to enroll in Medicare Part D later, you will not have to pay a penalty for late enrollment as long as you keep your FEHB coverage.

However, if you choose to enroll in Medicare Part D, you can keep your FEHB coverage and your FEHB plan will coordinate benefits with Medicare.

Remember: If you are an annuitant and you terminate your FEHB coverage, you may not re-enroll in the FEHB Program.

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### **Please be advised**

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If you lose or drop your FEHB coverage and go 63 days or longer without prescription drug coverage that's at least as good as Medicare's prescription drug coverage, your monthly premium will go up at least 1% per month for every month that you did not have that coverage. For example, if you go 19 months without Medicare Part D prescription drug coverage, your premium will always be at least 19 percent higher than what many other people pay. You'll have to pay this higher premium as long as you have Medicare prescription drug coverage. In addition, you may have to wait until the next Annual Coordinated Election Period (November 15th through December 31st) to enroll in Medicare Part D.

#### **Medicare's Low Income Benefits**

*For people with limited income and resources, extra help paying for a Medicare prescription drug plan is available. Information regarding this program is available through the Social Security Administration (SSA) online at [www.socialsecurity.gov](http://www.socialsecurity.gov), or call the SSA at 1-800-772-1213 (TTY 1-800-325-0778).*

You can get more information about Medicare prescription drug plans and the coverage offered in your area from these places:

- Visit [www.medicare.gov](http://www.medicare.gov) for personalized help,
- Call 1-800-MEDICARE (1-800-633-4227). TTY users should call 1-877-486-2048.

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## Introduction

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This brochure describes the benefits of 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 administrative offices is:

Group Health Plan  
550 Maryville Centre Drive, Suite 300  
St. Louis, MO 63141-5818

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, 2007, unless those benefits are also shown in this brochure.

OPM negotiates benefits and rates with each plan annually. Benefit changes are effective January 1, 2007, and changes are summarized on page 9. Rates are shown at the end of this brochure.

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## Plain Language

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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](http://www.opm.gov/insure) or e-mail OPM at [fehwebcomments@opm.gov](mailto: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.

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## Stop Health Care Fraud!

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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 health care providers, authorized health benefits 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.

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## **Preventing medical mistakes**

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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.**

- Bring the actual medicines or give your doctor and pharmacist a list of all the medicines that you take, including non-prescription (over-the-counter) medicines.
- Tell them about any drug allergies you have.
- Ask about any risks or side effects of the medication and what to avoid while taking it. Be sure to write down what your doctor or pharmacist says.

- Make sure your medicine is what the doctor ordered. Ask the pharmacist about the medication if it looks different than you expected.
- Read the label and patient package insert when you get your medicine, including all warnings and instructions.
- Know how to use your medicine. Especially note the times and conditions when your medicine should and should not be taken.
- Contact your doctor or pharmacist if you have any questions.

### **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.

Visit these Web sites for more information about patient safety.

- [www.ahrq.gov/path/beactive.htm](http://www.ahrq.gov/path/beactive.htm). 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](http://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](http://www.talkaboutrx.org). The National Council on Patient Information and Education is dedicated to improving communication about the safe, appropriate use of medicines.
- [www.leapfroggroup.org](http://www.leapfroggroup.org). The Leapfrog Group is active in promoting safe practices in hospital care.
- [www.ahqa.org](http://www.ahqa.org). The American Health Quality Association represents organizations and health care professionals working to improve patient safety.
- [www.quic.gov/report](http://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.

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## Section 1 Facts about this HMO plan

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### **General features of our 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.**

### **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.

### **General features of our High Deductible Health Plan (HDHP)**

We give you a choice of enrollment in a High Option or a High Deductible Health Plan (HDHP). Our High Deductible Health Plan offers POS benefits. This means you can receive covered services from a participating provider or a non-participating provider. Out-of-network benefits have higher out-of-pocket costs than our in-network benefits. HDHPs have higher annual deductibles and annual out-of-pocket maximum limits than other types of FEHB plans.

### **Preventive care services**

Preventive care services are generally paid as first dollar coverage after a small deductible or copayment.

### **Annual deductible**

The annual deductible must be met before Plan benefits are paid for care other than preventive care services.

### **Health Savings Account (HSA)**

You are eligible for an 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 coverage), not enrolled in 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 a 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.

### **Health Reimbursement Arrangement (HRA)**

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.

### **Catastrophic protection**

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, cannot exceed \$5,000 for Self Only enrollment, or \$10,000 family coverage.

### **Health education resources and accounts management tools**

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](http://www.ghp.com) for information to help you take command of your health. This section is organized in simple, user-friendly sections:

- 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:

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.

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.

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.

For each HSA and HRA account holder, we maintain a complete claims payment history online through [www.ghp.com](http://www.ghp.com).

- Your balance will also be shown on your explanation of benefits (EOB) form.
- You will receive an EOB after every claim.
- If you have an HSA,
  - 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](http://www.ghp.com).
- If you have an HRA,
  - 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](http://www.ghp.com).

GHP is excited to offer an innovative wellness program called *Coventry WellBeing*. By capitalizing on the best aspects of the current member-focused wellness support and integrating them with an array of new services, *Coventry WellBeing* assists valued members in enjoying a healthier lifestyle.

*Coventry WellBeing* is designed to help members by using a behavior change model of PLAN, COACH, and REWARD.

**PLAN:** First, members are provided with three highly customized plans designed to help achieve personal health and wellness goals.

**COACH:** Members have the ability to contact a coach via email, 24 hours a day, 7 days a week, to receive answers to any questions they may have.

**REWARD:** Members who participate in the program and make continual progress qualify for prize drawings and earn valuable points that can be redeemed for merchandise.

In addition, *Coventry WellBeing* includes a virtual trainer, online coaching and tracking capabilities. The Virtual Trainer provides hundreds of multi-media exercise demonstrations teaching proper techniques, spotting guidelines, and tips to ensure members get the most out of their exercise plan. With the Online Coaching, members are given 24-hour access to a nationwide staff of certified personal trainers, registered dietitians, and psychologists who answer personal questions about fitness, nutrition, and life skills. With eTRACKER, members have the ability to track daily, weekly, and monthly progress on personal goals and objectives such as weight, body fat, BMI, etc.

### **Your rights**

OPM requires that all FEHB Plans provide certain information to their FEHB members. You may get information about us, our networks, and our providers. OPM's FEHB Web site ([www.opm.gov/insure](http://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.

- Years in existence
- Profit status

Group Health Plan is in compliance with the state requirements of Missouri and Illinois. In addition, Coventry Health Care, 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 550 Maryville Centre Drive, Suite 300, St. Louis, MO 63141-5818. You may also contact us by fax at 866-465-9494 or visit our Web site at [www.ghp.com](http://www.ghp.com).

### **Service Area**

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

St. Louis City, St. Louis County, and the Missouri counties of Boone, Callaway, Cole, Crawford, Franklin, Gasconade, Jefferson, Lincoln, Montgomery, St. Charles, St. Francis, Ste. Genevieve, Warren, and Washington.

The Illinois counties of Bond, Calhoun, Cass, Christian, Clinton, Cole, Franklin, Green, Jackson, Jefferson, Jersey, Johnson, Macon, Macoupin, Madison, Marion, Menard, Monroe, Montgomery, Morgan, Moultrie, Perry, Randolph, Saline, Sangamon, Schuyler, Scott, Shelby, St. Clair, Union, Washington, and Williamson.

With the HMO plan, you must get your care from providers who contract with us. 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.

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## Section 2 How we change for 2007

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

### **Changes to this Plan**

- We will cover self-injectable medications under the Pharmacy benefit in 2007.

### **Changes to High Option only**

- Your share of the non-Postal premium will increase by 13.7% for Self Only or 15.0% for Self and Family
- We will increase the primary care physician (PCP) office visit copayment from \$10 to \$20 per office visit.
- We will increase the inpatient hospitalization copayment from \$100 per admission to \$200 per admission up to a maximum of \$400 out of pocket.
- We will increase the retail non-formulary prescription drug copayment from \$35 to \$45. Please see page 38 for prescription benefits..
- We will increase the mail order non-formulary prescription drug copayment from \$70 to \$90. Please see page 38 for prescription benefits.

### **Changes to our High Deductible Health Plan**

- Your share of the non-Postal premium will increase by 26.7% for Self Only or 8.9% for Self and Family.

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## Section 3. How you get care

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**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 letter (for annuitants), or your electronic enrollment system (such as Employee Express) confirmation letter.

If you do not receive your ID card within 30 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 550 Maryville Centre Drive, Suite 300, St. Louis, MO 63141-5818. You may also request replacement cards through our Web site: [www.ghp.com](http://www.ghp.com).

**Where you get covered care** For the HMO plan, you get care from “Plan providers” and “Plan facilities.” You will only pay copayments, deductibles, and/or coinsurance. Within the HDHP plan, you can also get care from non-Plan providers, or from participating providers without a required referral, but it will cost you more.

- **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.

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 hospital s 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** GHP’s Open Access HMO product 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 will 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 will still need to be prior 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 the physician is accepting new patients. Directories are available by calling 800-755-3901 or by visiting our Web site at [www.ghp.com](http://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 Open Access HMO 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 and 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 hospitalized when your enrollment begins**

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 and reimburse you for your covered expenses while you are in the hospital beginning on the effective date of your coverage.

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 cases, the hospitalized family member's benefits under the new plan begin on the effective date of enrollment.

- **How to get approval for...**

For the HMO plan, it is the responsibility of the participating physician to obtain any necessary authorizations from the Plan before making arrangements for services requiring prior authorization.

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 ensure that the physician has obtained any necessary prior authorizations.

- **Your hospital stay**

Hospitalization requires your attending physician to obtain prior authorization. Prior authorization is based on whether the service is covered, medically necessary, and follows generally accepted medical practice.

- **How to precertify an admission**

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.

- **Maternity care**

Global obstetric services require your attending physician to obtain prior authorization. Prior authorization is based on whether the service is covered, medically necessary, and follows generally accepted medical practice.

- **What happens when you do not follow the precertification rules when using non-network facilities**

For the HMO plan, any service provided which is not medically necessary, as well as any services described in the prior authorization list, will be denied if unauthorized. The member is usually held harmless if the provider fails to obtain prior authorization when required.

For the HDHP plan, any service provided which is not medically necessary, as well as any services described in the prior authorization list, will be denied if unauthorized. The member is held responsible when using a non-network provider in a non-emergency or non-urgent situation if the provider fails to obtain prior authorization when required.

**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.

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, and CT scans
- \*All pregnancy related services including but not limited to global obstetrical care
- Infertility services
- \*Chiropractic services

*\*Only notification is required.*

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## Section 4 Your costs for covered services

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This is what you will pay out-of-pocket for covered care.

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

Example: When you see your primary care physician in the HMO plan, you pay a copayment of \$20 per office visit and when you go in the hospital, you pay \$200 per admission.

**Deductible** A deductible is a fixed expense you must incur for certain covered services and supplies before we start paying benefits for them. Copayments do not count toward any deductible.

- We do not have a deductible for the HMO option.
- The calendar year deductible is \$1,250 per person for in-network services and \$2,500 per person for out-of-network services under the HDHP Option. Under a family enrollment, the deductible is considered satisfied and benefits are payable for all family members when the combined covered expenses applied to the calendar year deductible for family members reach \$2,500 for in-network services and \$5,000 for out-of-network services under the HDHP Option.

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.

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

**Differences between our Plan 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. 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). Additionally, 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.

**Your catastrophic protection out-of-pocket maximum**

For the HMO plan, after your out-of-pocket total reaches \$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

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).

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

### **Carryover**

If you changed to this Plan during open season from a plan with a catastrophic protection benefit and the effective date of the change was after January 1, any expenses that would have applied to that plan's catastrophic protection benefit during the prior year will be covered by your old plan if they are for care you received in January before your effective date of coverage in this Plan. If you have already met your old plan's catastrophic protection benefit level in full, it will continue to apply until the effective date of your coverage in this Plan. If you have not met this expense level in full, your old plan will first apply your covered out-of-pocket expenses until the prior year's catastrophic level is reached and then apply the catastrophic protection benefit to covered out-of-pocket expenses incurred from that point until the effective date of your coverage in this Plan. Your old plan will pay these covered expenses according to this year's benefits; benefit changes are effective January 1.

Note: If you change options in this Plan during the year, we will credit the amount of covered expenses already accumulated toward the catastrophic out-of-pocket limit of your old option to the catastrophic protection limit of your new option.

**High Option Benefits**

See page 9 for how our benefits changed this year. Page 103 and page 104 are a benefits summary of each option. Make sure that you review the benefits that are available under the option in which you are enrolled.

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## Section 5 High Option Benefits Overview

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This Plan offers a High Option. This benefit package is described in Section 5. Make sure that you review the benefits that are available under the option in which you are enrolled.

The High Option Section 5 is divided into subsections. Please read the important things you should keep in mind at the beginning of the subsections. Also read the General exclusions in Section 6, they apply to the benefits in the following subsections. To obtain more information about High Option benefits, contact us at 800-755-3901 or at our Web site [www.ghp.com](http://www.ghp.com).

This option offers unique features.

- **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. The 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.

**Section 5(a) Medical services and supplies  
provided by physicians and other health care professionals**

**Important things you should 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.
- Plan physicians must provide or arrange your care.
- A facility copay applies to services that appear in this section but are performed in an ambulatory surgical center or the outpatient department of a hospital.
- 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.

Benefit Description	You pay
<b>Diagnostic and treatment services</b>	<b>High Option</b>
Professional services of physicians <ul style="list-style-type: none"> <li>• In physician's office</li> </ul>	\$20 per office visit
Professional services of physicians <ul style="list-style-type: none"> <li>• In an urgent care center</li> <li>• During a hospital stay</li> <li>• In a skilled nursing facility</li> </ul>	Nothing
<ul style="list-style-type: none"> <li>• Office medical consultations</li> <li>• Second surgical opinion</li> <li>• At home</li> </ul>	\$20 per office visit
<b>Lab, X-ray and other diagnostic tests</b>	<b>High Option</b>
Tests, such as: <ul style="list-style-type: none"> <li>• Blood tests</li> <li>• Urinalysis</li> <li>• Non-routine Pap tests</li> <li>• Pathology</li> <li>• X-rays</li> <li>• Non-routine mammograms</li> <li>• CAT Scans/MRI</li> <li>• Ultrasound</li> <li>• Electrocardiogram and EEG</li> </ul>	Nothing if you receive these services during your office visit; otherwise, \$10 per office visit;  otherwise,  \$20 per office visit  Note: The office visit copay will apply if provided within the physician office setting, otherwise the outpatient facility copay will apply.

