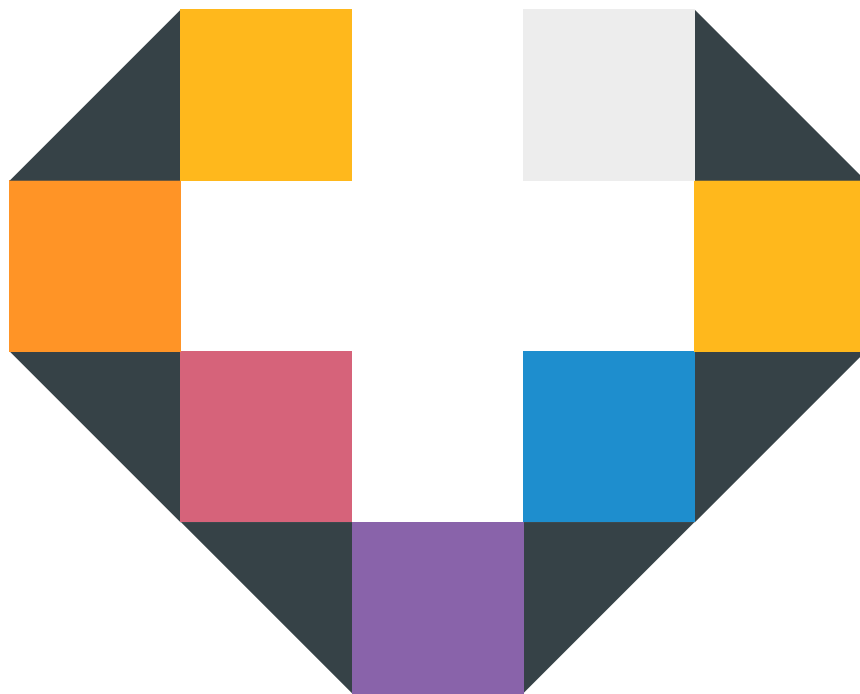


Summary Plan Description

Health & Welfare Benefit Plans



Effective as of January 2025
Last Updated October 2025

Within these documents, the terms “Baylor Scott & White Health”, “BSWH” and “Company” refer to Baylor Scott & White Health and its affiliates. A complete list of employers participating in the health and welfare plans may be obtained by a participant or beneficiary upon written request to the Plan Administrator, and is available for examination by a participant or beneficiary.

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Introduction: A Guide to Your Benefits

This booklet contains the Summary Plan Description (SPD) for the Baylor Scott & White Health and Welfare Benefit Plans. Each section has important details about each plan.

HIGHLIGHTS

- ▶ Baylor Scott & White Health Benefit Plans help protect you and your family, day to day and over the long term. Along with your pay, your benefits are an important and valuable part of your total compensation.
- ▶ The Company pays all of the cost for certain benefits and asks you to pay all or part of the cost for others. Your portion of the cost is small compared to what you would pay to purchase this coverage elsewhere.

This SPD is your benefits resource. You should be able to find everything you need here. But if you can't find what you need, help is just a phone call away. Call PeoplePlace at 1-844-417-5223, Monday through Friday, 7:30 a.m. to 5 p.m. CT, except on holidays, and a Human Resources Representative will assist you. You can also visit the Baylor Scott & White Health benefits site at BSWHealth.com/Benefits.

See the **Administrative & General Information** section for additional information.

ELIGIBILITY

Your eligibility to participate in the plans is based on your employment status.

Your health and welfare benefits include Medical, Dental, Vision, Flexible Spending Accounts (FSAs), Life Insurance, Accidental Death & Dismemberment (AD&D) Insurance, Disability Income, Accident, Critical Illness, Hospital Indemnity, Employee Assistance Program (EAP), Legal Services, and Business Travel Accident Benefits.

Baylor Scott & White Health offers health and welfare benefits to:

- ▶ Full-time employees regularly scheduled to work 30+ hours per week who are not classified in a PRN position
- ▶ Part-time employees regularly scheduled to work 20 – 29 hours per week

When you are hired or become benefits-eligible, you are automatically enrolled in Basic Life Insurance, Basic AD&D Insurance, and Basic Long-Term Disability. You also have immediate access to the EAP, regardless of your benefits eligibility. In addition, if you are eligible for Business Travel & Accident benefits, you are automatically enrolled in that coverage when your eligibility begins.

On the date you meet the above eligibility requirements (your hire date or another date), you are immediately eligible to enroll in the following options:

- ▶ Medical
- ▶ Health Savings Account pre-tax contribution
- ▶ Dental
- ▶ Vision
- ▶ Healthcare FSA (General Purpose or Limited Purpose)
- ▶ Dependent Care FSA
- ▶ Voluntary Life
- ▶ Spouse/Child(ren) Life
- ▶ Voluntary Dependent AD&D
- ▶ Voluntary Short-Term Leave
- ▶ Voluntary Long-Term Disability
- ▶ Accident
- ▶ Critical Illness
- ▶ Hospital Indemnity
- ▶ Legal Services Plan

Additional Eligibility Rules

- ▶ If both you and your spouse work for Baylor Scott & White Health, you may each enroll in the health and welfare plans as employees or one of you may enroll as an employee and the other as a dependent.
- ▶ No one can be covered for health and welfare benefits both as an employee and as a dependent, or as a dependent of more than one employee with the exception of Dental (excludes DHMO) and Vision.
- ▶ As an active employee, you cannot cover dependents under a health and welfare plan unless you also are covered under the same plan.
- ▶ If you fit one of the following descriptions, you are not eligible to participate in the health and welfare plans:
 - Temporary/contingent worker
 - Individual classified by the Company as an independent contractor
 - Employee classified as a “call-in employee”, including a PRN employee
 - Employees who are nonresident aliens who receive no earned income from sources within the U.S.
 - Leased employee

YOUR DEPENDENTS' ELIGIBILITY

If you are eligible for the health and welfare plans and you enroll, you may also enroll your eligible dependents. In general, your eligible dependents are:

- ▶ Your spouse or common-law spouse (if the common-law marriage is recognized under applicable state law), and
- ▶ Your children.

Dependent eligibility varies among the Baylor Scott & White Health benefit offerings from different providers.

The term "spouse", as used in this document and unless otherwise defined by the applicable insurer, means the person to whom you are legally married, but does not include a domestic partner or person with whom you have entered into a civil union.

The chart below shows the definitions and eligibility for dependent children under our Medical, Dental, Vision, Life, Accidental Death & Dismemberment (AD&D), Accident, Critical Illness and Hospital Indemnity insurance offerings.

	Medical, Dental, Vision	Life, AD&D, Accident, Critical Illness and Hospital Indemnity
Age	Up to 26	Up to 26
Marital Status	Does not affect eligibility	Does not affect eligibility
Family Relationship	Natural Step Legally adopted Placed for adoption Foster Child covered by Qualified Medical Child Support Order (QMCSO)* Any child living with employee on a full-time basis, whom the employee claims as a dependent on his/her federal income tax return, and for whom the employee has legal custody (or had legal custody immediately prior to the child attaining age 18)	Natural Step Legally adopted Foster
Other Conditions	N/A	N/A
Disabled Children Age 26 and Older	Unmarried, physically or mentally incapacitated and unable to earn his/her own living; dependent on employee for at least 50% of financial support; claimed by employee as a dependent on federal income tax return; and disabled and covered under plan before age 26**	Primarily dependent on employee for financial support and maintenance; and became disabled before age 26 and at such time was the employee's dependent

* A copy of Baylor Scott & White Health's Qualified Medical Child Support Order (QMCSO) procedures may be obtained without charge by contacting PeoplePlace.

** If you are a new hire, or newly benefits eligible employee you may enroll a dependent over age 26 if the dependent:

- Is physically or mentally incapacitated, and
- Meets the criteria shown above, and
- Has been enrolled for coverage as your dependent continually since the disability

You will be required to provide evidence of your dependent's eligibility. If Baylor Scott & White Health is unable to verify an individual's status as a dependent or the eligibility requirements mentioned above are not met by the deadline, coverage will be terminated. The decision of the Plan Administrator will be final and not be subject to the appeal process.

Health and Welfare Enrollment

WHEN YOU ARE FIRST ELIGIBLE

When you are hired or become benefits-eligible, you must enroll within 31 days of hire or eligibility. You can enroll online through the HR system found on [MyPeoplePlace.com](https://mypeopleplace.com).

If you do not enroll by the deadline, you must wait until the next annual enrollment period to enroll in the plan(s) unless you experience a qualifying event. You must submit your qualifying event within 31 days of the event in order to start, change or stop certain benefit coverages (see [page 6](#)). If you are not at work because of an approved leave of absence on the day your coverage would normally become effective, coverage for you and your dependents starts as soon as you have been at work for one full day (excludes medical, dental, and vision). Once you enroll, coverage begins immediately.

ANNUAL ENROLLMENT

Each year during annual enrollment, you can start, change or waive coverage for the next calendar year by accessing [MyPeoplePlace.com](https://mypeopleplace.com). You may also add dependents or drop dependents you are covering. Your election is effective the January 1 following the annual enrollment period and it remains in effect for the entire year. You cannot make changes to your elections during the year unless you experience a qualifying event (see [page 6](#)). You must notify PeoplePlace within 31 days of the qualifying event in order to start, change or stop certain benefit coverages. If you do not file a new election during the annual enrollment period, your current elections, including FSA elections, will remain unchanged.