Benefit Description	You pay
<b>Preventive care, adult</b>	
Routine physical which may include:  Routine screenings, such as: <ul style="list-style-type: none"> <li>• Total Blood Cholesterol</li> <li>• Colorectal Cancer Screening , including</li> <li>• Fecal occult blood test</li> <li>• Sigmoidoscopy, screening – every five years starting at age 50</li> <li>• Double contrast barium enema – every five years starting at age 50</li> <li>• Colonoscopy screening – every ten years starting at age 50</li> </ul> Routine annual digital rectal exam (DRE) for men age 40 and older	\$20 per office visit
Routine Prostate Specific Antigen (PSA) test – one annually for men age 40 and older	\$20 per office visit
Routine Pap test  Note: You do not pay a separate copay for a Pap test performed during your routine annual physical; see <i>Diagnostic and treatment services</i> , above	\$20 per office visit
Routine mammogram – covered for women age 35 and older, as follows: <ul style="list-style-type: none"> <li>• From age 35 through 39, one during this five year period</li> <li>• Starting at age 40, one every calendar year</li> </ul>	Nothing
Routine immunizations endorsed by the Centers for Disease Control and Prevention (CDC): <ul style="list-style-type: none"> <li>• Tetanus-diphtheria (Td) booster – once every 10 years, ages 19 and over (except as provided for under Childhood immunizations)</li> <li>• Influenza vaccine, annually</li> <li>• Pneumococcal vaccine, age 65 and older</li> </ul>	\$20 per office visit
<i>Not covered: Physical exams required for obtaining or continuing employment or insurance, attending schools or camp, or travel.</i>	<i>All charges.</i>
<b>Preventive care, children</b>	
<ul style="list-style-type: none"> <li>• Childhood immunizations recommended by the American Academy of Pediatrics</li> </ul>	Nothing
<ul style="list-style-type: none"> <li>• Well-child care charges for routine examinations, immunizations and care (up to age 22)</li> <li>• Examinations, such as:               <ul style="list-style-type: none"> <li>- Eye exams through age 17 to determine the need for vision correction</li> <li>- Hearing exams through age 17 to determine the need for hearing correction</li> <li>- Examinations done on the day of immunizations (up to age 22)</li> </ul> </li> </ul>	\$20 per office visit
<i>Not covered:</i>	<i>All charges.</i>

*Preventive care, children - continued on next page*

Benefit Description	You pay
<b>Preventive care, children (cont.)</b>	<b>High Option</b>
<ul style="list-style-type: none"> <li>• <i>Physical exams required for obtaining or continuing employment or insurance, attending schools or camp, or travel</i></li> <li>• <i>Immunizations, boosters, and medications for travel.</i></li> </ul>	<i>All charges.</i>
<b>Maternity care</b>	<b>High Option</b>
<p>Complete maternity (obstetrical) care, such as:</p> <ul style="list-style-type: none"> <li>• Prenatal care</li> <li>• Delivery</li> <li>• Postnatal care</li> </ul> <p>Note: Here are some things to keep in mind:</p> <ul style="list-style-type: none"> <li>• You do not need to precertify your normal delivery; see page 12 for other circumstances, such as extended stays for you or your baby.</li> <li>• 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.</li> <li>• 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.</li> <li>• We pay hospitalization and surgeon services (delivery) the same as for illness and injury. See Hospital benefits (Section 5c) and Surgery benefits (Section 5b).</li> </ul>	\$20 per office visit for initial visit only; no charge thereafter
<i>Not covered: Routine sonograms to determine fetal age, size or sex.</i>	<i>All charges.</i>
<b>Family planning</b>	<b>High Option</b>
<p>A range of voluntary family planning services, limited to:</p> <ul style="list-style-type: none"> <li>• Voluntary sterilization (See Surgical procedures Section 5 (b))</li> <li>• Surgically implanted contraceptives</li> <li>• Injectable contraceptive drugs (such as Depo provera)</li> <li>• Intrauterine devices (IUDs)</li> <li>• Diaphragms</li> </ul> <p>Note: We cover oral contraceptives under the prescription drug benefit. Prior authorization required.</p>	\$20 per office visit
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> <li>• <i>Reversal of voluntary surgical sterilization</i></li> <li>• <i>Genetic counseling.</i></li> </ul>	<i>All charges.</i>

Benefit Description	You pay
<b>Infertility services</b>	
<p>Diagnosis and treatment of infertility such as:</p> <ul style="list-style-type: none"> <li>• Artificial insemination:               <ul style="list-style-type: none"> <li>- intravaginal insemination (IVI)</li> <li>- intracervical insemination (ICI)</li> <li>- intrauterine insemination (IUI)</li> </ul> </li> <li>• Fertility drugs</li> </ul> <p>Note: We cover injectible fertility drugs and oral fertility drugs under the prescription drug benefit.</p>	<p>\$20 per office visit</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> <li>• <i>Assisted reproductive technology (ART) procedures, such as:</i> <ul style="list-style-type: none"> <li>- <i>in vitro fertilization</i></li> <li>- <i>embryo transfer, gamete intra-fallopian transfer (GIFT) and zygote intra-fallopian transfer (ZIFT)</i></li> </ul> </li> <li>• <i>Services and supplies related to ART procedures</i></li> <li>• <i>Cost of donor sperm</i></li> <li>• <i>Cost of donor egg.</i></li> </ul>	<p><i>All charges.</i></p>
<b>Allergy care</b>	
<ul style="list-style-type: none"> <li>• Testing and treatment</li> <li>• Allergy injections</li> </ul>	<p>\$20 per office visit</p>
<p>Allergy serum</p>	<p>Nothing</p>
<p><i>Not covered: Provocative food testing and sublingual allergy desensitization.</i></p>	<p><i>All charges.</i></p>
<b>Treatment therapies</b>	
<ul style="list-style-type: none"> <li>• Chemotherapy and radiation therapy</li> </ul> <p>Note: High dose chemotherapy in association with autologous bone marrow transplants is limited to those transplants listed under Organ/Tissue Transplants on page 29.</p> <ul style="list-style-type: none"> <li>• Respiratory and inhalation therapy</li> <li>• Dialysis – hemodialysis and peritoneal dialysis</li> <li>• Intravenous (IV)/Infusion Therapy – Home IV and antibiotic therapy</li> <li>• Growth hormone therapy (GHT)</li> </ul> <p>Note: Growth hormone is covered under the prescription drug benefit.</p>	<p>Nothing</p>

*Treatment therapies - continued on next page*

Benefit Description	You pay
<b>Treatment therapies (cont.)</b>	<b>High Option</b>
<p>Note: – We only cover GHT when we preauthorize the treatment. Your physician will arrange coverage for GHT with GHP. We will ask your physician to submit information that establishes that the GHT is medically necessary. Request prior authorization for 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>	Nothing
<b>Physical and occupational therapies</b>	<b>High Option</b>
<p>60 visits for the services of each of the following:</p> <ul style="list-style-type: none"> <li>• qualified physical therapists and</li> <li>• occupational therapists</li> </ul> <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>Cardiac rehabilitation following a heart transplant, bypass surgery or a myocardial infarction is provided for up to 36 sessions.</p>	20% coinsurance for therapies performed in the office or outpatient setting
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> <li>• <i>Long-term rehabilitative therapy</i></li> <li>• <i>Exercise programs</i></li> </ul>	<i>All charges.</i>
<b>Speech therapy</b>	<b>High Option</b>
<p>Limited to 20 visits or two consecutive months (whichever is greater) per condition per year</p>	20% coinsurance for therapies performed in the office or outpatient setting
<p><i>Not covered: Speech therapy services that are not medically necessary.</i></p>	<i>All charges.</i>
<b>Hearing services (testing, treatment, and supplies)</b>	<b>High Option</b>
<ul style="list-style-type: none"> <li>• First hearing aid and testing only when necessitated by accidental injury</li> <li>• Hearing exam for children through age 17 (see <i>Preventive care, children</i>)</li> </ul>	\$20 per office visit
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> <li>• <i>All other hearing testing</i></li> <li>• <i>Hearing aids, testing and examinations for them</i></li> </ul>	<i>All charges.</i>
<b>Vision services (testing, treatment, and supplies)</b>	<b>High Option</b>
<ul style="list-style-type: none"> <li>• One pair of eyeglasses or contact lenses to correct an impairment directly caused by accidental ocular injury or intraocular surgery (such as for cataracts)</li> </ul>	Nothing
<ul style="list-style-type: none"> <li>• Eye exam to determine the need for vision correction for children through age 17 (see <i>Preventive care, children</i>)</li> </ul>	\$20 per office visit
<ul style="list-style-type: none"> <li>• Annual eye exam</li> <li>• Annual eye refractions</li> </ul>	\$20 per office visit

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

Benefit Description	You pay
<b>Vision services (testing, treatment, and supplies) (cont.)</b>	
Note: <i>See Preventive care, children</i> for eye exams for children.	\$20 per office visit
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> <li>• <i>Eyeglasses or contact lenses</i></li> <li>• <i>Eye exercises and orthoptics</i></li> <li>• <i>Radial keratotomy and other refractive surgery.</i></li> </ul>	<i>All charges.</i>
<b>Foot care</b>	
<p>Routine foot care when you are under active treatment for a metabolic or peripheral vascular disease, such as diabetes.</p> <p>Note: <i>See Orthopedic and prosthetic devices</i> for information on podiatric shoe inserts.</p>	\$20 per office visit
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> <li>• <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></li> <li>• <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></li> </ul>	<i>All charges.</i>
<b>Orthopedic and prosthetic devices</b>	
<ul style="list-style-type: none"> <li>• Artificial limbs and eyes; stump hose</li> <li>• Externally worn breast prostheses and surgical bras, including necessary replacements following a mastectomy</li> <li>• Internal prosthetic devices, such as artificial joints, pacemakers, cochlear implants, and surgically implanted breast implant following mastectomy. Note: <i>See 5(b)</i> for coverage of the surgery to insert the device.</li> <li>• Corrective orthopedic appliances for non-dental treatment of temporomandibular joint (TMJ) pain dysfunction syndrome.</li> </ul>	<p>\$20 per office visit</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>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> <li>• <i>Orthopedic and corrective shoes</i></li> <li>• <i>Arch supports</i></li> <li>• <i>Foot orthotics</i></li> <li>• <i>Heel pads and heel cups</i></li> <li>• <i>Lumbosacral supports</i></li> <li>• <i>Corsets, trusses, elastic stockings, support hose, and other supportive devices</i></li> <li>• <i>Prosthetic replacements</i></li> <li>• <i>Testicular implants.</i></li> </ul>	<i>All charges.</i>

Benefit Description	You pay
<b>Durable medical equipment (DME)</b>	
<p>We cover rental or purchase of durable medical equipment, at our option, including repair and adjustment. Covered items include:</p> <ul style="list-style-type: none"> <li>• Oxygen;</li> <li>• Dialysis equipment;</li> <li>• Hospital beds;</li> <li>• Wheelchairs;</li> <li>• Crutches;</li> <li>• Walkers;</li> <li>• Blood glucose monitors; and</li> <li>• Insulin pumps.</li> </ul> <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"> <li>• <i>Motorized wheelchairs</i></li> <li>• <i>Non-durable medical supplies such as foley catheters, dressings, and leg bags</i></li> <li>• <i>Repair or replacement of purchased equipment.</i></li> </ul>	<p><i>All charges.</i></p>
<b>Home health services</b>	
<ul style="list-style-type: none"> <li>• 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.</li> <li>• Services include oxygen therapy, intravenous therapy and medications.</li> </ul>	<p>20% coinsurance</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> <li>• <i>Nursing care requested by, or for the convenience of, the patient or the patient's family;</i></li> <li>• <i>Home care primarily for personal assistance that does not include a medical component and is not diagnostic, therapeutic, or rehabilitative.</i></li> </ul>	<p><i>All charges.</i></p>
<b>Chiropractic</b>	
<ul style="list-style-type: none"> <li>• Up to 26 visits; treatment plan is required</li> </ul>	<p>\$20 per office visit</p>
<b>Alternative treatments</b>	
<p>Biofeedback when all other conservative measures have been exhausted</p>	<p>\$20 per office visit</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> <li>• <i>Naturopathic services</i></li> <li>• <i>Hypnotherapy</i></li> <li>• <i>Acupuncture.</i></li> </ul>	<p><i>All charges.</i></p>

Benefit Description	You pay
<b>Educational classes and programs</b>	<b>High Option</b>
<ul style="list-style-type: none"> <li>• Childbirth classes</li> </ul> <p>Note: Members may submit a receipt and the Plan will reimburse charges up to \$100.</p>	All charges after \$100
<ul style="list-style-type: none"> <li>• Diabetes education classes</li> </ul>	Nothing
<ul style="list-style-type: none"> <li>• Nutritional counseling related to Diabetes from a dietician</li> </ul>	Nothing
<ul style="list-style-type: none"> <li>• Smoking cessation - Quite for Life/WellBeing</li> </ul>	Nothing
<i>Not covered: Weight loss program.</i>	<i>All charges.</i>

**Section 5(b) Surgical and anesthesia services provided by physicians and other health care professionals**

**Important things you should 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.
- 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(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.

Benefit Description	You pay
<b>Surgical procedures</b>	<b>High Option</b>
<p>A comprehensive range of services, such as:</p> <ul style="list-style-type: none"> <li>• Operative procedures</li> <li>• Treatment of fractures, including casting</li> <li>• Normal pre- and post-operative care by the surgeon</li> <li>• Correction of amblyopia and strabismus</li> <li>• Endoscopy procedures</li> <li>• Biopsy procedures</li> <li>• Removal of tumors and cysts</li> <li>• Correction of congenital anomalies (see <i>Reconstructive surgery</i>)</li> <li>• Surgical treatment of morbid obesity (bariatric surgery)</li> <li>• Vertical-banded gastroplasty (gastric stapling), and roux-en-y gastric bypass (Roux-en-Y) of morbid obesity will be covered by Group Health Plan when all of the following criteria are met. A complete description of our policy, including contraindications, and requirements following the scheduled surgery, is available. <ul style="list-style-type: none"> <li>- The patient is an adult (&gt; 18 years of age) with morbid obesity that has persisted for at least 3 years and for which there is no treatable metabolic cause for the obesity.</li> <li>- There is presence of morbid obesity, defined as a body mass index (BMI) exceeding 40, or greater than 35 with documented co-morbid conditions (cardiopulmonary problems e.g., severe apnea, Pickwickian Syndrome, and obesity-related cardiomyopathy, severe diabetes mellitus, hypertension, or arthritis). (BMI is calculated by dividing a patient’s weight (in kilograms) by height (in meters) squared. To convert pounds to kilograms, multiply pounds by 0.45. To convert inches to meters, multiply inches by .0254);</li> </ul> </li> </ul>	<p>\$20 per office visit</p> <p>\$50 for outpatient facility</p>

*Surgical procedures - continued on next page*

Benefit Description	You pay
<p><b>Surgical procedures (cont.)</b></p> <ul style="list-style-type: none"> <li>- The patient has failed to lose weight (approximately 10% from baseline) or has regained weight despite participation in a three month physician-supervised multidisciplinary program within the past six months that included dietary therapy, physical activity, and behavior therapy and support;</li> <li>- The patient has been evaluated for restrictive lung disease and received surgical clearance by a pulmonologist, if clinically indicated; has received cardiac clearance by a cardiologist if there is a history of prior phen-fen or redux use, and the patient has agreed, following surgery, to participate in a multidisciplinary program that will provide guidance on diet, physical activity, and social support; and,</li> <li>- The patient has completed a psychological evaluation and has been recommended for bariatric surgery by a licensed mental health professional (this must be documented in the patient’s medical record) and the patient’s medical record reflects documentation by the treating psychotherapist that all psychosocial issues have been identified and addressed; and the psychotherapist indicates that the patient is likely to be compliant with the post-operative diet restrictions.</li> </ul> <ul style="list-style-type: none"> <li>• Insertion of internal prosthetic devices . See 5(a) – <i>Orthopedic and prosthetic devices</i> for device coverage information</li> <li>• Voluntary sterilization (e.g., tubal ligation, vasectomy)</li> <li>• Treatment of burns</li> </ul> <p>Note: Generally, we pay for internal prostheses (devices) according to where the procedure is done.</p>	<p><b>High Option</b></p> <p>\$20 per office visit</p> <p>\$50 for outpatient facility</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> <li>• <i>Reversal of voluntary sterilization</i></li> <li>• <i>Routine treatment of conditions of the foot; see Foot care</i></li> <li>• <i>Replacement of penile prosthesis.</i></li> </ul>	<p><i>All charges.</i></p>
<p><b>Reconstructive surgery</b></p> <ul style="list-style-type: none"> <li>• Surgery to correct a functional defect</li> <li>• Surgery to correct a condition caused by injury or illness if: <ul style="list-style-type: none"> <li>- The condition produced a major effect on the member's appearance and</li> <li>- The condition can reasonably be expected to be corrected by such surgery</li> </ul> </li> <li>• 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; and webbed fingers and toes.</li> <li>• All stages of breast reconstruction surgery following a mastectomy, such as: <ul style="list-style-type: none"> <li>- surgery to produce a symmetrical appearance of breasts;</li> <li>- treatment of any physical complications, such as lymphedemas;</li> </ul> </li> </ul>	<p><b>High Option</b></p> <p>\$20 per office visit</p> <p>\$50 for outpatient facility</p>

*Reconstructive surgery - continued on next page*

Benefit Description	You pay
<b>Reconstructive surgery (cont.)</b>	<b>High Option</b>
<ul style="list-style-type: none"> <li>- breast prostheses and surgical bras and replacements (see <i>Prosthetic devices</i>)</li> </ul> <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>\$20 per office visit</p> <p>\$50 for outpatient facility</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> <li>• <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></li> <li>• <i>Surgeries related to sex transformation</i></li> <li>• <i>Scar revision.</i></li> </ul>	<p><i>All charges.</i></p>
<b>Oral and maxillofacial surgery</b>	<b>High Option</b>
<p>Oral surgical procedures, limited to:</p> <ul style="list-style-type: none"> <li>• Reduction of fractures of the jaws or facial bones;</li> <li>• Surgical correction of cleft lip, cleft palate or severe functional malocclusion;</li> <li>• Removal of stones from salivary ducts;</li> <li>• Excision of leukoplakia or malignancies;</li> <li>• Excision of cysts and incision of abscesses when done as independent procedures; and</li> <li>• Other surgical procedures that do not involve the teeth or their supporting structures</li> </ul>	<p>\$20 per office visit</p> <p>\$50 for outpatient facility</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> <li>• <i>Oral implants and transplants</i></li> <li>• <i>Procedures that involve the teeth or their supporting structures (such as the periodontal membrane, gingiva, and alveolar bone).</i></li> </ul>	<p><i>All charges.</i></p>
<b>Organ/tissue transplants</b>	<b>High Option</b>
<p>Solid organ transplants limited to:</p> <ul style="list-style-type: none"> <li>• Cornea</li> <li>• Heart</li> <li>• Heart/lung</li> <li>• Single, double or lobar lung</li> <li>• Kidney</li> <li>• Liver</li> <li>• Pancreas</li> <li>• Kidney/Pancreas</li> <li>• Intestinal transplants <ul style="list-style-type: none"> <li>- Small intestine</li> <li>- Small intestine with the liver</li> <li>- Small intestine with multiple organs, such as the liver, stomach, and pancreas</li> </ul> </li> </ul>	<p>Nothing</p>

*Organ/tissue transplants - continued on next page*

Benefit Description	You pay
<b>Organ/tissue transplants (cont.)</b>	<b>High Option</b>
<p>Blood or marrow stem cell transplants limited to the stages of the following diagnoses; medical necessity limitation is considered satisfied for other tissue transplants if the patient meets staging description.:</p> <ul style="list-style-type: none"> <li>• Allogeneic (donor) transplants for               <ul style="list-style-type: none"> <li>- Acute lymphocytic or non-lymphocytic (i.e., myelogenous) leukemia</li> <li>- Advanced Hodgkin’s lymphoma</li> <li>- Advanced non-Hodgkin’s lymphoma</li> <li>- Chronic myelogenous leukemia</li> <li>- Severe combined immunodeficiency disease</li> <li>- Severe or very severe aplastic anemia</li> </ul> </li> <li>• Autologous transplants for               <ul style="list-style-type: none"> <li>- Acute lymphocytic or nonlymphocytic (i.e., myelogenous) leukemia</li> <li>- Advanced Hodgkin’s lymphoma</li> <li>- Advanced non-Hodgkin’s lymphoma</li> <li>- Advanced neuroblastoma</li> </ul> </li> <li>• Autologous tandem bone marrow transplants for recurrent germ cell tumors (including testicular cancer)</li> </ul> <p>Blood or marrow stem cell transplants for:</p> <ul style="list-style-type: none"> <li>• Allogeneic (donor) transplants for               <ul style="list-style-type: none"> <li>- Phagocytic deficiency diseases (e.g., Wiskott-Aldrich syndrome)</li> <li>- Advanced myelodysplastic syndromes (e.g., DeNovo, secondary, high dose) not previously treated</li> <li>- Advanced neuroblastoma</li> <li>- Infantile malignant osteopetrosis</li> <li>- Mucopolipidosis (e.g., adrenoleukodystrophy)</li> <li>- Mucopolysaccharidosis (e.g., Hunter’s syndrome, Hurler’s syndrome, Sanfillipo’s syndrome, Maroteaux-Lamy syndrome variants)</li> </ul> </li> </ul>	Nothing
<ul style="list-style-type: none"> <li>• Autologous transplants for               <ul style="list-style-type: none"> <li>- Testicular, mediastinal, retroperitoneal, and ovarian germ cell tumors</li> <li>- Breast cancer</li> <li>- Multiple myeloma</li> <li>- Epithelial ovarian cancer</li> </ul> </li> </ul>	Nothing
<p>Blood or marrow stem cell transplants covered only in a National Cancer Institute or National Institutes of Health approved clinical trial or a Plan-designated center of excellence and if approved by the Plan’s medical director in accordance with the Plan’s protocols for</p> <ul style="list-style-type: none"> <li>• Allogeneic transplants for               <ul style="list-style-type: none"> <li>- Chronic lymphocytic leukemia</li> </ul> </li> </ul>	Nothing

*Organ/tissue transplants - continued on next page*

Benefit Description	You pay
<p><b>Organ/tissue transplants (cont.)</b></p> <ul style="list-style-type: none"> <li>- Early stage (indolent or non-advanced) small cell lymphocytic lymphoma</li> <li>- Multiple myeloma</li> <li>- Chronic and juvenile myelomonocytic leukemia</li> <li>• Nonmyeloablative allogeneic transplants for               <ul style="list-style-type: none"> <li>- Acute lymphocytic or non-lymphocytic (i.e., myelogenous) leukemia</li> <li>- Advanced forms of myelodysplastic syndromes</li> <li>- Advanced Hodgkins lymphoma</li> <li>- Advanced non-Hodgkins lymphoma</li> <li>- Breast cancer</li> <li>- Chronic lymphocytic leukemia</li> <li>- Chronic myelogenous leukemia</li> <li>- Colon cancer</li> <li>- Early stage (indolent or non-advanced) small cell lymphocytic lymphoma</li> <li>- Multiple myeloma</li> <li>- Myeloproliferative disorders</li> <li>- Non-small cell lung cancer</li> <li>- Ovarian cancer</li> <li>- Prostate cancer</li> <li>- Renal cell carcinoma</li> <li>- Sarcomas</li> </ul> </li> <li>• Autologous transplants for               <ul style="list-style-type: none"> <li>- Multiple myeloma</li> <li>- Amyloidosis (single)</li> <li>- Chronic lymphocytic leukemia</li> <li>- Chronic myelogenous leukemia</li> <li>- Early stage (indolent or non-advanced) small cell lymphocytic lymphoma</li> <li>- Systemic sclerosis</li> </ul> </li> <li>• National Transplant Program (NTP)</li> </ul> <p>Note: We cover related medical and hospital expenses of the donor when we cover the recipient.</p>	<p>Nothing</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> <li>• Donor screening tests and donor search expenses, except those performed for the actual donor</li> <li>• Implants of artificial organs</li> <li>• Transplants not listed as covered</li> <li>• Non-human organs</li> <li>• Hair transplants.</li> </ul>	<p><i>All charges.</i></p>

Benefit Description	You pay
<b>Anesthesia</b>	<b>High Option</b>
Professional services provided in – <ul style="list-style-type: none"> <li>• Hospital (inpatient)</li> <li>• Hospital outpatient department</li> <li>• Skilled nursing facility</li> <li>• Ambulatory surgical center</li> <li>• Office</li> </ul>	Nothing
<i>Not covered: Anesthesia for dental procedures.</i>	<i>All charges.</i>

**Section 5(c) Services provided by a hospital or other facility, and ambulance services**

**Important things you should 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.
- Plan physicians must provide or arrange your care and you must be hospitalized in a Plan facility.
- 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(a) or (b).
- **YOUR PHYSICIAN MUST GET PRECERTIFICATION OF HOSPITAL STAYS.** Please refer to Section 3 to be sure which services require precertification.

Benefit Description	You pay
<b>Inpatient hospital</b>	<b>High Option</b>
Room and board, such as <ul style="list-style-type: none"> <li>• Ward, semiprivate, or intensive care accommodations;</li> <li>• General nursing care; and</li> <li>• Meals and special diets.</li> </ul> Note: If you want a private room when it is not medically necessary, you pay the additional charge above the semiprivate room rate.	\$200 per admission up to a \$400 maximum
Other hospital services and supplies, such as: <ul style="list-style-type: none"> <li>• Operating, recovery, maternity, and other treatment rooms</li> <li>• Prescribed drugs and medicines</li> <li>• Diagnostic laboratory tests and X-rays</li> <li>• Dressings , splints , casts , and sterile tray services</li> <li>• Medical supplies and equipment, including oxygen</li> <li>• Anesthetics, including nurse anesthetist services</li> <li>• Take-home items</li> <li>• Medical supplies, appliances, medical equipment, and any covered items billed by a hospital for use at home</li> </ul>	Nothing
Not covered: <ul style="list-style-type: none"> <li>• Custodial care</li> <li>• Non-covered facilities, such as nursing homes, schools</li> <li>• Personal comfort items, such as telephone, television, barber services, guest meals and beds</li> <li>• Private nursing care, except when medically necessary.</li> </ul>	All charges.

Benefit Description	You pay
<b>Outpatient hospital or ambulatory surgical center</b>	<b>High Option</b>
<ul style="list-style-type: none"> <li>• Operating, recovery, and other treatment rooms</li> <li>• Prescribed drugs and medicines</li> <li>• Diagnostic laboratory tests, X-rays, and pathology services</li> <li>• Administration of blood, blood plasma, and other biologicals</li> <li>• Blood and blood plasma, if not donated or replaced</li> <li>• Pre-surgical testing</li> <li>• Dressings, casts, and sterile tray services</li> <li>• Medical supplies, including oxygen</li> <li>• Anesthetics and anesthesia service</li> </ul> <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>	\$50 for outpatient facility
<i>Not covered: Storage of blood donated before surgery, designated donor fees.</i>	<i>All charges.</i>
<b>Extended care benefits/Skilled nursing care facility benefits</b>	<b>High Option</b>
<ul style="list-style-type: none"> <li>• Extended care benefit</li> <li>• Skilled nursing facility (SNF)</li> </ul> <p>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>	\$200 per admission up to a \$400 maximum
<i>Not covered: Custodial care.</i>	<i>All charges.</i>
<b>Hospice care</b>	<b>High Option</b>
Inpatient and home health care when authorized and approved by the Plan.	20% coinsurance
<i>Not covered: Independent nursing, homemaker services</i>	<i>All charges.</i>
<b>Ambulance</b>	<b>High Option</b>
<ul style="list-style-type: none"> <li>• Local professional ambulance service when medically appropriate</li> <li>• Air ambulance when medically necessary and approved by the Plan</li> </ul> <p>Note: Ambulance coverage in non-emergency situations must be prior authorized.</p>	20% coinsurance

**Section 5(d) Emergency services/accidents**

**Important things you should 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.

**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 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 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
<b>Emergency within our service area</b>	<b>High Option</b>
<ul style="list-style-type: none"> <li>• Emergency care at a doctor's office</li> </ul>	\$20 per office visit
<ul style="list-style-type: none"> <li>• Emergency care at an urgent care center</li> </ul>	\$75 per visit
<ul style="list-style-type: none"> <li>• Emergency care as an outpatient at a hospital, including doctors' services</li> </ul> <p>Note: We waive the ER copay if you are admitted to the hospital.</p>	\$75 per visit for emergency room
<i>Not covered: Elective care or non-emergency care.</i>	<i>All charges.</i>

Benefit Description	You pay
<b>Emergency outside our service area</b>	<b>High Option</b>
<ul style="list-style-type: none"> <li>Emergency care at a doctor’s office</li> </ul>	\$20 per office visit
<ul style="list-style-type: none"> <li>Emergency care at an urgent care center</li> </ul>	\$75 per visit
<ul style="list-style-type: none"> <li>Emergency care as an outpatient at a hospital, including doctors' services</li> </ul> <p>Note: We waive the ER copay if you are admitted to the hospital.</p>	\$75 per visit for emergency room
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> <li><i>Elective care or non-emergency care and follow-up care recommended by non-Plan providers that has not been approved by the Plan or provided by Plan providers</i></li> <li><i>Emergency care provided outside the service area if the need for care could have been foreseen before leaving the service area</i></li> <li><i>Medical and hospital costs resulting from a normal full-term delivery of a baby outside the service area.</i></li> </ul>	<i>All charges.</i>
<b>Ambulance</b>	<b>High Option</b>
<ul style="list-style-type: none"> <li>Professional ambulance service when medically appropriate</li> <li>Air ambulance when medically necessary and approved by the Plan</li> </ul> <p>Note: See 5(c) for non-emergency service.</p>	20% coinsurance
<i>Not covered: Non-emergency use of ambulance.</i>	<i>All charges.</i>

**Section 5(e) Mental health and substance abuse benefits**

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.

**Important things you should 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.

Benefit Description	You pay
<b>Mental health and substance abuse benefits</b>	<b>High Option</b>
<p>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.</p> <p>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.</p>	Your cost sharing responsibilities are no greater than for other illnesses or conditions.
<ul style="list-style-type: none"> <li>• Professional services, including individual or group therapy by providers such as psychiatrists, psychologists, or clinical social workers</li> <li>• Medication management</li> </ul>	\$20 per visit
<ul style="list-style-type: none"> <li>• Diagnostic tests</li> </ul>	Nothing
<ul style="list-style-type: none"> <li>• Services provided by a hospital or other facility</li> <li>• Services in approved alternative care settings such as partial hospitalization, half-way house, full-day hospitalization, facility based intensive outpatient treatment</li> </ul>	\$200 per admission up to a \$400 maximum
<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>	<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(f) Prescription drug benefits

### Important things you should keep in mind about these benefits:

- We cover prescribed drugs and medications, as described in the chart beginning on the next page.
- 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.

### 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 formulary is a list of specific generic and brand name prescription drugs authorized by the Plan and subject to periodic review and modification. 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 be no 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](http://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 drugs, you pay the price difference between the generic drug and name brand drugs, 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 two 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 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 will only have to file a claim if you are 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
<b>Covered medications and supplies</b>	<b>High Option</b>
<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"> <li>• 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>.</li> <li>• Insulin</li> <li>• Diabetic supplies limited to disposable syringes, blood glucose strips, and diabetic lancets for members on insulin for use in the treatment of diabetes</li> <li>• Disposable needles and syringes for the administration of covered medications</li> <li>• Drugs for sexual dysfunction (<i>see Prior authorization</i>)</li> <li>• Contraceptive drugs and devices</li> <li>• Self-injectable medications</li> </ul> <p>Note: Self-injectable medications are provided by Caremark Therapeutics.</p>	<p><b>At a Plan Retail Pharmacy:</b></p> <p>\$10 copay for generic formulary</p> <p>\$20 copay for name brand formulary</p> <p>\$45 copay for non-formulary</p> <p>or</p> <p><b>Through our Mail Order Pharmacy:</b></p> <p>\$20 copay for generic formulary</p> <p>\$40 copay for name brand formulary</p> <p>\$90 copay for non-formulary</p> <p>Out-of-network: All charges.</p> <p>Note: If there is no generic equivalent available, you will still have to pay the brand name copay.</p> <p>Note: For commercial containers through mail order, you pay the appropriate copay for each container.</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> <li>• <i>Drugs and supplies for cosmetic purposes</i></li> <li>• <i>Drugs to enhance athletic performance</i></li> <li>• <i>Drugs obtained at a non-Plan pharmacy; except for out-of-area emergencies</i></li> <li>• <i>Vitamins, nutrients and food supplements even if a physician prescribes or administers them</i></li> <li>• <i>Nonprescription medicines</i></li> <li>• <i>Drugs available without a prescription for which a non-prescription equivalent is available</i></li> <li>• <i>Vitamins and nutritional substances that can be purchased without a prescription</i></li> <li>• <i>Medical supplies such as dressings and antiseptics</i></li> <li>• <i>Diabetic supplies not listed as covered</i></li> <li>• <i>Smoking cessation drugs and medication including nicotine patches</i></li> <li>• <i>Drugs for weight loss</i></li> <li>• <i>Refills for prescriptions resulting from loss or theft</i></li> <li>• <i>Prescription drugs for travel.</i></li> </ul>	<p><i>All charges.</i></p>

**Section 5(g) Special features**

Feature	Description
<b>Flexible benefits option</b>	<p>Under the flexible benefits option, we determine the most effective way to provide services.</p> <ul style="list-style-type: none"> <li>• We may identify medically appropriate alternatives to traditional care and coordinate other benefits as a less costly alternative benefit.</li> <li>• Alternative benefits are subject to our ongoing review.</li> <li>• By approving an alternative benefit, we cannot guarantee you will get it in the future.</li> <li>• The decision to offer an alternative benefit is solely ours, and we may withdraw it at any time and resume regular contract benefits.</li> <li>• Our decision to offer or withdraw alternative benefits is not subject to OPM review under the disputed claims process.</li> </ul>
<b>Services for deaf and hearing impaired</b>	<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>
<b>Complex case management</b>	<p>GHP's Complex Case Management Department is staffed with registered nurses and social workers who are assigned to oversee the care of members with complex, chronic, or catastrophic illnesses. The Complex Case Managers develop member-specific online care coordination plans that can be accessed by all Complex Case Managers and Disease Managers. The Complex Case Managers monitor the member's progress toward their goals and make adjustments to the care coordination plan as necessary.</p>
<b>Disease management programs</b>	<p>GHP offers disease-specific programs for asthma, diabetes, congestive heart failure, and chronic obstructive pulmonary disease. Members identified for these programs receive disease-specific educational mailings, preventive health mailings, and telephonic reminders. These programs are supported by a wide range of educational material and are staffed by registered nurses and social workers.</p>
<b>Centers of excellence</b>	<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>
<b>WellBeing</b>	<p>GHP is committed to supporting our members' health. Through our <i>WellBeing</i> program, we provide education materials and wellness programs that support our members' efforts to take accountability for their health and prevent illness. All members are encouraged to take advantage of a health risk assessment (HRA) every year. You will receive a comprehensive report upon completion. Get all of this and more through My Online Services at <a href="http://www.ghp.com">www.ghp.com</a>.</p>

**Section 5(h) Dental benefits**

**Important things you should 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
- 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(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.