IF YOU DON'T ENROLL

If you don't enroll by the deadline date when you are first eligible, you will receive default coverage as follows:

Plan	Default Coverage
Medical	None
Dental	None
Vision	None
FSAs	No contributions
Life Insurance	Basic employee coverage only; no voluntary or spouse/child(ren) coverage
AD&D Insurance	Basic employee coverage only; no voluntary or spouse/child(ren) coverage
Disability	Basic long-term coverage and voluntary short-term coverage; no voluntary long-term
Accident	None
Critical Illness	None
Hospital Indemnity	None
Legal Services	None
Employee Assistance Program	Covered
Business Travel & Accident	Covered if eligible

Don't Miss Your Enrollment Deadline

If you do not contact PeoplePlace or make a change on-line to enroll a newly eligible dependent (including a spouse, newborn child or newly adopted child) within 31 days of the day he or she becomes eligible, you must wait until the next annual enrollment period to enroll the new dependent. You must notify PeoplePlace of the new dependent even if you are enrolled in family coverage.

QUALIFYING EVENTS

The charts on the next few pages give an overview of how some life and work events affect your benefits. Federal law governs what changes you can make to some plans during the year if certain life and work events occur. As the charts indicate, any change you make to your benefit elections during the year must be consistent with the change in status.

You must take action within 31 days of the qualifying event or wait until the next annual enrollment (employees who have a gain/loss of Medicaid, Children's Health Insurance Program (CHIP), or Health Insurance Premium Payments (HIPP) have 60 days). During annual enrollment, you can make any changes you wish to your benefit elections. You may submit the qualifying event online through the HR system found on [MyPeoplePlace.com](https://mypeopleplace.com).

Event	Medical, Dental & Vision					
	Start	Waive	Add Dep	Drop Dep	Change Plan	Action Needed
Birth or Adoption	X		X		X	Submit Life Event ¹²
Marriage	X	X	X	X ³	X	
Divorce/ Annulment	X		X ³	X		
Gain of coverage (Ex. Spouse starts employment, enrollment in the marketplace, etc.)		X		X		
Loss of coverage (Ex. Spouse loses employment)	X		X		X	
Death of a spouse	X		X ³	X ²		Contact PeoplePlace ¹³
Death of a dependent child						
Employee goes on unpaid leave		X				
Employee returns from leave	X ⁷		X ⁷			
Change from full-time to part-time (benefit-eligible)		X ⁸		X ⁸		
Change from part-time (benefit-eligible) to full-time	X ⁸		X ⁸			

Event	Medical, Dental & Vision					
	Start	Waive	Add Dep	Drop Dep	Change Plan	Action Needed
Enrollment in Medicaid/Medicare		X ⁸				Contact PeoplePlace ¹³
Change of residence (Ex. Moving outside state or service area)					X ⁹	
Dependent daycare changes (Ex. Rate or provider changes)						
Loss of dependent eligibility (Child turns 26)				X ³		No action needed (automatic)

1 Employee only

2 Spouse only

3 Child(ren) only

4 Employee and spouse only

5 Employee and child(ren) only

6 Spouse and child(ren) only

7 Reinstate previous coverage only

8 Medical only

9 SEQA/EQA medical plan participants moving outside of TX must enroll in a Live well medical plan or election will be waived

10 Healthcare FSA only

11 Dependent care FSA only

12 Submit a Life Event online at MyPeoplePlace.com > Benefit Details within 31 days of the event

13 Submit a ticket to PeoplePlace or call (844) 417-5223 within 31 days of the event

Event	Life and AD&D (EE, Spouse and Child)				Disability (STD and LTD buy-up)		Action Needed
	Start	Waive	Increase	Decrease	Start	Waive	
Birth or Adoption	X		X		X ¹		Submit Life Event ¹²
Marriage	X	X ⁵	X ¹	X ¹	X ¹		
Divorce/Annulment	X ⁵	X	X ¹	X ¹	X ¹		
Gain of coverage (Ex. Spouse starts employment, enrollment in the marketplace, etc.)		X		X ⁴			
Loss of coverage (Ex. Spouse loses employment)	X		X ⁴				

Event	Life and AD&D (EE, Spouse and Child)				Disability (STD and LTD buy-up)		Action Needed
	Start	Waive	Increase	Decrease	Start	Waive	
Death of a spouse	X ⁵	X ⁶	X ¹	X ¹	X ¹		Contact PeoplePlace ¹³
Death of a dependent child		X ³				X ¹	
Employee goes on unpaid leave		X		X		X ¹	
Employee returns from leave	X ⁷		X ⁷		X ⁷		
Change from full-time to part-time (benefit-eligible)							
Change from part-time (benefit-eligible) to full-time							
Enrollment in Medicaid/Medicare							
Change of residence (Ex. Moving outside state or service area)							
Dependent daycare changes (Ex. Rate or provider changes)							No action needed (automatic)
Loss of dependent eligibility (Child turns 26)		X ³					

1 Employee only

2 Spouse only

3 Child(ren) only

4 Employee and spouse only

5 Employee and child(ren) only

6 Spouse and child(ren) only

7 Reinstate previous coverage only

8 Medical only

9 SEQA/EQA medical plan participants moving outside of TX must enroll in a Live well medical plan or election will be waived

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13 Submit a ticket to PeoplePlace or call (844) 417-5223 within 31 days of the event

Event	FSA (Health and Dependent Care)				
	Start	Waive	Increase Contribution	Decrease Contribution	Action Needed
Birth or Adoption	X		X		Submit Life Event ¹²
Marriage	X	X	X	X	
Divorce/Annulment	X	X	X	X	
Gain of coverage (Ex. Spouse starts employment, enrollment in the marketplace, etc.)		X		X	
Loss of coverage (Ex. Spouse loses employment)	X		X		
Death of a spouse	X	X	X	X	Contact PeoplePlace ¹³
Death of a dependent child		X		X	
Employee goes on unpaid leave		X		X	
Employee returns from leave	X ⁷		X ⁷		
Change from full-time to part-time (benefit-eligible)		X ¹¹		X ¹¹	
Change from part-time (benefit-eligible) to full-time	X ¹¹		X ¹¹		
Enrollment in Medicaid/Medicare					
Change of residence (Ex. Moving outside state or service area)					
Dependent daycare changes (Ex. Rate or provider changes)			X ¹¹	X ¹¹	

Event	FSA (Health and Dependent Care)				
	Start	Waive	Increase Contribution	Decrease Contribution	Action Needed
Loss of dependent eligibility (Child turns 26)		X ¹⁰		X ¹⁰	No action needed (automatic)

1 Employee only

2 Spouse only

3 Child(ren) only

4 Employee and spouse only

5 Employee and child(ren) only

6 Spouse and child(ren) only

7 Reinstate previous coverage only

8 Medical only

9 SEQA/EQA medical plan participants moving outside of TX must enroll in a Live well medical plan or election will be waived

10 Healthcare FSA only

11 Dependent care FSA only

12 Submit a Life Event online at MyPeoplePlace.com > Benefit Details within 31 days of the event

13 Submit a ticket to PeoplePlace or call (844) 417-5223 within 31 days of the event

Event	Voluntary Benefits (Legal, Critical Illness, Accident and Hospital Indemnity)						
	Start	Waive	Increase	Decrease	Add Dep	Drop Dep	Action Needed
Birth or Adoption	X ¹⁴		X		X ¹⁴		Submit Life Event ¹²
Marriage	X	X					
Divorce/Annulment	X	X	X	X	X ³	X	
Gain of coverage (Ex. Spouse starts employment, enrollment in the marketplace, etc.)		X		X		X	
Loss of coverage (Ex. Spouse loses employment)	X		X		X		
Death of a spouse	X		X		X ³	X	Contact PeoplePlace ¹³
Death of a dependent child						X ³	
Employee goes on leave		X		X		X	
Employee returns from leave	X ⁷		X ⁷		X ⁷		
Change from full-time to part-time (benefit-eligible)							

Event	Voluntary Benefits (Legal, Critical Illness, Accident and Hospital Indemnity)						
	Start	Waive	Increase	Decrease	Add Dep	Drop Dep	Action Needed
Change from part-time (benefit-eligible) to full-time							N/A
Enrollment in Medicaid/Medicare							
Change of residence (Ex. Moving outside state or service area)							
Dependent daycare changes (Ex. Rate or provider changes)							
Loss of dependent eligibility (Child turns 26)						X ³	No action needed (automatic)

1 Employee only

2 Spouse only

3 Child(ren) only

4 Employee and spouse only

5 Employee and child(ren) only

6 Spouse and child(ren) only

7 Reinstate previous coverage only

8 Medical only

9 SEQA/EQA medical plan participants moving outside of TX must enroll in a Live well medical plan or election will be waived

10 Healthcare FSA only

11 Dependent care FSA only

12 Submit a Life Event online at MyPeoplePlace.com > Benefit Details within 31 days of the event

13 Submit a ticket to PeoplePlace or call (844) 417-5223 within 31 days of the event

14 Accident, Critical Illness and Hospital Indemnity – for any effective date, newborns will automatically be insured under the primary insured's plan for the first 31 days after birth (even if coverage is employee only). Coverage is effective the first of the month after the employee enrolls and the premium payment is received by Aetna. Spouse can only be added at annual enrollment for birth/adoption.