Benefit Description	You Pay
<b>Accidental injury benefit</b>	<b>High Option</b>
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 office visit \$50 per visit for outpatient surgical procedure

**Dental benefits**

We have no other dental benefits.

## High Deductible Health Plan Benefits

See page 9 for how our benefits changed this year and page 104 for a benefits summary.

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## Section 5 High Deductible Health Plan Benefits Overview

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**This Plan offers a High Deductible Health Plan (HDHP). The HDHP benefit package is described in this section. Make sure that you review the benefits that are available under the benefit product in which you are enrolled.**

HDHP Section 5, which describes the HDHP benefits, 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 benefits in the following subsections. To obtain claim forms, claims filing advice, or more information about HDHP benefits, contact us at 800-755-3901 or at our Web site at [www.ghp.com](http://www.ghp.com).

Our HDHP 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, we establish either a Health Savings Account (HSA) or a Health Reimbursement Arrangement (HRA) for you. We automatically pass through a portion of the total health Plan premium to your HSA or HRA based upon your eligibility.

This HDHP includes five key components: preventive care; traditional medical coverage health care that is subject to the deductible; savings; catastrophic protection for out-of-pocket expenses; and health education resources and account management tools.

- **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 if you use a network provider and are fully described in Section 5 *Preventive care*. *You do not have to meet the deductible before using these services.*
  
- **Traditional medical coverage**                      After you have paid the Plan's deductible, we pay benefits under HDHP medical coverage described in Section 5. 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 page 47 for more details).

## **Health Savings Accounts (HSA)**

By law, HSAs are available to members who are not enrolled in Medicare, cannot be claimed as a dependent on someone else's tax return, have not received VA benefits within the last three months or do not have other health insurance coverage other than another high deductible health plan. In 2007, 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 \$2,850 for a Self-Only enrollment or \$5,650 for a Self and Family enrollment. See maximum contribution information on page 52. You can use funds in your HSA to help pay your health plan deductible, copayments, and non-covered medical services **You** own your HSA, so the funds can go with you if you change plans or employment.

**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.

### **Important consideration if you want to participate in a Health Care Flexible**

**Spending Account:** If you are enrolled in this HDHP with a Health Savings Account (HSA), and start or become covered by a health care flexible spending account (such as FSAFEDS offers – see Section 12), this HDHP cannot continue to contribute to your HSA. Instead, when you inform us of your coverage in an FSA, we will establish an HRA for you.

## **Health Reimbursement Arrangements (HRA)**

If you aren't eligible for an HSA, for example you are enrolled in Medicare or have another health plan, we will administer and provide an HRA instead. You must notify us that you are ineligible for an HSA.

In 2007, we will give you an HRA credit of \$41.67 per month for a Self Only enrollment and \$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.
- An HRA does not affect your ability to participate in an FSAFEDS Health Care Flexible Spending Account (HCFSA). However, you must meet FSAFEDS eligibility requirements. See *Who is eligible to enroll?* in Section 12 under The Federal Flexible Spending Account Program – *FSAFEDS*.

- **Catastrophic protection for out-of-pocket expenses**

When you use network providers, your annual maximum for out-of-pocket expenses (deductibles, coinsurance and copayments) for covered services is limited to \$5,000 per person or \$10,000 per family enrollment. When you use out-of-network providers, your annual maximum for out-of-pocket expenses (deductibles, coinsurance and copayments) for covered services is limited to \$10,000 per person or \$20,000 per family enrollment. 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 allowable amount or benefit maximum). Refer to Section 4 Your catastrophic protection out-of-pocket maximum and HDHP Section 5 *Traditional medical coverage subject to the deductible* for more details.

- **Health education resources and account management tools**

HDHP Section 5(i) 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 Savings – HSAs and HRAs**

<b>Feature Comparison</b>	<b>Health Savings Account (HSA)</b>	<b>Health Reimbursement Arrangement (HRA)</b>  <b>Provided when you are ineligible for an HSA</b>
<b>Administrator</b>	The Plan will establish an HSA for you with Corporate Benefit Services of America, Inc.(CBSA), this HDHP’s administrator, trustee or custodian as defined by Federal tax code and approved by IRS.	Corporate Benefit Services of America, Inc. (CBSA) is the HRA administrator for this Plan.
<b>Fees</b>	Set-up fee is paid by the GHP HDHP. There is no administrative fee.	None.
<b>Eligibility</b>	<p>You must:</p> <ul style="list-style-type: none"> <li>• Enroll in this HDHP</li> <li>• Have no other health insurance coverage (does not apply to specific injury, accident, disability, dental, vision or long-term care coverage)</li> <li>• Not be enrolled in Medicare Part A or Part B</li> <li>• Not be claimed as a dependent on someone else’s tax return</li> <li>• Must not have received VA benefits in the last three months</li> <li>• Complete and return all banking paperwork.</li> </ul> <p>Eligibility for contributions is determined on the first day of the month following your effective date of enrollment and will be prorated for length of enrollment.</p>	<p>You must enroll in this HDHP.</p> <p>Eligibility is determined on the first day of the month following your effective day of enrollment and will be prorated for length of enrollment.</p>
<b>Funding</b>	If you are eligible for HSA contributions, a portion of your monthly health plan premium is deposited to your HSA each month. Premium pass through contributions are based on the effective date of your enrollment in the HDHP.	Eligibility for the annual credit will be determined on the first day of the month and will be prorated for length of enrollment. The entire amount of your HRA will be available to you upon your enrollment.
<ul style="list-style-type: none"> <li>• <b>Self Only enrollment</b></li> </ul>	For 2007, a monthly premium pass through of \$41.67 will be made by the HDHP directly into your HSA each month.	For 2007, your HRA annual credit is \$500 (prorated for length of enrollment).
<ul style="list-style-type: none"> <li>• <b>Self and Family enrollment</b></li> </ul>	For 2007, a monthly premium pass through of \$83.33 will be made by the HDHP directly into your HSA each month.	For 2007, your HRA annual credit is \$1,000 (prorated for length of enrollment).

<p><b>Contributions/credits</b></p>	<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 \$1,250 in-network and \$2,500 out-of-network. This amount is reduced by 1/12 for any month you were ineligible to contribute to an HSA.</p> <p>For each month you are eligible for HSA contributions, if you choose to contribute to your HSA,</p> <ul style="list-style-type: none"> <li>• The maximum allowable contribution is a combination of employee and employer funds up to the amount of the deductible of \$1,250 for Self Only or \$2,500 for Self and Family in-network and \$2,500 for Self Only or \$5,000 for Self and Family out-of-network. To determine the maximum allowable contribution, take the amount of your deductible divided by 12, times the number of full months enrolled in the HDHP. Subtract the amount the Plan will contribute to your account for the year from the maximum allowable contribution to determine the amount you may contribute.</li> <li>• 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).</li> <li>• HSAs earn tax-free interest (does not affect your annual maximum contribution).</li> <li>• Catch-up contribution discussed on page 51.</li> </ul>	<p>The full HRA credit will be available, subject to proration, on the effective date of enrollment. The HRA does not earn interest.</p>
<ul style="list-style-type: none"> <li>• <b>Self Only enrollment</b></li> </ul>	<p>You may make an annual maximum contribution of \$750.</p>	<p>You cannot contribute to the HRA.</p>
<ul style="list-style-type: none"> <li>• <b>Self and Family enrollment</b></li> </ul>	<p>You may make an annual maximum contribution of \$1,500.</p>	<p>You cannot contribute to the HRA.</p>
<p><b>Access funds</b></p>	<p>You can access your HSA by the following methods:</p> <ul style="list-style-type: none"> <li>• Debit card</li> <li>• Withdrawal form</li> <li>• Checks</li> </ul>	<p>For qualified medical expenses under your HDHP, you will be automatically reimbursed when claims are submitted through the HDHP. For expenses not covered by the HDHP, such as orthodontia, a reimbursement form will be sent to you upon your request.</p>

<p><b>Distributions/withdrawals</b></p> <ul style="list-style-type: none"> <li>• <b>Medical</b></li> </ul>	<p>You can 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>See IRS Publication 502 for a list of eligible medical expenses, including over-the-counter drugs.</p>	<p>You can 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 list of eligible medical expenses. Over-the-counter drugs and Medicare premiums are also reimbursable. Most other types of medical insurance premiums are not reimbursable.</p>
<ul style="list-style-type: none"> <li>• <b>Non-medical</b></li> </ul>	<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 withdrawn funds.</p> <p>When you turn age 65, distributions can be used for any reason without being subject to the 10% penalty, however they will be subject to ordinary income tax.</p>	<p>Not applicable - distributions will not be made for anything other than non-reimbursed qualified medical expenses.</p>
<p><b>Availability of funds</b></p>	<p>Funds are not available for withdrawal until all the following steps are completed:</p> <ul style="list-style-type: none"> <li>• Your enrollment in this HDHP is effective (effective date is determined by your agency in accord with the event permitting the enrollment change).</li> <li>• 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.</li> <li>• The fiduciary sends you HSA paperwork for you to complete and fiduciary receives the completed paperwork back from you.</li> </ul>	<p>The entire amount of your HRA will be available to you upon your enrollment in the HDHP.</p>
<p><b>Account owner</b></p>	<p>FEHB enrollee</p>	<p>GHP HDHP</p>
<p><b>Portable</b></p>	<p>You can take this account with you when you change plans, separate or retire.</p>	<p>If you retire and remain in this HDHP, you may continue to use and accumulate credits in your HRA.</p>

	If you do not enroll in another HDHP, you can no longer contribute to your HSA.	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.
<b>Annual rollover</b>	Yes, accumulates without a maximum cap.	Yes, accumulates without a maximum cap.

**If you have an HSA**

- **Contributions** 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 lump sum contributions at any time, in any amount not to exceed an annual maximum limit. If you contribute, you can claim the total amount you 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 effective after January 1, 2007, 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 2007, you may contribute up to \$700 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 enrolled in Medicare. Additional details are available on the U.S. Department of Treasury Web site at [www.ustreas.gov/offices/public-affairs/hsa/](http://www.ustreas.gov/offices/public-affairs/hsa/).
- **If you die** If you do not have a named beneficiary, if you are married, it becomes your spouse’s HSA; otherwise, it becomes part of your taxable estate.
- **Qualified expenses** 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, health insurance premiums if you are receiving Federal unemployment compensation, over-the-counter drugs, LASIK surgery, and some nursing services.

When you enroll in Medicare, you can use the account to pay Medicare premiums or to purchase any health insurance other than a Medigap policy. You may not, however, continue to make contributions to your HSA once you are enrolled in Medicare.

For a detailed 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](http://www.irs.gov) and click on “Forms and Publications.” Note: Although over-the-counter drugs are not listed in the publication, they are reimbursable from your HSA. Also, insurance premiums are reimbursable under limited circumstances.
- **Non-qualified 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”, 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.

**If you have an HRA**

- **Why an HRA is established**

If you don't qualify for an HSA when you enroll in this HDHP, or later become ineligible for an HSA, we will establish an HRA for you. If you are enrolled in Medicare, you are ineligible for an HSA and we will establish an HRA for you. You must tell us if you become ineligible to contribute to an HSA.

- **How an HRA differs**

Please review the chart on page 47 which details the differences between an HRA and an HSA. The major differences are:

- You cannot make contributions to an 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 Preventive care**

**Important things you should keep in mind about these benefits:**

- Preventive care services listed in this Section are not subject to the deductible. You only owe your copay for covered preventive care services.
- For all other covered expenses, please see Section 5 – *Traditional medical coverage subject to the deductible.*

Benefit Description	You pay
<b>Preventive care, adult</b>	
<p>Routine screenings, such as:</p> <ul style="list-style-type: none"> <li>• Blood tests</li> <li>• Urinalysis</li> <li>• Total Blood Cholesterol</li> <li>• Routine Prostate Specific Antigen (PSA) test — one annually for men age 50 and older</li> <li>• Colorectal Cancer Screening, including                             <ul style="list-style-type: none"> <li>- Fecal occult blood test yearly starting at age 50,</li> <li>- Sigmoidoscopy screening — every five years starting at age 50,</li> <li>- Double contrast barium enema — every five years starting at age 50;</li> <li>- Colonoscopy screening — every 10 years starting at age 50</li> </ul> </li> <li>• Routine annual digital rectal exam (DRE) for men age 40 and older</li> <li>• Routine well-woman exam including Pap test</li> <li>• Routine mammogram — covered for women age 35 and older, as follows:                             <ul style="list-style-type: none"> <li>- From age 35 through 39, one during this five year period</li> <li>- From age 40, one every calendar year</li> </ul> </li> </ul>	<p>In network: \$15 per visit to a primary care physician, no deductible</p> <p>Out-of-netowrk: 30% of covered expenses after deductible</p>
<p>Routine immunizations endorsed by the Centers for Disease Control and Prevention (CDC):</p> <ul style="list-style-type: none"> <li>• Tetanus-diphtheria (Td) booster – once every 10 years, ages 19 and over (except as provided for under Childhood immunizations)</li> <li>• Influenza vaccine, annually</li> <li>• Pneumococcal vaccine, age 65 and older</li> <li>• Routine physicals which include:                             <ul style="list-style-type: none"> <li>- One exam every 12 months</li> </ul> </li> <li>• Routine exams limited to:                             <ul style="list-style-type: none"> <li>- 1 routine OB/GYN exam every 12 months including 1 Pap smear and related services</li> <li>- 1 routine hearing exam every 24 months</li> </ul> </li> </ul>	<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"> <li>• <i>Routine eye exams</i></li> <li>• <i>Physical exams required for obtaining or continuing employment or insurance, attending schools or camp, athletic exams or travel.</i></li> </ul>	<p><i>All charges.</i></p>

*Preventive care, adult - continued on next page*

Benefit Description	You pay
<b>Preventive care, adult (cont.)</b>	
<ul style="list-style-type: none"> <li>• <i>Immunizations, boosters, and medications for travel or work-related exposure.</i></li> </ul>	<p><i>All charges.</i></p>
<b>Preventive care, children</b>	
<ul style="list-style-type: none"> <li>• Professional services, such as:</li> <li>• Well-child visits for routine examinations, immunizations and care (up to age 22)</li> </ul>	<p>In-network: \$15 per visit to a primary care physician, no deductible            Out-of-network: 30% of covered expenses after deductible</p>
<ul style="list-style-type: none"> <li>• Professional services, such as:</li> <li>• Childhood immunizations recommended by the American Academy of Pediatrics</li> </ul>	<p>In-network: Nothing            Out-of-network: Nothing</p>
<ul style="list-style-type: none"> <li>• Examinations, such as:</li> <li>• Eye exam - one routine exam every 12 months</li> <li>• Hearing exams - one routine exam every 24 months</li> </ul>	<p>In-network: \$15 per visit to a primary care physician, no deductible            Out-of-network: 30% of covered expenses after deductible</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> <li>• <i>Physical exams required for obtaining or continuing employment or insurance, attending schools or camp, or travel.</i></li> <li>• <i>Immunizations, boosters, and medications for travel.</i></li> </ul>	<p><i>All charges.</i></p>

## Section 5 Traditional medical coverage subject to the deductible

**Important things you should 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.
- In-network preventive care is covered at 100% (see page 53) and is not subject to the calendar year deductible.
- The deductible is \$1,250 per person or \$2,500 per family enrollment for in-network benefits and \$2,500 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 under Traditional medical coverage. You must pay your deductible before your Traditional medical coverage may begin.
- Under Traditional 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. When a network provider is not available, out-of-network benefits apply.
- 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.

Benefit Description	You pay After the calendar year deductible...
<b>Deductible before Traditional medical coverage begins</b>	
The deductible applies to almost all benefits in this Section. In the You pay 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>In-network: 100% of allowable charges until you meet the deductible of \$1,250 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>
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.	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.