In addition to the qualifying events described above, you may be able to change your elections (other than the Healthcare FSA) during the year if there are certain significant cost or coverage changes in your benefits. These rules are summarized below:

- ▶ If there is an insignificant increase or decrease in the cost of a benefit option, Baylor Scott & White Health may automatically change your premium election to cover the change in cost.
- ▶ If there is a significant increase in the cost of a benefit option, you may, on a prospective basis, revoke your election and elect coverage under another benefit option providing similar coverage, or drop coverage if no other benefit option provides similar coverage. If there is a significant decrease in the cost of a benefit option, you may revoke your election and commence participating in the benefit option with the decrease in cost.

- ▶ If your coverage is significantly curtailed without a loss of coverage (for example, a significant increase in the deductible, co-pay, or out-of-pocket limit), you may revoke your election under the option that is being curtailed, but only if you elect similar coverage under an alternate benefit option.
- ▶ If your coverage is significantly curtailed with a loss of coverage (for example, elimination of a benefit option), you may revoke coverage under the plan being curtailed and make a new election for similar coverage under a new benefit option, or drop coverage if no other similar benefit option is available.
- ▶ If during a period of coverage, a new benefit option is added or an existing benefit option is significantly improved, you may be allowed to elect the new option or improved benefit option prospectively on a pre-tax basis and change your election with respect to the other benefit option providing similar coverage.

- ▶ You may change your election if you experience a change in coverage under another employer-sponsored plan so long as the other plan permits a change in election or has a non-calendar plan year.
- ▶ You may change your election to add coverage for yourself or a dependent if you or your dependent loses group health coverage sponsored by a governmental or educational institution, such as SCHIP.

PAYING FOR COVERAGE

Your cost for coverage depends on the options you choose. Your share of the cost for coverage and your contributions to the FSAs will be deducted from your paycheck beginning with the first available paycheck after you enroll as a new hire or newly eligible employee.

For annual enrollment elections you make each fall, coverage costs and contribution deductions generally begin with the first paycheck of the new calendar year. Health and welfare deductions are normally taken from all 26 paychecks during the year.

By enrolling in the health and welfare plans, you give the Company permission to take pre-tax paycheck deductions as described below. In the event that premiums are missed from a pay period, we reserve the right to collect from future paychecks.

Pre-Tax vs. After-Tax Dollars

A few tax-related issues affect some of your benefits. While these issues probably won't affect your benefit decisions, you should be aware of them.

When you pay for your benefits with pre-tax dollars, deductions are taken before federal and (in some cases) state income taxes are calculated. So you actually lower your taxable income, which means you pay less in taxes overall.

You use pre-tax dollars to pay for coverage in these areas:

- ▶ Medical
- ▶ Dental
- ▶ Vision
- ▶ General Purpose and Limited Purpose FSA contributions
- ▶ Dependent care FSA contributions
- ▶ Voluntary Short-Term Disability
- ▶ HSA Contributions

By paying for certain benefits with after-tax dollars, you do not have to pay income tax on the value of the benefit if received. You use after-tax dollars to pay the premium for coverage in these areas:

- ▶ Voluntary Life Insurance
- ▶ Spouse/Child(ren) Life Insurance
- ▶ Voluntary and Family AD&D

- ▶ Voluntary Long-Term Disability
- ▶ Legal Services Plan
- ▶ Accident
- ▶ Critical Illness
- ▶ Hospital Indemnity

Any benefit you receive from the Basic Long-Term Disability plan is considered taxable income. Any benefit you receive from Basic Life Insurance, Voluntary Life Insurance, Spouse/Child Life Insurance, Basic and Voluntary AD&D Insurance, Voluntary Long-Term Disability, Accident, Critical Illness, Hospital Indemnity, Business Travel & Accident or the Legal Services Plan is not considered taxable income.

Effect on Other Benefits

Pre-tax deductions reduce your income for tax purposes only. Each plan's coverages and benefits are based on your annualized base pay before pre-tax deductions are taken.

Effect on Social Security

Pre-tax deductions reduce your taxable income. And, they lower your Social Security taxes. Because you may be paying lower Social Security taxes, you should be aware that any future Social Security benefits you may receive might be slightly reduced.

However, your current tax savings will likely more than offset future Social Security benefit reductions. If you need more information, contact your local Social Security Administration office.

WHEN HEALTH & WELFARE COVERAGE ENDS

Your benefit coverage ends when any of the following occurs:

- ▶ You elect to drop coverage during annual enrollment or after experiencing a qualifying event
- ▶ You stop paying your share of the cost for the coverage
- ▶ You terminate employment
- ▶ You no longer meet the eligibility requirements
- ▶ Your employer stops participating in a plan
- ▶ A plan is terminated or amended to terminate coverage for a group or class of employees that includes you

Your spouse's benefit coverage ends when any of the following occur:

- ▶ Your coverage ends
- ▶ You elect to drop coverage for your spouse during annual enrollment or after experiencing a qualifying event
- ▶ You stop paying for spouse coverage
- ▶ You and your spouse divorce or legally separate
- ▶ A plan is terminated or amended to terminate coverage for dependents
- ▶ Your spouse dies

Your other dependents' benefit coverage ends when any of the following occur:

- ▶ Your coverage ends
- ▶ You elect to drop coverage for your dependents during annual enrollment or after experiencing a qualifying event
- ▶ You stop paying for dependent coverage
- ▶ Your dependent no longer meets the eligibility requirements for dependent coverage
- ▶ A plan is terminated or amended to terminate coverage for dependents
- ▶ Your dependent turns 26
- ▶ Your dependent dies

In addition, your or your spouse's or dependent's coverage may be terminated retroactively if you, your spouse, or your dependent engage in fraudulent behavior or make an intentional misrepresentation of a material fact.

Special Rules for PRN Employees

If your employment status changes to PRN, you will no longer be eligible to participate in the health and welfare plans and your coverage will cease in the same manner as if you had terminated employment on the date of your employment status change. See the *If You Leave the Company* section for additional information as to the termination of your health and welfare benefits.

If You Leave the Company

If you leave the Company, your Medical, Dental, Vision, Life Insurance, AD&D Insurance, Long-Term Disability, Accident, Critical Illness, Hospital Indemnity and Legal Services coverage ends on the last day (12:00 midnight) of the pay period in which your employment terminates. Premium payments for continuation of this coverage occur on each paycheck that you receive.

Voluntary Short-Term Disability, Business Travel Accident, FSA, and Employee Assistance Plan coverage end on your last day of employment. FSA contributions end with your last paycheck. For the FSAs, you generally have 90 days after the end of the plan year in which you terminate employment to file claims for reimbursement of expenses incurred while you were covered under the FSA.

You may convert your Basic Life Insurance coverage to an individual policy. You may be able to elect portability of your additional life insurance and AD&D insurance to an individual policy at the carrier group rate within 62 days of your termination. You will be able to elect portability of your Accident, Critical Illness, and Hospital Indemnity coverage within 31 days of termination. You can elect portability of your legal plan at any time after termination. You must meet specific deadlines if you would like to convert or port any insurance coverage. Contact PeoplePlace to obtain information.

Plan	Coverage Ends	Contribution Ends
Medical	Last day of the pay period in which your employment terminates	With your last paycheck
Dental	Last day of the pay period in which your employment terminates	With your last paycheck
Vision	Last day of the pay period in which your employment terminates	With your last paycheck
Basic Life	Last day of the pay period in which your employment terminates	N/A
Voluntary Life	Last day of the pay period in which your employment terminates	With your last paycheck
Spouse Life	Last day of the pay period in which your employment terminates	With your last paycheck
Child(ren) Life	Last day of the pay period in which your employment terminates	With your last paycheck
Basic AD&D	Last day of the pay period in which your employment terminates	N/A
Voluntary AD&D	Last day of the pay period in which your employment terminates	With your last paycheck
Basic Long-Term Disability	Last day of the pay period in which your employment terminates	N/A
Voluntary Long-Term Disability	Last day of the pay period in which your employment terminates	With your last paycheck
Healthcare FSA	You have until your last day of employment to incur eligible expenses	With your last paycheck
Dependent Day Care FSA	You have until your last day of employment to incur eligible expenses	With your last paycheck
Voluntary Short-Term Disability	Last day of employment	With your last paycheck
Accident	Last day of the pay period in which your employment terminates	With your last paycheck
Critical Illness	Last day of the pay period in which your employment terminates	With your last paycheck
Hospital Indemnity	Last day of the pay period in which your employment terminates	With your last paycheck
Legal Services	Last day of the pay period in which your employment terminates	With your last paycheck
Business Travel & Accident	Last day of employment	N/A
Employee Assistance Program	Last day of employment	N/A

CONTINUATION OF COVERAGE THROUGH COBRA

COBRA (Consolidated Omnibus Budget Reconciliation Act) continuation coverage is a temporary extension of coverage under the medical, dental, vision and Healthcare FSA plans. The following paragraphs constitute notice of your COBRA continuation coverage rights and explain COBRA continuation coverage, when it may become available to you and your family, and what you need to do to protect your right to get it. When you become eligible for COBRA, you may also become eligible for other coverage options that may cost less than COBRA continuation coverage.