*Deductible before Traditional medical coverage begins - continued on next page*

Benefit Description	You pay After the calendar year deductible...
<b>Deductible before Traditional medical coverage begins (cont.)</b>	
	<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 in-network services is \$10,000 per person or \$20,000 per family in any calendar year.</p>

**Section 5(a) Medical services and supplies  
provided by physicians and other health care professionals**

**Important things you should 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.
- Plan physicians must provide or arrange your care.
- The deductible is \$1,250 for Self Only enrollment and \$2,500 for Self and Family enrollment for in-network benefits and \$2,500 for Self Only enrollment and \$5,000 for Self and Family enrollment for out-of-network benefits each calendar year. The Self and Family deductible can be satisfied by one or more family members. The deductible applies to all benefits in this Section unless we indicate differently.
- After you have satisfied your deductible, coverage begins for traditional medical services.
- Under your Traditional medical coverage, you will be responsible for your coinsurance amounts or copayments for eligible medical expenses and prescriptions.
- 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.

Benefit Description	You pay After the calendar year deductible...
<b>Diagnostic and treatment services</b>	
Professional services of physicians <ul style="list-style-type: none"> <li>• In physician’s office</li> <li>• In an urgent care center</li> <li>• Office medical consultations</li> <li>• Second surgical opinion</li> </ul>	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 differences between our allowance and the billed amount
Professional services of physicians <ul style="list-style-type: none"> <li>• During a hospital stay</li> <li>• In a skilled nursing facility</li> </ul>	In-network: Nothing  Out-of-network: 30% of the Plan allowance and any differences between our allowance and the billed amount
<b>Lab, X-ray and other diagnostic tests</b>	
Tests, such as: <ul style="list-style-type: none"> <li>• Blood tests</li> <li>• Urinalysis</li> <li>• Non-routine Pap tests</li> <li>• Pathology</li> <li>• X-rays</li> <li>• Non-routine mammograms</li> <li>• CAT Scans/MRI</li> <li>• Ultrasound</li> <li>• Electrocardiogram and EEG</li> </ul>	In-network: Nothing  Out-of-network: 30% of the Plan allowance and any differences between our allowance and the billed amount

Benefit Description	You pay After the calendar year deductible...
<b>Maternity care</b>	
<p>Complete maternity (obstetrical) care, such as:</p> <ul style="list-style-type: none"> <li>• Prenatal care</li> <li>• Delivery</li> <li>• Postnatal care</li> </ul> <p>Note: Here are some things to keep in mind:</p> <ul style="list-style-type: none"> <li>• You do not need to precertify your normal delivery; see page 12 for other circumstances, such as extended stays for you or your baby.</li> <li>• 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.</li> <li>• 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.</li> <li>• We pay hospitalization and surgeon services (delivery) the same as for illness and injury. See <i>Hospital benefits</i> (Section 5c) and <i>Surgery benefits</i> (Section 5b).</li> </ul>	<p>In-network: 10% of the Plan allowance</p> <p>Out-of-network: 30% of the Plan allowance and any differences between our allowance and the billed amount</p>
<i>Not covered: Routine sonograms to determine fetal age, sex, or size.</i>	<i>All charges.</i>
<b>Family planning</b>	
<p>A range of voluntary family planning services, limited to:</p> <ul style="list-style-type: none"> <li>• Voluntary sterilization (See Surgical procedures Section 5 (b))</li> <li>• Surgically implanted contraceptives</li> <li>• Injectable contraceptive drugs (such as Depo provera)</li> <li>• Intrauterine devices (IUDs)</li> <li>• Diaphragms</li> </ul> <p>Note: We cover oral contraceptives under the prescription drug benefit. Prior authorization is required for these services.</p>	<p>In-network: 10% of the Plan allowance</p> <p>Out-of-network: 30% of the Plan allowance and any differences between our allowance and the billed amount</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> <li>• <i>Reversal of voluntary surgical sterilization</i></li> <li>• <i>Genetic counseling.</i></li> </ul>	<i>All charges.</i>
<b>Infertility services</b>	
<p>Diagnosis and treatment of infertility such as:</p> <ul style="list-style-type: none"> <li>• Artificial insemination: <ul style="list-style-type: none"> <li>- <b>intra</b>vaginal insemination (IVI)</li> <li>- <b>intra</b>cervical insemination (ICI)</li> <li>- <b>intra</b>uterine insemination (IUI)</li> </ul> </li> <li>• Fertility drugs</li> </ul>	<p>In-network: \$25 per visit to a specialist</p> <p>Out-of-network: 30% of the Plan allowance and any differences between our allowance and the billed amount</p>

*Infertility services - continued on next page*

Benefit Description	You pay After the calendar year deductible...
<b>Infertility services (cont.)</b>	
<p>Note: We cover injectable fertility drugs and oral fertility drugs under the prescription drug benefit.</p>	<p>In-network: \$25 per visit to a specialist Out-of-network: 30% of the Plan allowance and any differences between our allowance and the billed amount</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> <li>• Assisted reproductive technology (ART) procedures, such as: <ul style="list-style-type: none"> <li>- in vitro fertilization</li> <li>- embryo transfer, gamete intra-fallopian transfer (GIFT) and zygote intra-fallopian transfer (ZIFT)</li> </ul> </li> <li>• Services and supplies related to ART procedures</li> <li>• Cost of donor sperm</li> <li>• Cost of donor egg.</li> </ul>	<p><i>All charges.</i></p>
<b>Allergy care</b>	
<ul style="list-style-type: none"> <li>• Testing and treatment</li> <li>• Allergy injections</li> </ul>	<p>In-network: \$25 per visit to a specialist Out-of-network: 30% of the Plan allowance and any differences between our allowance and the billed amount</p>
<p>Allergy serum</p>	<p>Nothing</p>
<p><i>Not covered: Provocative food testing and sublingual allergy desensitization.</i></p>	<p><i>All charges.</i></p>
<b>Treatment therapies</b>	
<ul style="list-style-type: none"> <li>• Chemotherapy and radiation therapy</li> </ul> <p>Note: High dose chemotherapy in association with autologous bone marrow transplants is limited to those transplants listed under Organ/Tissue Transplants on page 67.</p> <ul style="list-style-type: none"> <li>• Respiratory and inhalation therapy</li> <li>• Dialysis – hemodialysis and peritoneal dialysis</li> <li>• Intravenous (IV)/Infusion Therapy – Home IV and antibiotic therapy</li> <li>• Growth hormone therapy (GHT)</li> </ul> <p>Note: Growth hormone is covered under the prescription drug benefit.</p> <p>Note: – We only cover GHT when we preauthorize the treatment. Call toll-free at 800-546-4603 for prior authorization. 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>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 differences between our allowance and the billed amount</p>

Benefit Description	You pay After the calendar year deductible...
<b>Physical and occupational therapies</b>	
<p>60 visits for the services of each of the following:</p> <ul style="list-style-type: none"> <li>• qualified physical therapists and</li> <li>• occupational therapists</li> </ul> <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"> <li>• Cardiac rehabilitation following a heart transplant, bypass surgery or a myocardial infarction is provided for up to 36 sessions.</li> </ul>	<p>In-network: 10% of Plan allowance</p> <p>Out-of-network: 30% of the Plan allowance and any differences between our allowance and the billed amount</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> <li>• <i>Long-term rehabilitative therapy</i></li> <li>• <i>Exercise programs.</i></li> </ul>	<p><i>All charges.</i></p>
<b>Speech therapy</b>	
<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 differences 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>
<b>Hearing services (testing, treatment, and supplies)</b>	
<ul style="list-style-type: none"> <li>• First hearing aid and testing only when necessitated by accidental injury</li> <li>• Hearing exams for children through age 17 (see <i>Preventive care, children</i>)</li> </ul>	<p>In-network: 10% of the Plan allowance</p> <p>Out-of-network: 30% of the Plan allowance and any differences between our allowance and the billed amount</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> <li>• <i>All other hearing testing</i></li> <li>• <i>Hearing aids, testing and examinations for them.</i></li> </ul>	<p><i>All charges.</i></p>
<b>Vision services (testing, treatment, and supplies)</b>	
<ul style="list-style-type: none"> <li>• One pair of eyeglasses or contact lenses to correct an impairment directly caused by accidental ocular injury or intraocular surgery (such as for cataracts)</li> </ul>	<p>Nothing</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> <li>• <i>Annual eye refraction</i></li> <li>• <i>Eyeglasses or contact lenses, except as shown above, examinations for them</i></li> <li>• <i>Eye exercises and orthoptics</i></li> <li>• <i>Radial keratotomy and other refractive surgery.</i></li> </ul>	<p><i>All charges.</i></p>

Benefit Description	You pay After the calendar year deductible...
<b>Foot care</b>	
<p>Routine foot care when you are under active treatment for a metabolic or peripheral vascular disease, such as diabetes.</p> <p><i>Note: See Orthopedic and prosthetic devices for information on podiatric shoe inserts.</i></p>	<p>In-network: \$25 per visit to a specialist</p> <p>Out-of-network: 30% of the Plan allowance and any differences between our allowance and the billed amount</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> <li>• <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></li> <li>• <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></li> </ul>	<p><i>All charges.</i></p>
<b>Orthopedic and prosthetic devices</b>	
<ul style="list-style-type: none"> <li>• Artificial limbs and eyes; stump hose</li> <li>• Externally worn breast prostheses and surgical bras, including necessary replacements following a mastectomy</li> <li>• Internal prosthetic devices, such as artificial joints, pacemakers, cochlear implants, and surgically implanted breast implant following mastectomy. Note: See 5(b) for coverage of the surgery to insert the device.</li> <li>• Corrective orthopedic appliances for non-dental treatment of temporomandibular joint (TMJ) pain dysfunction syndrome.</li> </ul>	<p>In-network: 10% of the Plan allowance</p> <p>Out-of-network: 30% of the Plan allowance and any differences between our allowance and the billed amount</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> <li>• <i>Orthopedic and corrective shoes</i></li> <li>• <i>Arch supports</i></li> <li>• <i>Foot orthotics</i></li> <li>• <i>Heel pads and heel cups</i></li> <li>• <i>Lumbosacral supports</i></li> <li>• <i>Corsets, trusses, elastic stockings, support hose, and other supportive devices</i></li> <li>• <i>Prosthetic replacements</i></li> <li>• <i>Testicular implants.</i></li> </ul>	<p><i>All charges.</i></p>
<b>Durable medical equipment (DME)</b>	
<p>We cover rental or purchase of durable medical equipment, at our option, including repair and adjustment. Covered items include:</p> <ul style="list-style-type: none"> <li>• Oxygen;</li> <li>• Dialysis equipment;</li> <li>• Hospital beds;</li> <li>• Wheelchairs;</li> <li>• Crutches;</li> <li>• Walkers;</li> <li>• Blood glucose monitors; and</li> </ul>	<p>In-network: 10% of the Plan allowance</p> <p>Out-of-network: 30% of the Plan allowance and any differences between our allowance and the billed amount</p>

*Durable medical equipment (DME) - continued on next page*

Benefit Description	You pay After the calendar year deductible...
<b>Durable medical equipment (DME) (cont.)</b>	
<ul style="list-style-type: none"> <li>Insulin pumps.</li> </ul> <p>Note: Your physician will arrange coverage for durable medical equipment with GHP and the provider. Out-of-network services require prior authorization.</p>	<p>In-network: 10% of the Plan allowance</p> <p>Out-of-network: 30% of the Plan allowance and any differences between our allowance and the billed amount</p>
<p>Not covered:</p> <ul style="list-style-type: none"> <li>Motorized wheelchairs</li> <li>Non-durable medical supplies such as foley catheters, dressings, and leg bags</li> <li>Repair or replacement of purchased equipment.</li> </ul>	<p><i>All charges.</i></p>
<b>Home health services</b>	
<ul style="list-style-type: none"> <li>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.</li> <li>Services include oxygen therapy, intravenous therapy and medications.</li> </ul>	<p>In-network: 10% of the Plan allowance</p> <p>Out-of-network: 30% of the Plan allowance and any differences between our allowance and the billed amount</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> <li><i>Nursing care requested by, or for the convenience of, the patient or the patient's family;</i></li> <li><i>Home care primarily for personal assistance that does not include a medical component and is not diagnostic, therapeutic, or rehabilitative.</i></li> </ul>	<p><i>All charges.</i></p>
<b>Chiropractic</b>	
<p>Up to 26 visits; treatment plan is required</p>	<p>In-network: \$25 per visit to a specialist</p> <p>Out-of-network: 30% of the Plan allowance and any differences between our allowance and the billed amount</p>
<b>Alternative treatments</b>	
<p>No benefit</p>	<p>All charges</p>
<b>Educational classes and programs</b>	
<ul style="list-style-type: none"> <li>Childbirth classes</li> </ul> <p>Note: Members may submit a receipt and the Plan will reimburse charges up to \$100.</p>	<p>All charges after \$100</p>
<ul style="list-style-type: none"> <li>Diabetes education classes</li> </ul>	<p>In-network: \$25 per visit to a specialist</p> <p>Out-of-network: 30% of the Plan allowance and any differences between our allowance and the billed amount</p>
<ul style="list-style-type: none"> <li>Nutritional counseling related to Diabetes from a dietician</li> </ul>	<p>In-network: \$25 per visit to a specialist</p>

*Educational classes and programs - continued on next page*

Benefit Description	You pay After the calendar year deductible...
<b>Educational classes and programs (cont.)</b>	
	Out-of-network: 30% of the Plan allowance and any differences between our allowance and the billed amount
<ul style="list-style-type: none"> <li>• Smoking cessation – Quit for Life/WellBeing</li> </ul>	Nothing
<i>Not covered: Weight loss program.</i>	<i>All charges.</i>

**Section 5(b) Surgical and anesthesia services  
provided by physicians and other health care professionals**

**Important things you should 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.
- Plan physicians must provide or arrange your care.
- The deductible is \$1,250 for Self Only enrollment and \$2,500 for Self and Family enrollment for in-network benefits and \$2,500 for Self Only enrollment and \$5,000 for Self and Family enrollment for out-of-network benefits each calendar year. The Self and Family deductible can be satisfied by one or more family members. The deductible applies to almost all benefits in this Section.
- After you have satisfied your deductible, your Traditional medical coverage begins.
- Under your Traditional medical coverage, you will be responsible for your coinsurance amounts or copayments for eligible medical expenses and prescriptions.
- 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(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.

Benefit Description	You pay After the calendar year deductible...
<p><b>Surgical procedures</b></p> <p>A comprehensive range of services, such as:</p> <ul style="list-style-type: none"> <li>• Operative procedures</li> <li>• Treatment of fractures, including casting</li> <li>• Normal pre- and post-operative care by the surgeon</li> <li>• Correction of amblyopia and strabismus</li> <li>• Endoscopy procedures</li> <li>• Biopsy procedures</li> <li>• Removal of tumors and cysts</li> <li>• Correction of congenital anomalies (see <i>Reconstructive surgery</i>)</li> <li>• Surgical treatment of morbid obesity (bariatric surgery)</li> <li>• Vertical-banded gastroplasty (gastric stapling), and roux-en-y gastric bypass (Roux-en-Y) of morbid obesity will be covered by Group Health Plan when all of the following criteria are met. A complete description of our policy, including contraindications, and requirements following the scheduled surgery, is available. <ul style="list-style-type: none"> <li>- The patient is an adult (&gt; 18 years of age) with morbid obesity that has persisted for at least 3 years, and for which there is no treatable metabolic cause for the obesity.</li> </ul> </li> </ul>	<p>In-network: \$15 per visit to a primary care physician; \$25 per visit to a specialist; 10% of the Plan allowance for inpatient or outpatient surgery</p> <p>Out-of-network: 30% of the Plan allowance and any differences between our allowance and the billed amount</p>

*Surgical procedures - continued on next page*

Benefit Description	You pay After the calendar year deductible...
<p><b>Surgical procedures (cont.)</b></p> <ul style="list-style-type: none"> <li>- There is presence of morbid obesity, defined as a body mass index (BMI) exceeding 40, or greater than 35 with documented co-morbid conditions (cardiopulmonary problems e.g., severe apnea, Pickwickian Syndrome, and obesity-related cardiomyopathy, severe diabetes mellitus, hypertension, or arthritis). (BMI is calculated by dividing a patient’s weight (in kilograms) by height (in meters) squared. To convert pounds to kilograms, multiply pounds by 0.45. To convert inches to meters, multiply inches by .0254);</li> <li>- The patient has failed to lose weight (approximately 10% from baseline) or has regained weight despite participation in a three month physician-supervised multidisciplinary program within the past six months that included dietary therapy, physical activity, and behavior therapy and support;</li> <li>- The patient has been evaluated for restrictive lung disease and received surgical clearance by a pulmonologist, if clinically indicated; has received cardiac clearance by a cardiologist if there is a history of prior phen-fen or redux use, and the patient has agreed, following surgery, to participate in a multidisciplinary program that will provide guidance on diet, physical activity, and social support; and,</li> <li>- The patient has completed a psychological evaluation and has been recommended for bariatric surgery by a licensed mental health professional (this must be documented in the patient’s medical record) and the patient’s medical record reflects documentation by the treating psychotherapist that all psychosocial issues have been identified and addressed; and the psychotherapist indicates that the patient is likely to be compliant with the post-operative diet restrictions.</li> </ul> <ul style="list-style-type: none"> <li>• Insertion of internal prosthetic devices . See 5(a) <i>Orthopedic and prosthetic devices</i> for device coverage information</li> <li>• Voluntary sterilization (e.g., tubal ligation, vasectomy)</li> <li>• Treatment of burns</li> </ul> <p>Note: Generally, we pay for internal prostheses (devices) according to where the procedure is done. 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; \$25 per visit to a specialist; 10% of the Plan allowance for inpatient or outpatient surgery</p> <p>Out-of-network: 30% of the Plan allowance and any differences between our allowance and the billed amount</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> <li>• <i>Reversal of voluntary sterilization</i></li> <li>• <i>Routine treatment of conditions of the foot; see Foot care</i></li> <li>• <i>Replacement of penile prosthesis.</i></li> </ul>	<p><i>All charges.</i></p>