The right to COBRA continuation coverage was created by a federal law. COBRA continuation coverage can become available to you when you would otherwise lose your group health coverage.

It can also become available to other members of your family who are covered under the plan when they would otherwise lose their group health coverage. For additional information about your rights and obligations under the plans and under federal law, you should review this Summary Plan Description or contact PeoplePlace.

How COBRA Works

COBRA continuation coverage is a continuation of plan coverage when coverage would otherwise end because of a life event known as a “qualifying event.” Specific qualifying events are listed later in this section. After a qualifying event, COBRA continuation coverage must be offered to each person who is a “qualified beneficiary.” You, your spouse and your dependent children could become qualified beneficiaries if your medical, dental or vision coverage or Healthcare FSA participation ends because of the qualifying event. Qualified beneficiaries who elect COBRA continuation coverage must pay for COBRA continuation coverage.

If you are an employee, you will become a qualified beneficiary if you lose your group health coverage or Healthcare FSA participation because either one of the following qualifying events happens:

- ▶ Your hours of employment are reduced
- ▶ Your employment ends for any reason other than your gross misconduct

If you are the spouse of an employee, you will become a qualified beneficiary if you lose your group health coverage because any of the following qualifying events happens:

- ▶ Your spouse dies
- ▶ Your spouse’s hours of employment are reduced
- ▶ Your spouse’s employment ends for any reason other than his or her gross misconduct
- ▶ Your spouse becomes entitled to Medicare benefits (under Part A, Part B or both)

- ▶ You become divorced or legally separated from your spouse

Your dependent children will become qualified beneficiaries if they lose group health coverage because any of the following qualifying events happens:

- ▶ The parent-employee dies
- ▶ The parent-employee’s hours of employment are reduced
- ▶ The parent-employee’s employment ends for any reason other than his or her gross misconduct
- ▶ The parent-employee becomes entitled to Medicare benefits (under Part A, Part B or both)
- ▶ The parents become divorced or legally separated
- ▶ The child stops being eligible for coverage as a “dependent child”

Sometimes, filing a proceeding in bankruptcy under title 11 of the United States Code can be a qualifying event. If a proceeding in bankruptcy is filed with respect to BSWH, and that bankruptcy results in the loss of group health coverage of any retired employee covered, the retired employee will become a qualified beneficiary. The retired employee’s spouse, surviving spouse, and dependent children will also become qualified beneficiaries if bankruptcy results in the loss of their group health coverage.

When COBRA Coverage Is Available

COBRA continuation coverage is offered to qualified beneficiaries only after the COBRA Administrator has been notified that a qualifying event has occurred. When the qualifying event is the end of employment or reduction of hours of employment, death of the employee, commencement of a proceeding in bankruptcy with respect to the employer or the employee becoming entitled to Medicare benefits (under Part A, Part B or both), Baylor Scott & White Health must notify the COBRA Administrator of the qualifying event.

For other qualifying events (divorce, legal separation of the employee and spouse or a dependent child’s losing eligibility for coverage as a dependent child), the employee must notify Baylor Scott & White Health within 30 days after the qualifying event occurs by submitting the event online through the HR system found on MyPeoplePlace.com. You may be required to provide additional information to support the qualifying event (e.g. divorce decree, etc.).

How COBRA Coverage Is Provided

Once the COBRA Administrator receives notice that a qualifying event has occurred, COBRA continuation coverage will be offered to each of the qualified beneficiaries. Each qualified beneficiary will have an independent right to elect COBRA continuation coverage. Covered employees may elect COBRA continuation on behalf of their spouse, and parents may elect COBRA continuation coverage on behalf of their dependent children.

COBRA continuation coverage is a temporary continuation of coverage. When the qualifying event is the death of the

employee, the employee's becoming entitled to Medicare benefits (under Part A, Part B or both), divorce or legal separation, or a dependent child's loss of eligibility as a dependent child, COBRA continuation coverage lasts for up to a total of 36 months. When the qualifying event is the end of employment or reduction of the employee's hours of employment, and the employee became entitled to Medicare benefits less than 18 months before the qualifying event, COBRA continuation coverage for qualified beneficiaries other than the employee lasts until 36 months after the date of Medicare entitlement. For example, if a covered employee becomes entitled to Medicare eight (8) months before the date on which his employment terminates, COBRA continuation coverage for his spouse and dependent children can last up to 36 months after the date of Medicare entitlement, which is equal to 28 months after the date of the qualifying event (36 months–8 months). Otherwise, when the qualifying event is the end of employment or reduction of the employee's hours of employment, COBRA continuation coverage generally lasts for only up to a total of 18 months. There are two ways in which this 18-month period of COBRA continuation coverage can be extended:

- ▶ **Disability extension of 18-month period of continuation coverage.** If you or anyone in your family covered under the plan is determined by the Social Security Administration to be disabled and you notify Baylor Scott & White Health in writing in a timely fashion, you and your entire family may be entitled to receive up to an additional 11 months of COBRA continuation coverage for a total maximum of 29 months. The disability would have to have started at some time before the 60th day of COBRA continuation coverage and must last at least until the end of the 18-month period of continuation coverage. This notice must be in writing and sent to the COBRA Administrator. In all cases, this notice must be sent within 60 days after the Social Security determination of disability is issued.
- ▶ **Second qualifying event extension of 18-month period of continuation coverage.** If your family experiences another qualifying event while receiving 18 months of COBRA continuation coverage, the spouse and dependent children in your family can get up to 18 additional months of COBRA continuation coverage, for a maximum of 36 months, if notice of the second qualifying event is properly given in writing to the COBRA Administrator within 60 days of the second qualifying event. This extension may be available to the spouse and any dependent children receiving continuation coverage if the employee or former employee dies, becomes entitled to Medicare benefits (under Part A, Part B or both), or gets divorced or legally separated, or if the dependent child stops being eligible under the plan as a dependent child, but only if the event would have caused the spouse or dependent child to lose coverage under the plan had the first qualifying event not occurred.

Other Coverage Options

Instead of enrolling in COBRA continuation coverage, there may be other coverage options for you and your family through the Health Insurance Marketplace, Medicare, Medicaid, Children's Health Insurance Program (CHIP), or other group health plan coverage options (such as a spouse's plan) through what is called a "special enrollment period." Some of these options may cost less than COBRA continuation coverage. You can learn more about many of these options at [healthcare.gov](https://www.healthcare.gov).

Enrollment in Medicare

In general, if you do not enroll in Medicare Part A or B when you are first eligible because you are still employed, after the Medicare initial enrollment period, you have an 8-month special enrollment period to sign up for Medicare Part A or B, beginning on the earlier of:

- ▶ The month after your employment ends; or
- ▶ The month after group health plan coverage based on current employment ends.

If you do not enroll in Medicare and elect COBRA continuation coverage instead, you may have to pay a Part B late enrollment penalty and you may have a gap in coverage if you decide you want Part B later. If you elect COBRA continuation coverage and later enroll in Medicare Part A or B before the COBRA continuation coverage ends, the plan may terminate your continuation coverage. However, if Medicare Part A or B is effective on or before the date of the COBRA election, COBRA coverage may not be discontinued on account of Medicare entitlement, even if you enroll in the other part of Medicare after the date of the election of COBRA coverage.

If you are enrolled in both COBRA continuation coverage and Medicare, Medicare will generally pay first (primary payer) and COBRA continuation coverage will pay second. Certain plans may pay as if secondary to Medicare, even if you are not enrolled in Medicare.

For more information visit [medicare.gov/medicare-and-you](https://www.medicare.gov/medicare-and-you).

In order to protect your family's rights, you should keep the Plan Administrator informed of any changes in the addresses of family members. You should also keep a copy, for your records, of any notices you send to the Plan Administrator or COBRA Administrator. You can obtain further information about COBRA continuation coverage from Optum Financial Services.

Continuation Coverage for a Healthcare FSA

If your employment terminates for any reason other than your gross misconduct while you were contributing to a Healthcare FSA, and the amount of reimbursement you may receive for the remainder of the plan year exceeds the amount you would be required to pay to continue participation for the remainder of the plan year, you or a qualified beneficiary may elect COBRA continuation coverage. If you or a qualified beneficiary elect COBRA, you or a qualified beneficiary may continue contributions, on an after-tax basis, until the end of the calendar

year in which your employment terminated. You may submit claims until April 30 following the end of the grace period for eligible healthcare expenses incurred through the applicable grace period. See the **Flexible Spending Accounts** section for additional information.

Electing COBRA Continuation Coverage

When a qualifying event occurs, you or your dependent(s) who are qualified beneficiaries must request continued coverage. Baylor Scott & White Health's COBRA Administrator will give you and your dependent(s) all of the details about continued coverage, including the cost, and will provide you or your dependent(s) with an election form. To continue coverage, the completed election form must be sent to the address shown on the form within 60 days after the latest of the date:

- ▶ You or your dependent were provided the election form, or
- ▶ Plan coverage ends.

Each of your eligible dependents has an independent election right for COBRA coverage. If you or your dependents elect to continue coverage, either you or they must pay 102% (or in the case of an extension of continuation coverage due to a disability, 150% during the disability extension period) of the cost of the coverage elected (including the portion previously paid by Baylor Scott & White Health). Coverage costs may change from year to year.

In considering whether to elect continuation coverage, you should take into account that you have special enrollment rights under federal law. You may have the right to request special enrollment in the Health Insurance Marketplace, Medicaid, or in another group health plan for which you are otherwise eligible (such as a plan sponsored by your spouse's employer) within 30 days after your group health coverage ends because of the qualifying event listed above. You will also have the same special enrollment right at the end of continuation coverage if you get continuation coverage for the maximum time available to you.

Early Termination of COBRA Continuation Coverage

COBRA continuation coverage will stop before the end of the maximum period under any of the following circumstances:

- ▶ The required contributions are not made on a timely basis
- ▶ Recovery from disability, if the individual is eligible for extended continuation coverage due to disability, but not before 18 months of continuation coverage
- ▶ The group health plans provided by Baylor Scott & White Health are terminated
- ▶ After electing COBRA continuation coverage, a qualified beneficiary becomes entitled to Medicare (under Part A, Part B or both) or another group plan that does not have a pre-existing conditions clause

COBRA continuation coverage may also be terminated for any reason if the group health plans would terminate coverage of a participant who is not receiving continuation coverage (such as fraud).

If you have already received 18 months of COBRA continuation coverage, you are receiving extended COBRA continuation coverage due to your or a family member's disability, and the qualified beneficiary is determined by the Social Security Administration to no longer be disabled, you are required to notify the COBRA Administrator of that fact within 30 days after the Social Security Administration's determination.

If you provide notice to the COBRA Administrator as described in this Summary Plan Description and you are determined to be ineligible for COBRA continuation coverage or for a disability or second qualifying event extension, you will be notified in writing.

Continuation During a Leave of Absence

If you are on an authorized medical, personal, and/or family leave, your insurance coverage will continue as outlined below.

Paid Leave

If you are on a paid leave, coverage will continue and premiums will be payroll deducted.

Unpaid Leave

If you are on an unpaid leave (including military leave), coverage will continue and you will be billed for your benefit premiums. It is your responsibility to make payments as directed or your insurance coverage automatically ends after 60 days of non-payment. The termination effective date would be retroactive to the last date premiums were paid.

If You Retire

Retiree benefits (including the cost of coverage) can be changed, amended or terminated at any time.

Retiree Medical/Dental Plan

The Scott and White Retiree Medical Program is available to legacy Scott and White Healthcare employees who meet the eligibility requirements described below.

1. If you met the eligibility requirements for access to pre-65 Retiree Medical coverage (without a subsidy) as of December 31, 2013, you will continue to be eligible when you retire from Baylor Scott & White Health.
2. If you met the eligibility requirements for subsidized access to pre-65 Retiree Medical coverage as of December 31, 2013, you will continue to be eligible when you retire from Baylor Scott & White Health.
3. If you did not meet either requirement as outlined in 1 and 2 as of December 31, 2013, you will not be eligible for pre-65 Retiree Medical coverage in the future.
4. The program is closed to new hires, and to employees who become a part of Baylor Scott & White as the result of a merger or acquisition in the future. Hillcrest employees are not eligible for this plan.

If the retiree waives medical or dental coverage at retirement, during annual enrollment, due to a qualifying event or for any other reason, or the coverage is terminated due to non-payment,

the retiree cannot enroll or re-enroll in the retiree medical or dental plan. Coverage for dependents on this plan ends when they no longer meet the eligibility requirements (see [page 4](#)) or when the retiree turns 65, whichever is sooner.

If the retiree is not eligible for subsidized or unsubsidized medical coverage as noted above, the retiree's spouse and/or children are also not eligible.

If the retiree should die, the retiree's spouse and any of the retiree's dependent children covered at the time of the retiree's death lose coverage under the retiree medical plan and the dental plan. However, they will be eligible to elect COBRA coverage.

Life Insurance for Retirees

Retiree life insurance applies to those who retired on or before December 31, 2015, and whose names are on file with New York Life Group Benefit Solutions. Retiree life insurance is not offered to any employee who retires after December 31, 2015.

Retirees pay 100% of the cost of this coverage based on their coverage amount. Retiree life insurance is administered by AmWINS Group Benefits Inc., an administrator for New York Life Group Benefit Solutions. For questions related to retiree life insurance contact AmWINS Group Benefits Inc., at 1-800-423-1282.

Age at Retirement	Years of Service at Retirement	Premium Paid by BSWH	Premium Paid by Retiree
Access Only – No Subsidy			
50-54	20	0	100%
55-61	5 to 24	0	100%
62-65	5 to 9	0	100%
Access & Subsidy			
55-61	25 or more	50%	50%
62 – 65	10 to 24	50%	50%
62-65	25 or more	Same as active staff	Same as active staff

Administrative & General Information

This section describes administrative, general and legal information regarding your health and welfare benefit plans. Your benefit plans are governed by federal law, official plan documents, insurance carrier contracts and the Baylor Scott & White Benefits Operations Committee (the “Benefits Committee”).

IMPORTANT NOTE

This information is designed to explain, in simple language, all important features of the plans. Every effort has been made to provide clear, complete and understandable information. However, the Baylor Scott & White Health and Welfare Benefits Plan documents and insurance contracts, where applicable, have the final word about the rights of participants and their dependents.

PLAN DETAILS

Plan Option	Official Plan Name	Type of Plan	Plan Funding	Paid Through Welfare Trust	Plan ID Number	COBRA Administrator	Employer ID Number
Medical Plan	Baylor Scott & White Health Medical and Welfare Benefits Plan	Health & Welfare Benefit Plan	Self-Insured	Yes	508	Optum	46-3131350
Dental Plan	Baylor Scott & White Health Medical and Welfare Benefits Plan	Health & Welfare Benefit Plan	Fully Insured	Yes	508	Optum	46-3131350
Vision Plan	Baylor Scott & White Health Medical and Welfare Benefits Plan	Health & Welfare Benefit Plan	Fully Insured	Yes	508	Optum	46-3131350
Healthcare Flexible Spending Account	Baylor Scott & White Health Medical and Welfare Benefits Plan	Health & Welfare Benefit Plan	Participating Employees' Pre-Tax Contributions	Yes	508	Optum	46-3131350
Dependent Day Care Flexible Spending Account	Baylor Scott & White Health Medical and Welfare Benefits Plan	Health & Welfare Benefit Plan	Participating Employees' Pre-Tax Contributions	Yes	508	N/A	46-3131350

INTRO
ADMIN
MEDICAL
DENTAL
VISION
FSA
LIFE
ACCIDENT
DISABILITY
OTHER

Plan Option	Official Plan Name	Type of Plan	Plan Funding	Paid Through Welfare Trust	Plan ID Number	COBRA Administrator	Employer ID Number
Accident	Baylor Scott & White Health Medical and Welfare Benefits Plan	Health & Welfare Benefit Plan	Fully Insured	Yes	508	N/A	46-3131350
Critical Illness	Baylor Scott & White Health Medical and Welfare Benefits Plan	Health & Welfare Benefit Plan	Fully Insured	Yes	508	N/A	46-3131350
Hospital Indemnity	Baylor Scott & White Health Medical and Welfare Benefits Plan	Health & Welfare Benefit Plan	Fully Insured	Yes	508	N/A	46-3131350
Business Travel & Accident	Baylor Scott & White Health Medical and Welfare Benefits Plan	Health & Welfare Benefit Plan	Fully Insured	No	508	N/A	46-3131350
Short-Term Disability Plan	Baylor Scott & White Health Medical and Welfare Benefits Plan	Health & Welfare Benefit Plan	Self-Insured	Yes	508	N/A	46-3131350
Long-Term Disability Plan	Baylor Scott & White Health Medical and Welfare Benefits Plan	Health & Welfare Benefit Plan	Fully Insured	Yes	508	N/A	46-3131350
Life Insurance Plan	Baylor Scott & White Health Medical and Welfare Benefits Plan	Health & Welfare Benefit Plan	Fully Insured	Yes	508	N/A	46-3131350
AD&D Plan	Baylor Scott & White Health Medical and Welfare Benefits Plan	Health & Welfare Benefit Plan	Fully Insured	Yes	508	N/A	46-3131350
Employee Assistance Program	Baylor Scott & White Health Medical and Welfare Benefits Plan	Health & Welfare Benefit Plan	Fully Insured	Yes	508	N/A	46-3131350
Legal Services Plan	Baylor Scott & White Health Medical and Welfare Benefits Plan	Health & Welfare Benefit Plan	Fully Insured	Yes	508	N/A	46-3131350

ADMINISTRATORS

Plan Administrator

Baylor Scott & White Health is Plan Administrator for all plans described in this book. The Plan Administrator has ultimate responsibility for administering all plans. These responsibilities are sometimes delegated to the various vendors described in this section. The Plan Administrator's address is:

Baylor Scott & White Health

Attn: Benefits Department
301 N. Washington Avenue
Dallas, TX 75246
1-844-417-5223

Agent for Service of Legal Process

File legal papers on the plans at:

Baylor Scott & White Health

Attn: Benefits Department
301 N. Washington Avenue
Dallas, TX 752463

Legal papers may also be served on the Plan Trustee.