Benefit Description	You pay After the calendar year deductible...
<b>Reconstructive surgery</b>	
<ul style="list-style-type: none"> <li>• Surgery to correct a functional defect</li> <li>• Surgery to correct a condition caused by injury or illness if:               <ul style="list-style-type: none"> <li>- the condition produced a major effect on the member’s appearance and</li> <li>- the condition can reasonably be expected to be corrected by such surgery</li> </ul> </li> <li>• 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; and webbed fingers and toes.</li> <li>• All stages of breast reconstruction surgery following a mastectomy, such as:               <ul style="list-style-type: none"> <li>- surgery to produce a symmetrical appearance of breasts;</li> <li>- treatment of any physical complications, such as lymphedemas;</li> <li>- breast prostheses and surgical bras and replacements (see Prosthetic devices)</li> </ul> </li> </ul> <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</p> <p>Out-of-network: 30% of the Plan allowance and any differences between our allowance and the billed amount</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> <li>• <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></li> <li>• <i>Surgeries related to sex transformation</i></li> <li>• <i>Scar revision.</i></li> </ul>	<p><i>All charges.</i></p>
<b>Oral and maxillofacial surgery</b>	
<p>Oral surgical procedures, limited to:</p> <ul style="list-style-type: none"> <li>• Reduction of fractures of the jaws or facial bones;</li> <li>• Surgical correction of cleft lip, cleft palate or severe functional malocclusion;</li> <li>• Removal of stones from salivary ducts;</li> <li>• Excision of leukoplakia or malignancies;</li> <li>• Excision of cysts and incision of abscesses when done as independent procedures; and</li> <li>• Other surgical procedures that do not involve the teeth or their supporting structures.</li> <li>• Non-dental treatment of Temporomandibular joint (TMJ) pain dysfunction syndrome</li> </ul>	<p>In-network: 10% of the Plan allowance</p> <p>Out-of-network: 30% of the Plan allowance and any differences between our allowance and the billed amount</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> <li>• <i>Oral implants and transplants</i></li> <li>• <i>Procedures that involve the teeth or their supporting structures (such as the periodontal membrane, gingiva, and alveolar bone)</i></li> </ul>	<p><i>All charges.</i></p>

*Oral and maxillofacial surgery - continued on next page*

Benefit Description	You pay After the calendar year deductible...
<b>Oral and maxillofacial surgery (cont.)</b>	
<ul style="list-style-type: none"> <li>• <i>Dental care involved in the treatment of TMJ.</i></li> </ul>	<i>All charges.</i>
<b>Organ/tissue transplants</b>	
<p>Solid organ transplants limited to:</p> <ul style="list-style-type: none"> <li>• Cornea</li> <li>• Heart</li> <li>• Heart/lung</li> <li>• Single, double or lobar lung</li> <li>• Kidney</li> <li>• Liver</li> <li>• Pancreas</li> <li>• Kidney/Pancreas</li> <li>• Intestinal transplants</li> <li>• Small intestine</li> <li>• Small intestine with the liver</li> <li>• Small intestine with multiple organs, such as the liver, stomach, and pancreas</li> </ul>	<p>In-network: 10% of the Plan allowance</p> <p>Out-of-network: 30% of the Plan allowance and any differences between our allowance and the billed amount</p>
<p>Blood or marrow stem cell transplants limited to the stages of the following diagnoses; medical necessity limitation is considered satisfied for other tissue transplants if the patient meets staging description:</p> <ul style="list-style-type: none"> <li>• Allogeneic (donor) transplants for               <ul style="list-style-type: none"> <li>- Acute lymphocytic or non-lymphocytic (i.e., myelogenous) leukemia</li> <li>- Advanced Hodgkin’s lymphoma</li> <li>- Advanced non-Hodgkin’s lymphoma</li> <li>- Chronic myelogenous leukemia</li> <li>- Severe combined immunodeficiency disease</li> <li>- Severe or very severe aplastic anemia</li> </ul> </li> <li>• Autologous transplants for               <ul style="list-style-type: none"> <li>- Acute lymphocytic or nonlymphocytic (i.e., myelogenous) leukemia</li> <li>- Advanced Hodgkin’s lymphoma</li> <li>- Advanced non-Hodgkin’s lymphoma</li> <li>- Advanced neuroblastoma</li> </ul> </li> <li>• Autologous tandem bone marrow transplants for recurrent germ cell tumors (including testicular cancer)</li> </ul> <p>Blood or marrow stem cell transplants for:</p> <ul style="list-style-type: none"> <li>• Allogeneic (donor) transplants for               <ul style="list-style-type: none"> <li>- Phagocytic deficiency diseases (e.g., Wiskott-Aldrich syndrome)</li> <li>- Advanced myelodysplastic syndromes (e.g., DeNovo, secondary, high dose) not previously treated</li> </ul> </li> </ul>	<p>In-network: 10% of the Plan allowance</p> <p>Out-of-network: 30% of the Plan allowance and any differences between our allowance and the billed amount</p>

Benefit Description	You pay After the calendar year deductible...
<b>Organ/tissue transplants (cont.)</b>	
<ul style="list-style-type: none"> <li>- Advanced neuroblastoma</li> <li>- Infantile malignant osteopetrosis</li> <li>- Mucopolysaccharidosis (e.g., adrenoleukodystrophy)</li> <li>• Mucopolysaccharidosis (e.g., Hunter’s syndrome, Hurler’s syndrome, Sanfillipo’s syndrome, Maroteaux-Lamy syndrome variants)</li> <li>• Autologous transplants for               <ul style="list-style-type: none"> <li>- Testicular, mediastinal, retroperitoneal, and ovarian germ cell tumors</li> <li>- Breast cancer</li> <li>- Multiple myeloma</li> <li>- Epithelial ovarian cancer</li> </ul> </li> </ul>	<p>In-network: 10% of the Plan allowance</p> <p>Out-of-network: 30% of the Plan allowance and any differences between our allowance and the billed amount</p>
<p>Blood or marrow stem cell transplants covered only in a National Cancer Institute or National Institutes of Health approved clinical trial or a Plan-designated center of excellence and if approved by the Plan’s medical director in accordance with the Plan’s protocols for.</p> <ul style="list-style-type: none"> <li>• Allogeneic transplants for               <ul style="list-style-type: none"> <li>- Chronic lymphocytic leukemia</li> <li>- Early stage (indolent or non-advanced) small cell lymphocytic lymphoma</li> <li>- Multiple myeloma</li> <li>- Chronic and juvenile myelomonocytic leukemia</li> </ul> </li> <li>• Nonmyeloablative allogeneic transplants for               <ul style="list-style-type: none"> <li>- Acute lymphocytic or non-lymphocytic (i.e., myelogenous) leukemia</li> <li>- Advanced forms of myelodysplastic syndromes</li> <li>- Advanced Hodgkins lymphoma</li> <li>- Advanced non-Hodgkins lymphoma</li> <li>- Breast cancer</li> <li>- Chronic lymphocytic leukemia</li> <li>- Chronic myelogenous leukemia</li> <li>- Colon cancer</li> <li>- Early stage (indolent or non-advanced) small cell lymphocytic lymphoma</li> <li>- Multiple myeloma</li> <li>- Myeloproliferative disorders</li> <li>- Non-small cell lung cancer</li> <li>- Ovarian cancer</li> <li>- Prostate cancer</li> <li>- Renal cell carcinoma</li> <li>- Sarcomas</li> </ul> </li> <li>• Autologous transplants for</li> </ul>	<p>In-network: 10% of the Plan allowance</p> <p>Out-of-network: 30% of the Plan allowance and any differences between our allowance and the billed amount</p>

Benefit Description	You pay After the calendar year deductible...
<b>Organ/tissue transplants (cont.)</b>	
<ul style="list-style-type: none"> <li>- Multiple myeloma</li> <li>- Amyloidosis (single)</li> <li>- Chronic lymphocytic leukemia</li> <li>- Chronic myelogenous leukemia</li> <li>- Early stage (indolent or non-advanced) small cell lymphocytic lymphoma</li> <li>- Systemic sclerosis</li> <li>• National Transplant Program (NTP)</li> </ul> <p>Note: We cover related medical and hospital expenses of the donor when we cover the recipient.</p>	<p>In-network: 10% of the Plan allowance</p> <p>Out-of-network: 30% of the Plan allowance and any differences between our allowance and the billed amount</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> <li>• Donor screening tests and donor search expenses, except those performed for the actual donor</li> <li>• Implants of artificial organs</li> <li>• Transplants not listed as covered</li> <li>• Non-human organs</li> <li>• Hair transplants.</li> </ul>	<p><i>All charges.</i></p>
<b>Anesthesia</b>	
<p>Professional services provided in –</p> <ul style="list-style-type: none"> <li>• Hospital (inpatient)</li> <li>• Hospital outpatient department</li> <li>• Skilled nursing facility</li> <li>• Ambulatory surgical center</li> </ul>	<p>In-network: 10% of the Plan allowance</p> <p>Out-of-network: 30% of the Plan allowance and any differences between our allowance and the billed amount</p>
<p>Professional services provided in –</p> <ul style="list-style-type: none"> <li>• Office</li> </ul>	<p>In-network: Nothing</p> <p>Out-of-network: 30% of the Plan allowance and any differences between our allowance and the billed amount</p>
<p><i>Not covered: Anesthesia for dental procedures.</i></p>	<p><i>All charges.</i></p>

**Section 5(c) Services provided by a hospital or other facility,  
and ambulance services**

**Important things you should 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.
- The deductible is \$1,250 for Self Only enrollment and \$2,500 for Self and Family enrollment for in-network benefits and \$2,500 for Self Only enrollment and \$5,000 for Self and Family enrollment for out-of-network benefits each calendar year. The Self and Family deductible can be satisfied by one or more family members. The deductible applies to all benefits in this Section.
- After you have satisfied your deductible, your Traditional medical coverage begins.
- Under your Traditional medical coverage, you will be responsible for your coinsurance amounts or copayments for eligible medical expenses and prescriptions.
- 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(a) or (b).
- **YOUR PHYSICIAN MUST GET PRECERTIFICATION OF HOSPITAL STAYS. Please refer to Section 3 to be sure which services require precertification.**

Benefit Description	You Pay
<b>Inpatient hospital</b>	
Room and board, such as <ul style="list-style-type: none"> <li>• Ward, semiprivate, or intensive care accommodations;</li> <li>• General nursing care; and</li> <li>• Meals and special diets.</li> </ul> Note: If you want a private room when it is not medically necessary, you pay the additional charge above the semiprivate room rate.	In-network: 10% of the Plan allowance  Out-of-network: 30% of the Plan allowance and any differences between our allowance and the billed amount
Other hospital services and supplies, such as: <ul style="list-style-type: none"> <li>• Operating, recovery, maternity, and other treatment rooms</li> <li>• Prescribed drugs and medicines</li> <li>• Diagnostic laboratory tests and X-rays</li> <li>• Blood or blood plasma, if not donated or replaced</li> <li>• Dressings, splints, casts, and sterile tray services</li> <li>• Medical supplies and equipment, including oxygen</li> <li>• Anesthetics, including nurse anesthetist services</li> <li>• Take-home items</li> <li>• Medical supplies, appliances, medical equipment, and any covered items billed by a hospital for use at home</li> </ul>	In-network: 10% of the Plan allowance  Out-of-network: 30% of the Plan allowance and any differences between our allowance and the billed amount
Not covered: <ul style="list-style-type: none"> <li>• Custodial care</li> <li>• Non-covered facilities, such as nursing homes, schools</li> </ul>	<i>All charges.</i>

*Inpatient hospital - continued on next page*

Benefit Description	You Pay
<b>Inpatient hospital (cont.)</b>	
<ul style="list-style-type: none"> <li>• <i>Personal comfort items, such as telephone, television, barber services, guest meals and beds</i></li> <li>• <i>Private nursing care, except when medically necessary.</i></li> </ul>	<i>All charges.</i>
<b>Outpatient hospital or ambulatory surgical center</b>	
<ul style="list-style-type: none"> <li>• Operating, recovery, and other treatment rooms</li> <li>• Prescribed drugs and medicines</li> <li>• Diagnostic laboratory tests, X-rays, and pathology services</li> <li>• Administration of blood, blood plasma, and other biologicals</li> <li>• Blood and blood plasma, if not donated or replaced</li> <li>• Pre-surgical testing</li> <li>• Dressings, casts, and sterile tray services</li> <li>• Medical supplies, including oxygen</li> <li>• Anesthetics and anesthesia service</li> </ul> <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>Out-of-network: 30% of the Plan allowance and any differences between our allowance and the billed amount</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> <li>• <i>Storage of blood donated before surgery</i></li> <li>• <i>Designated donor fees.</i></li> </ul>	<i>All charges.</i>
<b>Extended care benefits/Skilled nursing care facility benefits</b>	
<ul style="list-style-type: none"> <li>• Extended care benefit</li> <li>• Skilled nursing facility (SNF)</li> </ul> <p>Up to 30 days per calendar year when full-time skilled nursing care is necessary and confinement is medically appropriate as determined 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 differences between our allowance and the billed amount</p>
<p><i>Not covered: Custodial care.</i></p>	<i>All charges.</i>
<b>Hospice care</b>	
<p>Inpatient and home health care when authorized 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 differences between our allowance and the billed amount</p>
<p><i>Not covered: Independent nursing, homemaker services.</i></p>	<i>All charges.</i>

Benefit Description	You Pay
<p><b>Ambulance</b></p> <ul style="list-style-type: none"> <li>Local professional ambulance service when medically appropriate</li> <li>Air ambulance when medically necessary and approved by the Plan</li> </ul> <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 differences between our allowance and the billed amount</p>

**Section 5(d) Emergency services/accidents**

**Important things you should 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.
- The deductible is \$1,250 for Self Only enrollment and \$2,500 for Self and Family enrollment for in-network benefits and \$2,500 for Self Only enrollment and \$5,000 for Self and Family enrollment for out-of-network benefits each calendar year. The Self and Family deductible can be satisfied by one or more family members. The deductible applies to all benefits in this Section.
- After you have satisfied your deductible, your Traditional medical coverage begins.
- Under your Traditional medical coverage, you will be responsible for your coinsurance amounts and copayments for eligible medical expenses and prescriptions.
- 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.

**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 the patient is admitted

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

Benefit Description	You pay After the calendar year deductible...
<b>Emergency within our service area</b>	
• Emergency care at a doctor’s office	\$15 per visit to a primary care physician; \$25 per visit to a specialist
• Emergency care at an urgent care center	\$50 per visit
• Emergency care as an outpatient in a hospital, including doctors’ services	\$100 per visit
Note: We waive the ER copay if you are admitted to the hospital.	
<i>Not covered: Elective care or non-emergency care.</i>	<i>All charges.</i>

Benefit Description	You pay After the calendar year deductible...
<b>Emergency outside our service area</b>	
<ul style="list-style-type: none"> <li>Emergency care at a doctor’s office</li> </ul>	<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 differences between our allowance and the billed amount</p>
<ul style="list-style-type: none"> <li>Emergency care at an urgent care center</li> </ul>	<p>\$50 per visit</p>
<ul style="list-style-type: none"> <li>Emergency care as an outpatient in a hospital, including doctors’ services</li> </ul> <p>Note: We waive the ER copay if you are admitted to the hospital.</p>	<p>\$100 per visit</p>
<p><i>Not covered:</i></p> <ul style="list-style-type: none"> <li><i>Elective care or non-emergency care</i></li> <li><i>Emergency care provided outside the service area if the need for care could have been foreseen before leaving the service area</i></li> <li><i>Medical and hospital costs resulting from a normal full-term delivery of a baby outside the service area.</i></li> </ul>	<p><i>All charges.</i></p>
<b>Ambulance</b>	
<ul style="list-style-type: none"> <li>Professional ambulance service when medically appropriate</li> <li>Air ambulance when medically necessary and approved by the Plan</li> </ul> <p>Note: See 5(c) 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 differences between our allowance and the billed amount</p>
<p><i>Not covered: Non-emergency use of ambulance without Plan authorization.</i></p>	<p><i>All charges.</i></p>

**Section 5(e) Mental health and substance abuse benefits**

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.
- The deductible is \$1,250 for Self Only enrollment and \$2,500 for Self and Family enrollment for in-network benefits and \$2,500 for Self Only enrollment and \$5,000 for Self and Family enrollment for out-of-network benefits each calendar year. The Self and Family deductible can be satisfied by one or more family members. The deductible applies to all benefits in this Section.
- After you have satisfied your deductible, your Traditional medical coverage begins.
- Under your Traditional medical coverage, you will be responsible for your coinsurance amounts and copayments for eligible medical expenses and prescriptions.
- 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.