Trustee

U.S. Bank
1200 Energy Park Drive
St. Paul, MN 55108

Claims Administrators

Each claims administrator has the discretionary authority to determine the benefit amount payable, to interpret the plans' terms for eligibility and coverage issues, to resolve uncertainties and to make decisions about the facts and circumstances of plan claims.

For information regarding eligibility, refer to the Eligibility portion of the Guide to Your Benefits section. Coverage issues include:

- ▶ Covered claims for benefits
- ▶ Determinations regarding disabilities
- ▶ Documentation required by the claims administrator
- ▶ Validity of beneficiary designations
- ▶ Portability rights
- ▶ Other questions concerning plan coverage

The following is a list of claims administrators:

Medical Options

Baylor Scott & White Health Plan

1206 West Campus Drive
Temple, TX 76502
1-844-843-3229

Prescription Drug Benefit Rightway Healthcare

P.O. Box 996
Attn: UM Dept.
Portland, ME 04104
1-866-987-5735

Pharmacy Drug Benefit – Prior Authorization and Exception Requests Rightway Healthcare

P.O. Box 996
Attn: UM Dept.
Portland, ME 04104
1-866-987-5735

Pharmacy Drug Benefit – Appeals Requests Rightway Healthcare

P.O.Box 996
Attn: UM Dept
Portland, ME 04104
1-866-987-5735

Dental Options

For Dental Preferred Provider Organization (DPPO) Plans:

Cigna

P.O. Box 188037
Chattanooga, TN 37422
1-877-505-5872

For Dental Health Maintenance Organization (DHMO) plans:

Specialist claims (services not rendered by your primary Dentist):

Cigna

P.O. Box 188045
Chattanooga, TN 37422
1-877-505-5872

Services rendered by your primary Dentist:

Cigna

P.O. Box 188046
Chattanooga, TN 37422
1-877-505-5872

Vision Option

First American Administrators, Inc.

EyeMed Vision Care
P.O. Box 8504
Mason, OH 45040-7111
1-844-409-3401

Life Insurance

New York Life Group Benefit Solutions

2000 Park Lane Drive
Pittsburgh, PA 15275
1-800-642-8238

Short-Term Disability Sedgwick

PO Box 14648
Lexington, KY 40512

Long-Term Disability New York Life Group Benefit Solutions

1640 Dallas Parkway
Plano, TX 75093
1-800-642-8238

Flexible Spending Accounts

Optum

P.O. Box 30516
Salt Lake City, UT 84130-0516

Employee Assistance Program

Cigna

11095 Viking Drive
Eden Prairie, MN 55344
1-877-505-5872

Accidental Death & Dismemberment Insurance New York Life Group Benefit Solutions

2000 Park Lane Drive
Pittsburgh, PA 15275
1-800-642-8238

Business Travel & Accident

National Union Fire Insurance Company of Pittsburgh, Pa.

Policy #: GTP 0009163244
AIG A&H Claims Department
P.O. Box 25987
Shawnee Mission, KS 66225

Accident

Aetna Life Insurance Company (Aetna)

Aetna Accident Plan
P.O. Box 14079
Lexington, KY 40512-4079
1-800-607-3366
myaetnasupplemental.com

Critical Illness

Aetna Life Insurance Company (Aetna)

Aetna Critical Illness Plan
P.O. Box 14079
Lexington, KY 40512-4079
1-800-607-3366
myaetnasupplemental.com

Hospital Indemnity

Aetna Life Insurance Company (Aetna)

Aetna Hospital Indemnity
P.O. Box 14079
Lexington, KY 40512-4079
1-800-607-3366
myaetnasupplemental.com

Legal Services Plan

MetLife Legal Plan

1111 Superior Ave.
Cleveland, OH 44114-2407
1-800-821-6400
www.legalplans.com

COBRA

Optum Financial Services

P.O. Box 740221
Atlanta, GA 30374-0221
1-855-409-7029

BENEFITS OPERATIONS COMMITTEE

For the Baylor Scott & White Health Plans, the Benefits Operations Committee consists of employees and officers of Baylor Scott & White Health. The Committee has specific authority and duties in plan administration as outlined in its Rules of Operation. They also have the discretionary authority to interpret the terms of the plans, resolve all questions of fact and other uncertainties relating to the plans.

The Benefits Operations Committee is responsible for advising on overall plan design and day-to-day administrative matters.

The Committee can be contacted at:

Baylor Scott & White Health

Attn: Benefits Operations Committee
300 N. Washington Avenue
Dallas, TX 75246

PEOPLEPLACE

Baylor Scott & White Health has established PeoplePlace to aid you with your benefit plans. Representatives are available weekdays to help you from 7:30 a.m. – 5 p.m. CT, except on nationally recognized holidays. Call 1-844-417-5223.

The PeoplePlace website is available 24 hours a day, seven days a week. It provides detailed information regarding your plans and allows you to make certain changes, when applicable (i.e., updating your benefits after a life event, assigning beneficiaries, etc.). Visit the website at [MyPeoplePlace.com](https://www.mypeopleplace.com).

ASSIGNING YOUR BENEFITS

Your benefits belong to you. You may not assign, sell, transfer or pledge any benefits or claim for benefits under this Plan to any third party, including, but not limited to any provider of services. Any assignment by you will be void. Assignment means the transfer to another person or to an organization of your right to the services provided under the Plan or your right to receive payment from the Plan for those services. However, you may request that the Plan make payment for services directly to a provider instead of payment to you. You also may designate beneficiaries to receive your life insurance and AD&D benefits in the event of your death.

The Plan Administrator reserves the right to pay plan benefits to someone acting on your behalf if you are not competent to receive plan benefits, or to your estate if you die while plan benefits are still owed to you. If the Plan Administrator pays benefits to a third party in good faith, benefits will not be paid again.

Court Orders

If you become divorced, certain court orders could require you to provide healthcare coverage to your dependent child(ren). A court order of this type is known as a Qualified Medical Child Support Order (QMCSO). If the QMCSO satisfies legal requirements and you are eligible to participate, you may enroll

yourself and your eligible children covered by the QMCSO in the medical, dental and vision plans and the Healthcare Flexible Spending Account. Enrollment procedures are as follows:

- ▶ If you are currently enrolled in required coverages, you may add the designated child(ren) to your current option selections. This may result in an increase in premiums if your coverage tier changes. Coverage is effective on the date specified in the court order.
- ▶ If you are not currently participating in required coverages, you will be given the opportunity to elect options offered by Baylor Scott & White Health. The coverage levels you elect must be consistent with Baylor Scott & White Health offerings.
- ▶ If you do not respond to the court order within the designated period, Baylor Scott & White Health is required by law to comply by automatically enrolling the designated child(ren) as the QMCSO instructs. If the QMCSO does not otherwise dictate coverage, the designated child(ren) will be enrolled in the following coverages. This may result in an increase in premiums if your coverage tier changes.
 - Medical: BSWH Premium
 - Dental: Cigna Choice
 - Vision: Vision Option
- ▶ If you satisfy the court order by covering the designated child(ren) under a plan outside of Baylor Scott & White Health, you must provide confirmation of that coverage to PeoplePlace within the designated period. If you do not, enrollment will be automatic.

As soon as you are aware of any court proceedings that may affect your benefits, contact PeoplePlace. You will need to provide them with a copy of the QMCSO. You may obtain a copy of the plan's QMCSO procedures from PeoplePlace at 1-844-417-5223.

CLAIMS AND APPEALS PROCEDURES FOR THE MEDICAL PLAN

To receive benefits through the medical plan, you or your healthcare provider must file a claim. This section includes claims instructions, as well as some important rules for receiving benefits.

In-network providers are responsible for filing claims for services provided. If you get services from out-of-network providers, they may choose not to file the claim with your insurance. You have 12 months from the date of service on which the medical service is provided to submit a claim for benefits. However, as discussed below, the claims procedure and your right to a review of a denied claim will differ depending on the nature of the claim.

Your claim should include the following items, if applicable:

- ▶ Complete claim form required by your Claim Administrator
- ▶ Employee name, member number, address and patient name
- ▶ Date, type and five-digit procedure code for the medical service received or requested

- ▶ Diagnosis code for the illness or injury
- ▶ Itemized charge and proof of payment (e.g. credit card receipt or voided check)
- ▶ Name and address of the doctor or hospital, along with the federal Tax Identification number
- ▶ If appropriate, other insurance explanation of benefits (EOB)
- ▶ If the claim is for a benefit requiring advance approval before medical treatment is received, indicate whether the claim is an urgent/emergent request as described on [page 35](#)

The Claim Administrator for each medical option under the plan is listed in the *Administrative & General Information* section.

Claims Relating to Eligibility and Enrollment

If your claim is for a determination as to your eligibility or the eligibility of your dependents to participate in the plan or your enrollment under the plan and is not accompanied by a claim for plan benefits, you must obtain a claim initiation form from PeoplePlace, then submit your claim, in a timely manner, in writing to the designated recipient. Your claim will be determined by the Plan Administrator. The decision of the Plan Administrator will be final and will not be subject to the appeals process. All determinations as to eligibility for participation in the plan made in connection with a claim for benefits under the plan will be made in accordance with the applicable claims procedure described below. To substantiate claims relating to eligibility or enrollment, you are encouraged to provide supporting documents such as a copy of personal enrollment confirmation or documentation regarding your employment status.

Review of Benefit Determination

The Claim Administrator has procedures for applying for benefits and for requesting a review of a benefit determination. If you have followed the Claim Administrator's procedures for benefit review and believe the result is incorrect, you may file a written appeal as outlined in this section.

Your "authorized representative" is a person you authorize, in writing, to act on your behalf or a person given authority by court order to submit claims on your behalf. In the case of a claim involving urgent care, a healthcare professional with knowledge of your condition may always act as your authorized representative. Any appeal actions described in this section that may be done by you may also be done by your authorized representative on your behalf.

If Your Claim or Request Is Denied

Disagreements about benefit eligibility or payment amounts can occasionally arise. In most cases, they are resolved quickly by the appropriate Claim Administrator. If you can't resolve the disagreement, formal appeal procedures are in place for your use. Unless otherwise noted, you must file a written appeal with the appropriate Claim Administrator within 180 days of receiving the notice that your claim has been denied.

Notice of Initial Determination

If your claim or request is wholly or partially denied, you will be furnished with notice of the decision. The notice will include any of the following information, depending on whether the denial is for a pre-authorization or for a claim:

- ▶ Information sufficient to identify the claim involved, including the date of service, healthcare provider, claim amount (if applicable), and a statement describing the availability, upon request, of the diagnosis code and its corresponding meaning, and the treatment code and its corresponding meaning;
- ▶ The specific reason for the denial, including the denial code and its corresponding meaning, as well as a description of the plan's standard, if any, that was used in denying the claim;
- ▶ A reference to the pertinent plan provisions upon which the denial is based;
- ▶ A description of any additional material or information you might be required to provide and an explanation of why such material or information is necessary;
- ▶ A description of the plan's review procedures and the time limits applicable to such procedures, including a statement of your right to bring a civil action under Section 502(a) of ERISA following an adverse benefit determination on review, and a description of available external review processes including information regarding how to initiate an appeal;
- ▶ If the denial is based on an internal rule, guideline, protocol or other similar criterion, a copy of the criterion or a statement that a copy will be provided free of charge upon request;
- ▶ If the denial is based on lack of medical necessity or an exclusion of experimental treatment, an explanation of the scientific or clinical judgment that was applied to your medical circumstances, or a statement that an explanation will be provided free of charge upon request;
- ▶ In the case of an urgent care claim, a description of the expedited review process applicable to such claims; and
- ▶ Contact information for the Office of Health Insurance Consumer Assistance or Ombudsman to assist participants with the internal claims and appeals and external review process.

Filing an Appeal

You have the right to file an appeal following a denial of your initial claim for benefits or a rescission of coverage. The following procedures apply to appeals, which are reviewed by the Claim Administrator.

Appeals can be filed in writing to the Claim Administrator at the address shown on the notice of the Claim Administrator's initial determination or at the following address:

Baylor Scott & White Health Plan

ATTN: Appeals and Grievances
1206 West Campus Drive
Temple, TX 76502

For urgent/emergent appeals, you may request expedited review. For an expedited review, all information will be communicated between you and the Claim Administrator by telephone, fax or similar method. Your appeal will not be considered filed until such appeal is received by the Customer Advocacy department at the address shown above or by the Claims Administrator at the address shown on the initial notice of adverse determination.

Appeals must be submitted within 180 calendar days from the date that you receive the original decision. After that, the original decision will be final.

You may supply additional information that you would like the Claim Administrator to consider. In addition, you may request copies of documents relevant to your claim (free of charge) by contacting the Claim Administrator at the number on your member identification card.

You will be provided, free of charge, with any new or additional evidence considered, relied upon, or generated by the Claims Administrator in connection with the claim and you will be given a reasonable opportunity to respond before a decision is made on your appeal.

If new information is factored into your appeal decision, you will be provided with the rationale and given a reasonable time period to respond. This time period will be in advance of when the notice of final benefit determination is sent. If new or additional evidence is received so late that it would be impossible to provide a reasonable opportunity to respond, the time period for providing notice of the appeal decision will be suspended to allow a reasonable opportunity to respond.

Review of your appeal will not provide deference to the earlier decision and will be performed by a person different from the person who decided the initial request, and who is not the prior decision-maker's subordinate. If your request was denied based on a medical judgment, the Claim Administrator will consult with a health professional with appropriate training and experience, who was not the health professional consulted during the earlier decision or a subordinate of that person. The Claim Administrator will provide the name of any such expert consulted upon request.

All appeals will be adjudicated in a manner designed to ensure the independence and impartiality of the persons involved in making the decision. Accordingly, decisions regarding hiring, compensation, termination, promotion or other similar matters with respect to any individual, including a claim or appeal decision maker, will not be made based on the likelihood that the individual will support the denial of benefits.

Review of an Appeal

The Claim Administrator will review the appeal and notify you of the decision within the following timeframes, which differ depending on the type of the claim:

Type of Health Claim	Response Time
Urgent Claim	Within 72 hours after appeal is received
Pre-Service Claim	No later than 30 days after receipt of appeal
Post-Service/Benefits Claim	No later than 60 days after receipt of appeal

Notice of Determination on Appeal

If your appeal is wholly or partially denied, you will be furnished with notice of the decision. The notice will include the following information:

- ▶ Information sufficient to identify the claim involved, including the date of service, healthcare provider, claim amount (if applicable), and a statement describing the availability, upon request, of the diagnosis code and its corresponding meaning, and the treatment code and its corresponding meaning;
- ▶ The specific reason for the denial, including the denial code and its corresponding meaning, as well as a description of the plan's standard, if any, that was used in denying the claim, and a discussion of the decision;
- ▶ A reference to the pertinent plan provisions upon which the denial is based;
- ▶ A statement that you are entitled to receive, upon request and free of charge, reasonable access to, and copies of, all documents, records, and other information relevant to your claim for benefits;
- ▶ A statement describing any voluntary appeal, including external review, and your right to receive information about the process;
- ▶ A statement of your right to bring a civil action under Section 502(a) of ERISA;
- ▶ If the denial is based on an internal rule, guideline, protocol or other similar criterion, a copy of the criterion or a statement that a copy will be provided free of charge upon request;
- ▶ If the denial is based on lack of medical necessity or determined to be an experimental/investigational treatment, an explanation of the scientific or clinical judgment that was applied to your medical circumstances, or a statement that an explanation will be provided free of charge upon request;
- ▶ The following statement: "You and your plan may have other voluntary alternative dispute resolution options, such as mediation. One way to find out what may be available is to contact your local U.S. Department of Labor Office and your State insurance regulatory agency."; and
- ▶ Contact information for the Office of Health Insurance Consumer Assistance or Ombudsman to assist participants with the internal claims and appeals and external review process.

Rights After the Appeal

The Claim Administrator's decision stated in the appeal decision letter will be final. If you do not agree with the appeal decision, you have the right to bring a civil action under Section 502(a) of ERISA within 12 months following the date of the appeal decision.

Alternatively, if your claim involves medical judgment, you may request an external review, which will be reviewed by an External Review Organization.

Appeal for External Review of Healthcare Claims

External review is available when the denial involves (1) medical judgment, such as medical necessity and experimental treatment determinations, alternatives for earning a reward under a wellness program, application of nonquantitative limits on mental health and substance use disorder benefits, (2) compliance with surprise medical and air ambulance billing and cost-sharing protections, and (3) a rescission of coverage. In these situations, you may request an external review if you or your provider disagrees with the Claim Administrator's decision. An external review is a review by an independent physician, selected by an External Review Organization, who has expertise in the problem or question involved.

To request an external review, the following requirements must be met:

- ▶ You have received notice of the denial of a claim by the Claim Administrator;
- ▶ Your claim involved medical judgment (including medical necessity or a determination that the treatment was experimental or investigational), compliance with surprise billing and cost-sharing protections, or a rescission of coverage;
- ▶ You have exhausted the applicable internal appeal processes.

The appeal denial letter you receive from the Claim Administrator will describe the process to follow if you wish to pursue an external review, including a copy of the Request for External Review Form.

You must submit the Request for External Review Form to the Claim Administrator within four (4) months of the date you received the appeal denial letter. You also must include a copy of the appeal denial letter and all other pertinent information that supports your request. The Claim Administrator will determine within five (5) business days after receiving your request whether the requirements for external review have been met. Within one (1) business day after completing this review, the Claim Administrator will notify you in writing if your request is or is not eligible for external review, or if it is incomplete. If your request is incomplete, the written notice will describe the information necessary for completion and allow you to complete your request within the remainder of the four-month filing period or the 48-hour period after receiving the notice, whichever is later.