Benefit Description	You pay After the calendar year deductible...
<b>Mental health and substance abuse benefits</b>	
<p>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.</p> <p>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.</p>	<p>Your cost sharing responsibilities are no greater than for other illnesses or conditions.</p>
<ul style="list-style-type: none"> <li>• Professional services, including individual or group therapy by providers such as psychiatrists, psychologists, or clinical social workers</li> <li>• Medication management</li> </ul>	<p>In-network: \$25 per visit to a specialist</p> <p>Out-of-network: 30% of the Plan allowance and any differences between our allowance and the billed amount</p>
<ul style="list-style-type: none"> <li>• Diagnostic tests</li> </ul>	<p>In-network: 10% of the Plan allowance</p> <p>Out-of-network: 30% of the Plan allowance and any differences between our allowance and the billed amount</p>
<ul style="list-style-type: none"> <li>• Services provided by a hospital or other facility</li> <li>• Services in approved alternative care settings such as partial hospitalization, half-way house, full-day hospitalization, facility based intensive outpatient treatment</li> </ul>	<p>In-network: 10% of the Plan allowance</p> <p>Out-of-network: 30% of the Plan allowance and any differences between our allowance and the billed amount</p>
<p><i>Not covered: Services we have not approved.</i></p>	<p><i>All charges.</i></p>

*Mental health and substance abuse benefits - continued on next page*

Benefit Description	You pay After the calendar year deductible...
<b>Mental health and substance abuse benefits (cont.)</b>	
<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>

- 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(f) Prescription drug benefits**

**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.
- 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.
- The deductible is \$1,250 for Self Only enrollment and \$2,500 for Self and Family enrollment for in-network benefits and \$2,500 for Self Only enrollment and \$5,000 for Self and Family enrollment for out-of-network benefits each calendar year. The Self and Family deductible can be satisfied by one or more family members. The deductible applies to all benefits in this Section.
- After you have satisfied your deductible, your Traditional medical coverage begins.
- Under your Traditional medical coverage, you will be responsible for your coinsurance amounts for eligible medical expenses or copayments for eligible prescriptions.
- 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.

**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 formulary is a list of specific generic and brand name prescription drugs authorized by the Plan and subject to periodic review and modification. 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 be no 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](http://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 two 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 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 do you have to file a claim?** You will only have to file a claim if you are 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 After the calendar year deductible...
<b>Covered medications and supplies</b>	
<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"> <li>• 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>.</li> <li>• Insulin</li> <li>• Diabetic supplies limited to disposable syringes, blood glucose strips, and diabetic lancets for members on insulin for use in the treatment of diabetes</li> <li>• Disposable needles and syringes for the administration of covered medications</li> <li>• Drugs for sexual dysfunction (see <i>Prior authorization</i>)</li> <li>• Contraceptive drugs and devices</li> <li>• Self-injectable medications</li> </ul> <p>Note: Self-injectable medications are provided by Caremark Therapeutics.</p>	<p><b>At a Plan Retail Pharmacy:</b></p> <p>\$15 copay for generic formulary</p> <p>\$25 copay for name brand formulary</p> <p>\$50 copay for non-formulary</p> <p>or</p> <p><b>Through our Mail Order Pharmacy:</b></p> <p>\$30 copay for generic formulary</p> <p>\$50 copay for name brand formulary</p> <p>\$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>Not covered:</p> <ul style="list-style-type: none"> <li>• Drugs and supplies for cosmetic purposes</li> <li>• Drugs to enhance athletic performance</li> <li>• Drugs obtained at a non-Plan pharmacy; except for out-of-area emergencies</li> <li>• Vitamins, nutrients and food supplements even if a physician prescribes or administers them</li> <li>• Nonprescription medicines</li> <li>• Medical supplies such as dressings and antiseptics</li> <li>• Diabetes supplies not listed as covered</li> <li>• Smoking cessation drugs and medication including nicotine patches</li> <li>• Drugs for weight loss</li> <li>• Refills for prescriptions resulting from loss or theft</li> </ul>	<p><i>All charges.</i></p>

Covered medications and supplies - continued on next page

Benefit Description	You pay After the calendar year deductible...
<b>Covered medications and supplies (cont.)</b>	
Prescription drugs for travel.	<i>All charges.</i>

**Section 5(g) Special features**

Feature	Description
<b>24 hour nurse line</b>	We offer a 24 hour nurse line to provide clinical and economic advice to help you make informed decisions. Registered nurses will interpret clinical information, help you develop a list of questions to ask your physician, and help you to understand the available quality tools and indicators. The toll-free number is 888-662-2997.
<b>Flexible benefits option</b>	<ul style="list-style-type: none"> <li>• Under the flexible benefits option, we determine the most effective way to provide services.</li> <li>• We may identify medically appropriate alternatives to traditional care and coordinate other benefits as a less costly alternative benefit.</li> <li>• Alternative benefits are subject to our ongoing review.</li> <li>• By approving an alternative benefit, we cannot guarantee you will get it in the future.</li> <li>• The decision to offer an alternative benefit is solely ours, and we may withdraw it at any time and resume regular contract benefits.</li> <li>• Our decision to offer or withdraw alternative benefits is not subject to OPM review under the disputed claims process.</li> </ul>
<b>Services for deaf and hearing impaired</b>	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.
<b>Complex case management</b>	GHP’s Complex Case Management Department is staffed with registered nurses and social workers who are assigned to oversee the care of members with complex, chronic, or catastrophic illnesses. The Complex Case Managers develop member-specific online care coordination plans that can be accessed by all Complex Case Managers and Disease Managers. The Complex Case Managers monitor the member’s progress toward their goals and make adjustments to the care coordination plan as necessary.
<b>Disease management programs</b>	GHP offers disease-specific programs for asthma, diabetes, congestive heart failure, and chronic obstructive pulmonary disease. Members identified for these programs receive disease-specific educational mailings, preventive health mailings, and telephonic reminders. These programs are supported by a wide range of educational material and are staffed by registered nurses and social workers.
<b>Centers of excellence</b>	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.
<b>WellBeing</b>	GHP is committed to supporting our members’ health. Through our <i>WellBeing</i> program, we provide education materials and wellness programs that support our members’ efforts to take accountability for their health and prevent illness. All members are encouraged to take advantage of a health risk assessment (HRA) every year. You will receive a comprehensive report upon completion. Get all of this and more through My Online Services at <a href="http://www.ghp.com">www.ghp.com</a> .

**Section 5(h) Dental benefits**

**Important things you should 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.
- Plan dentists must provide or arrange your care.
- The deductible is \$1,250 for Self Only enrollment and \$2,500 for Self and Family enrollment for in-network benefits and \$2,500 for Self Only enrollment and \$5,000 for Self and Family enrollment for out-of-network benefits each calendar year. The Self and Family deductible can be satisfied by one or more family members. The deductible applies to all benefits in this Section.
- After you have satisfied your deductible, your Traditional medical coverage begins.
- Under your Traditional medical coverage, you will be responsible for your coinsurance amounts and copayments for eligible medical expenses and prescriptions.
- 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(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.

Accidental injury benefit	You pay
<b>Accidental injury benefit</b>	
We cover restorative services and supplies necessary to promptly repair (but not replace) sound natural teeth. The need for these services must result from an accidental injury.	In-network: 10% of the Plan allowance  Out-of-network: 30% of the Plan allowance and any differences between our allowance and the billed amount
Dental benefits	You pay
<b>Dental benefits</b>	
We have no other dental benefits.	

**Section 5(i) Health education resources and account management tools**

Special features	Description
<p><b>Health education resources</b></p>	<p>We publish an e-newsletter, <i>Living Well</i>, to keep you informed on a variety of issues related to your good health. Past editions of this publication are also available on our Web site. Visit our Web site at <a href="http://www.ghp.com">www.ghp.com</a> 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"> <li>• <b>Assess Your Health</b> – 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.</li> <li>• <b>About Your Health</b> – for information about a specific condition or general preventive guidelines.</li> <li>• <b>Patient Safety</b></li> <li>• <b>WebMD</b> – our link to this health site also provides wellness and disease information to help improve health.</li> <li>• <b>Prescription Drugs</b> - 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"> <li>- Detailed information about a wide range of prescription drugs;</li> <li>- 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;</li> <li>- Facts about why FDA-approved generic drugs should be a first choice for effective, economical treatment.</li> </ul> </li> </ul> <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>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>
<p><b>Account management tools</b></p>	<p>For each HSA and HRA account holder, we maintain a complete claims payment history online through <a href="http://www.ghp.com">www.ghp.com</a>.</p> <ul style="list-style-type: none"> <li>• Your balance will also be shown on your explanation of benefits (EOB) form.</li> <li>• You will receive an EOB after every claim.</li> <li>• If you have an <b>HSA</b>,             <ul style="list-style-type: none"> <li>- You will receive a quarterly statement by mail outlining your account balance and activity for the month.</li> <li>- You may also access your account and review your activity on a daily basis online via My Online Services at <a href="http://www.ghp.com">www.ghp.com</a>.</li> </ul> </li> <li>• If you have an <b>HRA</b>,             <ul style="list-style-type: none"> <li>- You will receive a quarterly statement by mail outlining your account balance and activity for the month.</li> <li>- You may also access your account and review your activity on a daily basis online via My Online Services at <a href="http://www.ghp.com">www.ghp.com</a>.</li> </ul> </li> </ul>

<p><b>Consumer choice information</b></p>	<ul style="list-style-type: none"> <li>• 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 (<a href="http://www.ghp.com">www.ghp.com</a>) 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.</li> <li>• Pricing information for medical care is available at <a href="http://www.ghp.com">www.ghp.com</a>. There, you will find our <b>Health Services Pricing Tools</b> 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.</li> <li>• 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 <a href="http://www.ghp.com">www.ghp.com</a>). Through a password-protected account, you will have the ability to estimate prescription costs before ordering.</li> <li>• Link to online pharmacy through the Web site of our pharmacy benefit manager, Caremark (which you can access via <a href="http://www.ghp.com">www.ghp.com</a>).</li> <li>• Educational materials on the topics of HSAs, HRAs, and HDHPs are available at <a href="http://www.ghp.com">www.ghp.com</a>.</li> </ul>
<p><b>Care support</b></p>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• Patient safety information is available online at <a href="http://www.ghp.com">www.ghp.com</a>.</li> <li>• Care support is also available to you in the form of a relationship that we have established with the College of American Pathologists 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.</li> </ul>

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## Non-FEHB benefits available to Plan members

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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 health care program called Members Choice for a nominal fee of \$50. 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](http://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 2006, 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.**

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

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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 doctor determines it is medically necessary to prevent, diagnose, or treat your illness, disease, injury, or condition (see specifics regarding transplants).**

We do not cover the following:

- Care by non-plan providers except for authorized referrals or emergencies (see *Emergency services/accidents*) 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 (see specifics regarding transplants);
- 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.

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## Section 7 Filing a claim for covered services

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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 when you receive services from non-plan providers. 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 received 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, 550 Maryville Centre Drive, Suite 300, St. Louis, MO 63141-5818***

### **Other supplies or services**

**Submit your claims to: *Group Health Plan, PO Box 7374, London, KY 40742-7374***

### **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 benefits for your claim if you do not respond.

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## Section 8 The disputed claims process

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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 required by Section 3. Disagreements between you and the CDHP or HDHP fiduciary regarding the administration of an HSA or HRA are not subject to the disputed claims process.

Step	Description
<b>1</b>	<p>Ask us in writing to reconsider our initial decision. You must:</p> <ul style="list-style-type: none"><li>a) Write to us within 6 months from the date of our decision; and</li><li>b) Send your request to us at: Group Health Plan, Attn: Member Correspondence Unit, 550 Maryville Centre Drive, Suite 300, St. Louis, MO 63141-5818; and</li><li>c) Include a statement about why you believe our initial decision was wrong, based on specific benefit provisions in this brochure; and</li><li>d) Include copies of documents that support your claim, such as physicians' letters, operative reports, bills, medical records, and explanation of benefits (EOB) forms.</li></ul>
<b>2</b>	<p>We have 30 days from the date we receive your request to:</p> <ul style="list-style-type: none"><li>a) Pay the claim (or, if applicable, arrange for the health care provider to give you the care); or</li><li>b) Write to you and maintain our denial - go to step 4; or</li><li>c) Ask 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.</li></ul>
<b>3</b>	<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>
<b>4</b>	<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"><li>• 90 days after the date of our letter upholding our initial decision; or</li><li>• 120 days after you first wrote to us - if we did not answer that request in some way within 30 days; or</li><li>• 120 days after we asked for additional information.</li></ul> <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> <p>Send OPM the following information:</p> <ul style="list-style-type: none"><li>• A statement about why you believe our decision was wrong, based on specific benefit provisions in this brochure;</li><li>• Copies of documents that support your claim, such as physicians' letters, operative reports, bills, medical records, and explanation of benefits (EOB) forms;</li><li>• Copies of all letters you sent to us about the claim;</li><li>• Copies of all letters we sent to you about the claim; and</li><li>• Your daytime phone number and the best time to call.</li></ul>

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.

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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.

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## Section 9 Coordinating benefits with other coverage

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### When you have other health coverage

You must tell us if you or a covered family member have coverage under any other 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; and
- People with End-Stage Renal Disease (permanent kidney failure requiring dialysis or a transplant).

Medicare has four 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. (If you were a Federal employee at any time both before and during January 1983, you will receive credit for your Federal employment before January 1983.) 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.
- Part C (Medicare Advantage). You can enroll in a Medicare Advantage plan to get your Medicare benefits. We offer a Medicare Advantage plan. Please review the information on coordinating benefits with Medicare Advantage plans on the next page.

Part D (Medicare prescription drug coverage). There is a monthly premium for Part D coverage. If you have limited savings and a low income, you may be eligible for Medicare’s Low-Income Benefits. For people with limited income and resources, extra help in paying for a Medicare prescription drug plan is available. Information regarding this program is available through the Social Security Administration (SSA). For more information about this extra help, visit SSA online at [www.socialsecurity.gov](http://www.socialsecurity.gov), or call them at 1-800-772-1213 (TTY 1-800-325-0778). Before enrolling in Medicare Part D, please review the important disclosure notice from us about the FEHB prescription drug coverage and Medicare. The notice is on the first inside page of this brochure. The notice will give you guidance on enrolling in Medicare Part D.

- **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 more 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.

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 will probably not need 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](http://www.ghp.com).

**We waive some costs if the Original Medicare Plan is your primary payer** – We will waive some out-of-pocket costs.

- **Medicare Advantage (Part C)**

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 and regional PPOs) in some areas of the country. To learn more about Medicare Advantage plans, contact Medicare at 1-800-MEDICARE (1-800-633-4227) or at [www.medicare.gov](http://www.medicare.gov).

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

**This Plan and our Medicare Advantage plan:**

GHP is proud to offer three options for Medicare recipients which include Advantra, Advantra PPO, and Gold Advantage.

Advantra allows members access to many of the region's top physicians and hospitals by offering one of the largest networks in the area. Advantra offers comprehensive, affordable coverage with low out-of-pocket costs. Advantra members are required to select a primary care physician upon enrollment. The role of the primary care physician is to function as a health care advisor and advocate. Members and their primary care physician work together in an ongoing relationship focusing on preventive and primary care.

Advantra PPO provides both in-network and out-of-network benefits. This means members have the option to see any provider, anywhere, at any time. Advantra PPO members are not required to select a primary care physician or obtain a referral to see a specialist. Whenever members see a physician who participates with Advantra PPO, they will receive benefits in-network. In-network benefits have lower out-of-pocket expenses and members rarely need to complete a claim form. When care is received from a physician who does not participate with Advantra PPO, members will have a yearly deductible, higher out-of-pocket expenses, and may need to complete claim forms.

Gold Advantage offers great benefits with no monthly plan premium. Because of GHP's partnership with a select network of providers, members will receive high coverage levels with low out-of-pocket expenses and no monthly plan premium. Gold Advantage members are required to select a primary care physician upon enrollment. The primary care physician coordinates a member's total health care and refers members to specialists and other health care professionals when necessary. Together, members and their primary care physicians determine appropriate health care.

**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.

- **Medicare prescription drug coverage (Part D)**

When we are the primary payer, we process the claim first. If you enroll in Medicare Part D and we are the secondary payer, we will review claims for your prescription drug costs that are not covered by Medicare Part D and consider them for payment under the FEHB plan.

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.

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

**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 TRICARE or CHAMPVA.

**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 it is determined that another party is responsible for your injuries (i.e., car accident) and damages are payable, GHP will seek reimbursement for benefits paid. This is called subrogation. If you need more information, contact us for our subrogation procedures.

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## Section 10 Definitions of terms we use in this brochure

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<b>Calendar year</b>	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.
<b>Coinsurance</b>	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.
<b>Copayment</b>	A copayment is a fixed amount of money you pay when you receive covered services. See page 14.
<b>Covered services</b>	Care we provide benefits for, as described in this brochure.
<b>Custodial care</b>	Care that is provided 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.
<b>Deductible</b>	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.
<b>Experimental or investigational service</b>	A drug device, treatment, therapy, procedure, service, or supply of any kind whatsoever (a “Service”) that: <ol style="list-style-type: none"><li>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/or</li><li>2. is the subject of a current investigational new drug or new device application on file with the FDA, and/or</li><li>3. 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 service compared with conventional alternatives.</li></ol>
<b>Group health coverage</b>	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.
<b>Medical necessity</b>	Services which are provided for the diagnosis or care and treatment of a 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.
<b>Plan allowance</b>	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>
<b>Us/We</b>	Us and We refer to Group Health Plan.
<b>You</b>	You refers to the enrollee and each covered family member.

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## High Deductible Health Plan (HDHP) Definitions

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<b>Calendar year deductible</b>	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.
<b>Catastrophic limit</b>	You are protected by an annual catastrophic maximum on out-of-pocket expenses for covered services. After your coinsurance, copayments, and deductibles reach the limit 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(1) Catastrophic protection for out-of-pocket expenses for more details.
<b>Health Reimbursement Arrangement (HRA)</b>	An HRA is a personal health account funded by the employer and used by the employee to cover out-of-pocket health care expenses such as deductibles. Employees decide how the money will be spent and have a greater interest in how health care dollars are spent.
<b>Health Savings Account (HSA)</b>	An HSA is a tax-exempt saving account that is used to pay for an eligible member's qualified medical expenses. HSA funds can be used for non-medical expenses but are then subject to taxes and penalties. To be eligible for an HSA, the subscriber must be enrolled in a Qualified High Deductible Health Plan (QHDHP).
<b>Premium contribution to HSA/HRA</b>	A premium contribution is the portion of the total health plan premium which is automatically passed through monthly to your HSA or HRA account based upon your eligibility as of the first day of the month.

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## Section 11 FEHB Facts

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### 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/health](http://www.opm.gov/insure/health) for enrollment information as well as:

- Information on the FEHB Program and plans available to you
- A health plan comparison tool
- A list of agencies who participate in Employee Express
- A link to Employee Express
- Information on and links to other electronic enrollment systems

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 2007 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 2006 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.)

- **Upon divorce**

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. However, you may be eligible for your own FEHB coverage under either 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](http://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](http://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](http://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.

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## Section 12 Three Federal Programs complement FEHB benefits

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### Important information

OPM wants to be sure you are aware of three Federal programs that complement the FEHB Program.

First, the **Federal Long Term Care Insurance Program (FLTCIP)** helps cover long term care costs, which are not covered under the FEHB Program.

Second, the **Federal Flexible Spending Account 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.

Third, the new **Federal Employees Dental and Vision Insurance Program (FEDVIP)**, offers a variety of dental plans and vision plans to anyone who is eligible to enroll in the Federal Employees Health Benefits Program. Under **FEDVIP** you may choose self only, self plus one, or self and family coverage for yourself and any qualified dependents. Premiums are on an enrollee-pays-all basis.

### The Federal Long Term Care Insurance Program – *FLTCIP*

#### 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.** 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. 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 about your health. 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 request an Information Kit and application.** Call 1-800-LTC-FEDS (1-800-582-3337) (TTY 1-800-843-3557) or visit [www.ltcfeds.com](http://www.ltcfeds.com).

### 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.

There are three types of FSAs offered by FSAFEDS. Each type has a minimum annual election of \$250 and a maximum annual election of \$5,000.

- **Health Care FSA (HCFSA)** –Pays for eligible health care expenses for you and your dependents which are not covered or reimbursed by FEHBP coverage or other insurance.
- **Limited Expense Health Care FSA (LEX HCFSA)** – Designed for employees enrolled in or covered by a High Deductible Health Plan with a Health Savings Account. Eligible expenses are limited to dental and vision care expenses for you and your dependents, which are not covered or reimbursed, by FEHBP or FEDVIP coverage or other insurance.
- **Dependent Care FSA (DCFSA)** – Pays for eligible dependent care expenses that allow you (and your spouse if married) to work, look for work (as long as you have earned income for the year), or attend school full-time.

**What expenses can I pay with an FSAFEDS account?**

For the HCFSA– Health plan copayments, deductibles, over-the-counter medications and products, sunscreen, eyeglasses, contacts, other vision and dental expenses (but not insurance premiums).

For the LEX HCFSA– Dental and vision care expenses including eligible over-the-counter medicines and products related to dental and vision care (but not insurance premiums).

For the DCFSA – daycare expenses (including summer camp) for your child(ren) under age 13, dependent care expenses for dependents unable to care for themselves.

AND MUCH MORE! Visit [www.FSAFEDS.com](http://www.FSAFEDS.com).

**Who is eligible to enroll?**

Most Federal employees in the Executive branch and many in non-Executive branch agencies are eligible. For specifics on eligibility, visit [www.FSAFEDS.com](http://www.FSAFEDS.com) or call an FSAFEDS Benefits Counselor toll-free at 1-877-FSAFEDS (1-877-372-3337), Monday through Friday, 9 a.m. until 9 p.m., Eastern Time. TTY: 1-800-952-0450.

**When can I enroll?**

If you wish to participate, you must make an election to enroll each year by visiting [www.FSAFEDS.com](http://www.FSAFEDS.com) or calling the number above during the FEHB Open Season or within 60 days of employment (for new employees).

**Even if you enrolled for 2006, you must make a new election to continue participating in 2007. Enrollment DOES NOT carry over from year to year.**

**Who is SHPS?**

SHPS is the Third Party Administrator hired by OPM to manage the FSAFEDS Program. SHPS is responsible for enrollment, claims processing, customer service, and day-to-day operations of FSAFEDS.

**Who is BENEFEDS?**

BENEFEDS is the name of the voluntary benefits portal hired by OPM to work with the FSAFEDS Program to set up payroll deductions for FSAFEDS allotments.

**The Federal Employees Dental and Vision Insurance Program – *FEDVIP***

**Important Information**

The Federal Employees Dental and Vision Insurance Program (FEDVIP) is a new program separate and different from the FEHB Program, established by the Federal Employee Dental and Vision Benefits Enhancement Act of 2004.

OPM has contracted with several insurance carriers to make supplemental dental and vision benefits available to eligible Federal and USPS employees, annuitants, and their eligible family members.

**Dental Insurance**

Dental plans will provide a comprehensive range of services, including the following:

- Class A (Basic) services, which include oral examinations, prophylaxis, diagnosis evaluations, sealants and x-rays.

- Class B (Intermediate) services, which include restorative procedures such as fillings, prefabricated stainless steel crowns, periodontal scaling, tooth extractions, and denture adjustments.
- Class C (Major) services, which include endodontic services such as root canals, periodontal services such as gingivectomy, major restorative services such as crowns, oral surgery, bridges and prosthodontic services such as complete dentures.
- Class D (Orthodontic) services with a 24-month waiting period.

Please review the dental plans' benefits material for detailed information on the benefits covered, cost-sharing requirements and preferred provider listings.

**Vision Insurance**

Vision plans will provide comprehensive eye examinations and coverage for lenses, frames and contact lenses. Other benefits such as discounts on LASIK surgery may also be available.

Please review the vision plan's benefits material or detailed information on the benefits covered, cost-sharing requirements, and preferred provider listings.

**What plans are available?**

You can find a comparison of the plans available and their premiums on the OPM website at [www.opm.gov/insure/dentalvision](http://www.opm.gov/insure/dentalvision). This site also provides links to each plan's website, where you can view detailed information about benefits and preferred providers.

**Premiums**

The premiums will vary by plan and by enrollment type (self, self plus one, or self and family). There is no government contribution to the premiums. If you are an active employee, your premiums will be taken from your salary on a pre-tax basis when your salary is sufficient to make the premium withholding. If you are an annuitant, premiums will be withheld from your monthly annuity check when your annuity is sufficient. Pre-tax premiums are not available to monthly annuitants. For information on each plan's specific premiums, visit [www.opm.gov/insure/dentalvision](http://www.opm.gov/insure/dentalvision).

**Who is eligible to enroll?**

Federal and Postal Service employees eligible for FEHB coverage (whether or not enrolled) and annuitants (regardless of FEHB status) are eligible to enroll in a dental plan and/or a vision plan.

**Enrollment types available**

- Self-only, which covers only the enrolled employee or annuitant.
- Self plus one, which covers the enrolled employee or annuitant plus one eligible family member specified by the enrollee; and
- Self and family, which covers the enrolled employee or annuitant and all eligible family members.

**Which family members are eligible to enroll?**

Eligible family members include your spouse, unmarried dependent children under age 22, and unmarried dependent children age 22 or over incapable of self-support because of a mental or physical disability that existed before age 22.

**When can I enroll?**

Eligible employees and annuitants can enroll in a dental and/or vision plan during this open season – November 13 to December 11, 2006. You can enroll, disenroll, or change your enrollment during subsequent annual open seasons, or because of a qualified life event. New employees will have 60 days from their first eligibility date to enroll.

**How do I enroll?**

You enroll on the Internet at [www.BENEFEDS.com](http://www.BENEFEDS.com). BENEFEDS is a secure enrollment website sponsored by OPM where you enter your name, personal information like address and Social Security Number, the agency you work for (or retirement plan that pays your annuity), and the dental and/or vision plan you select. For those without access to a computer, call 1-877-888-FEDS (TTY number 1-877-TTY-5680). If you do not have access to a computer or a phone, contact your employing office or retirement system for guidance on how to enroll.

You cannot enroll in a FEDVIP plan using the Health Benefits Election Form (SF 2809) or through an agency self-service system, such as Employee Express, MyPay, or Employee Personal Page. However, those sites may provide a link to BENEFEDS.

**When will coverage be effective?**

The new Program will be effective December 31, 2006. Coverage for those who enroll during this year's open season (November 13 – December 11, 2006) will be effective December 31, 2006. Coverage for any other enrollments will be effective on/or after December 31, 2006.

**How does this coverage work with my FEHB plan's dental or vision coverage?**

Some FEHB plans already cover some dental and vision services. When you are covered by more than one health dental plan, federal law permits your insurers to follow a procedure called "coordination of benefits" to determine how much each should pay when you have a claim. The goal is to make sure that the combined payments of all plans do not add up to more than your covered expenses.

Coverage provided under your FEHB plan remains as your primary coverage. FEDVIP coverage pays secondary to that coverage. When you enroll in a dental and/or vision plan on BENEFEDS.com, you will be asked to provide information on your FEHB plans so that your plan can coordinate benefits. Providing your FEHB information may reduce your out-of-pocket cost.

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

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## Summary of benefits for the High Option of Group Health Plan - 2007

- **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.

High Option Benefits	You pay	You pay
<b>Medical services provided by physicians:</b>		
Diagnostic and treatment services provided in the office	Office visit copay: \$20 per office visit	19
<b>Services provided by a hospital:</b>		
• <b>Inpatient</b>	\$200 per admission with a \$400 maximum per year	33
• <b>Outpatient</b>	\$50 per visit for outpatient surgery	34
<b>Emergency benefits:</b>		
• <b>In-area</b>	\$20 per office visit; \$75 emergency room (waived if admitted); \$75 urgent care	35
• <b>Out-of-area</b>	\$20 per office visit; \$75 emergency room (waived if admitted); \$75 urgent care	36
<b>Mental health and substance abuse treatment:</b>	Regular cost sharing	37
<b>Prescription drugs:</b>		38
• Retail pharmacy	\$10 generic formulary; \$20 name-brand formulary; \$45 non-formulary	
• Mail order	\$20 generic formulary; \$40 name-brand formulary; \$90 non-formulary	
<b>Dental care:</b>	\$20 copay for restorative services due to accidental injury	41
<b>Vision care:</b>	\$20 per office visit at contracted vendor	20
<b>Special features:</b>	Flexible benefits option, services for deaf and hearing impaired, complex case management, disease management programs, centers of excellence, and WellBeing.	40
<b>Protection against catastrophic costs (out-of-pocket maximum):</b>	Nothing after \$1,000 Self Only or \$2,000 Family enrollment per year Some costs do not count toward this protection	14

## Summary of benefits for the HDHP of Group Health Plan - 2007

**Do not rely on this chart alone.** All benefits are subject to the definitions, limitations, and exclusions in this brochure 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.

You must satisfy your calendar year deductible of \$1,250 for Self Only and \$2,500 for Self and Family in-network or \$2,500 for Self Only and \$5,000 for Self and Family out-of-network for HDHP benefits with the exception of preventive services. Once you satisfy your calendar year deductible, Traditional medical coverage (indicated with an asterisk (\*) below) begins.

HDHP Benefits	You Pay	Page
<b>In-network medical and dental preventive care</b>	IN: \$15 PCP/\$25 SPC; OON: 30% of covered expenses	53
<b>Medical services provided by physicians:</b>		
Diagnostic and treatment services provided in the office*	IN: \$15 PCP/\$25 SPC; OON: 30% of the Plan allowance and any difference between our allowance and the billed amount	57
<b>Services provided by a hospital:</b>		
• Inpatient*	IN: 10% of the Plan allowance; OON: 30% of the Plan allowance and any difference between our allowance and the billed amount	70
• Outpatient*		71
<b>Emergency benefits:</b>		
• In-area*	IN: \$15 PCP/\$25 SPC; \$100 OP facility; \$50 urgent care; 10% of the Plan allowance inpatient services	73
• Out-of-area*	IN: \$15 PCP/\$25 SPC; \$100 OP facility; \$50 urgent care; 30% of the Plan allowance and any difference between our allowance and the billed amount inpatient services	74
<b>Mental health and substance abuse treatment*:</b>	Regular cost sharing	75
<b>Prescription drugs:</b>		77
• Retail pharmacy*	\$15 generic formulary; \$25 name brand formulary; \$50 non-formulary	
• Mail order*	\$30 generic formulary; \$50 name brand formulary; \$100 non-formulary	
<b>Dental care*:</b>	IN: \$15 PCP/\$25 SPC for restorative services due to accidental injury; OON: 30% of the Plan allowance and any difference between our allowance and the billed for restorative services due to accidental injury	81
<b>Vision care*:</b>	IN: \$25 SPC at contracted vendor; OON: All charges	54
<b>Special features:</b>	24 hour nurse line, flexible benefits option, services for deaf and hearing impaired, complex case management, disease management programs, centers of excellence, and WellBeing	80
<b>Protection against catastrophic costs (out-of-pocket maximum):</b>	IN: Nothing after \$5,000 Self Only or \$10,000 Family enrollment per year; OON: Nothing after \$10,000 Self Only or \$20,000 Family enrollment per year. Some costs do not count toward this protection.	15

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## 2007 Rate Information for Group Health Plan

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**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	Enrollment Code	Non-Postal Premium				Postal Premium	
		Biweekly		Monthly		Biweekly	
		Gov't Share	Your Share	Gov't Share	Your Share	USPS Share	Your Share
<b>High Option Self Only</b>	MM1	141.92	103.88	307.49	225.08	167.54	78.26
<b>High Option Self and Family</b>	MM2	321.89	209.06	697.43	452.96	380.01	150.94
<b>HDHP Option Self Only</b>	MM4	141.92	58.30	307.49	126.32	167.54	32.68
<b>HDHP Option Self and Family</b>	MM5	321.89	107.39	697.43	232.68	380.01	49.27