The Claim Administrator will contact the External Review Organization that will conduct the review of your claim. The External Review Organization will select an independent physician with appropriate expertise to perform the review. The External Review Organization will notify you in writing of your request's eligibility and acceptance for external review and will provide an opportunity for you to submit in writing within 10 business days following the date of receipt any additional information for the External Review Organization to consider when conducting the external review.

In making a decision, the external reviewer may consider any appropriate credible information that you send along with the Request for External Review Form or within 10 business days of notification, and will follow the Claim Administrator's contractual documents and plan criteria governing the benefits. You will be notified of the decision of the External Review Organization usually within 45 calendar days of the Claim Administrator's receipt of your request form and all necessary information.

A quicker review is possible if your physician certifies (by telephone or on a separate Request for External Review Form) that a delay in receiving the service would endanger your health or would jeopardize your ability to regain maximum function and you have filed a request for an expedited external appeal. After referral to an External Review Organization, the External Review Organization will render a decision on an expedited review as expeditiously as necessary but in no event more than 72 hours after receiving the request for review. If the decision is not in writing, the External Review Organization will provide written confirmation of the decision within 48 hours after the date of notification of the decision.

The Claim Administrator, Baylor Scott & White Health and the plan will abide by the decision of the External Review Organization, except where the Claim Administrator can show conflict of interest, bias or fraud.

You are responsible for the cost of compiling and sending the information that you wish to be reviewed by the External Review Organization to the Claim Administrator. The Claim Administrator is responsible for the cost of sending this information to the External Review Organization and for the cost of the external review.

For more information about the Claim Administrator's External Review process, call the toll-free customer service telephone number shown on your ID card.

Consistency of Treatment

The Benefits Operations Committee will take action from time to time as necessary to ensure all claims for benefits under the plans are determined in accordance with the applicable plan documents. Also, the Benefits Committee will ensure the provisions of the applicable plan documents are applied consistently to similarly situated plan participants and their dependents.

Changes to Appeal Procedures

Any of these appeal procedures may be changed by governmental law or by the Plan Administrator. You will be notified of any significant change in a timely manner. If you have further questions or problems, contact PeoplePlace or the Claim Administrator for the plan. Before submitting an appeal, it is your responsibility to contact the appropriate vendor directly to verify the deadline for filing an appeal and the information you need to submit.

CLAIMS AND APPEALS PROCESS FOR OTHER PLANS

The following claims and appeals process applies to all health and welfare plans other than the medical plan.

Claims Relating to Eligibility and Enrollment

If your claim is for a determination as to your eligibility or the eligibility of your dependents to participate in the plan or your enrollment under the plan and is not accompanied by a claim for plan benefits, you must obtain a claim initiation form from PeoplePlace, then submit your claim, in a timely manner, in writing to the designated recipient. Your claim will be determined by the Plan Administrator. The decision of the Plan Administrator will be final and will not be subject to the appeals process. All determinations as to eligibility for participation in the plan made in connection with a claim for benefits under the plan will be made in accordance with the applicable claims procedure described below. To substantiate claims relating to eligibility or enrollment, you are encouraged to provide supporting documents such as a copy of personal enrollment confirmation or documentation regarding your employment status.

Review of Benefit Determination

Each of the claims administrators has procedures for applying for benefits and for requesting a review of a benefit determination. If you have followed the claims administrator's procedures for benefit review and believe the result is incorrect, you may file a written appeal as outlined in this section.

Your "authorized representative" is a person you authorize, in writing, to act on your behalf or a person given authority by court order to submit claims on your behalf. Any appeal actions described in this section that may be done by you may also be done by your authorized representative on your behalf.

Healthcare Flexible Spending Account (FSA) Claims

See the [FSA section](#) of this SPD for procedures for filing initial claims for benefits. The claims administrator will make a decision on the claim no later than 15 days after receiving your claim. In special circumstances, the time period may be extended by an additional 15 days. If an extension is necessary, you will receive written notice prior to the expiration of the initial 24-day period, advising you of the special circumstances requiring an extension and the date by which the claims administrator expects to make a decision.

Dental Claims

See the [Dental Plan section](#) of this SPD for procedures for filing initial claims for benefits. The claims administrator will make a decision on the claim no later than 15 days after receiving your claim. In special circumstances, the time period may be extended by an additional 15 days. If an extension is necessary, you will receive written notice prior to the expiration of the initial 24-day period, advising you of the special circumstances requiring an extension and the date by which the claims administrator expects to make a decision.

Vision Claims

See the [Vision Plan section](#) of this SPD for procedures for filing initial claims for benefits. The claims administrator will make a decision on the claim no later than 30 days after receiving your claim. In special circumstances, the time period may be extended by an additional 15 days. If an extension is necessary, you will receive written notice prior to the expiration of the initial 30-day period, advising you of the special circumstances requiring an extension and the date by which the claims administrator expects to make a decision.

Disability Claims

A disability claim is a claim for benefits that requires the claims administrator to determine if you are disabled within the meaning of the plan. Claims under the long-term and short-term disability plans that do not involve a determination of disability (for example, a claim regarding the amount of disability benefits) are covered under All Other Claims.

The claims administrator will make a decision on a disability claim no later than 45 days after the claims administrator receives the claim. This review period may be extended twice for up to 30 days each time. If an extension is necessary, you will receive written notice prior to the expiration of the initial 45-day period (or first 30-day extension), advising you of the special circumstances requiring an extension, the date by which the claims administrator expects to make a decision and if any additional information is needed to resolve the claim.

You will have at least 45 days to supply any missing information. The extension period will be put on hold until you supply the missing information. If you do not supply the missing information, your appeal may be decided without that information. For additional extensions, the plan needs your consent.

All Other Claims

All other claims include the following:

- ▶ Claims for Life and AD&D Insurance
- ▶ Long-Term and Short-Term Disability claims that are not determinations of disability
- ▶ Claims relating to Dependent Care Flexible Spending Account
- ▶ Claims relating to Accident, Critical Illness and Hospital Indemnity
- ▶ Claims relating to the Legal Services Plan

▼ Claims relating to Business Travel & Accident benefits

The claims administrator will make a decision no later than 90 days after receiving your claim. In special circumstances, the time period may be extended by an additional 90 days. If an extension is necessary, you will receive written notice prior to the expiration of the initial 90-day period, advising you of the special circumstances requiring an extension and the date by which the claims administrator expects to make a decision.

If Your Claim Is Denied

Disagreements about benefit eligibility or payment amounts can occasionally arise. In most cases, they are resolved quickly by the appropriate claims administrator. If you can't resolve the disagreement, formal appeal procedures are in place for your use. You must file a written appeal with the appropriate claims administrator within 60 days (180 days for a dental, vision or disability claim) of receiving the notice that your claim has been denied.

Notice of Initial Determination

If your claim for benefits is wholly or partially denied, you (or your beneficiary for life insurance) will be furnished with notice of the decision. The notice will include the following:

- ▼ The specific reason for the denial
- ▼ A reference to the pertinent plan provisions upon which the denial is based
- ▼ A description of any additional information you might be required to provide and an explanation of why it is needed
- ▼ An explanation of the plan's claim review procedures, including your rights to:
 - Submit a written appeal,
 - Review documents, records, and other information relevant to your claim for benefits,
 - Submit issues and comments in writing, and
 - Bring a civil action following an adverse determination on appeal

Special Rules for Dental, Vision or Disability Claims

If denial of your claim was based on an internal rule, guideline, protocol or other similar criterion, the notice of denial will either include a copy of the criterion or state that a copy will be provided free of charge upon request (or in the case of disability claims, that such rules, guidelines, protocols or other similar criterion do not exist).

If a denial is based on lack of medical necessity or an exclusion of experimental treatment, the notice of denial will either include an explanation of the scientific or clinical judgment that was applied to your medical circumstances, or it will state that an explanation will be provided free of charge upon request.

Any notice of denial of a disability claim will also include: (i) a discussion of the decision, including an explanation of the basis for disagreeing with medical or vocational experts; and

(ii) a statement that you are entitled to receive, upon request and free of charge, reasonable access to, and copies of, all documents, records, and other information relevant to your claim for benefits.

Filing an Appeal

You have the right to file a written appeal, as described in this section. Appeals must be submitted within 60 calendar days (180 calendar days for a dental, vision or disability claim) from the date that you receive the original decision. After that, the claims administrators will consider the original decision to be final.

You may supply additional information that you would like the claims administrator to consider. In addition, you may request copies of documents relevant to your claim (free of charge) by contacting the claims administrator at the number provided in this Summary Plan Description.

Special Rules for Dental, Vision or Disability Claims

Review of your appeal will not provide deference to the earlier decision and will be performed by a person different from the person who decided the initial claim and who is not the prior decision-maker's subordinate. If your claim was denied based on a medical judgment, the claims administrator will consult with a health professional with appropriate training and experience, who was not the health professional consulted during the earlier decision or a subordinate of that person. The claims administrator will provide the name of any such expert consulted upon request.

All appeals will be adjudicated in a manner designed to ensure the independence and impartiality of the persons involved in making the decision. Accordingly, decisions regarding hiring, compensation, termination, promotion or other similar matters with respect to any individual, including a claim or appeal decision maker, will not be made based on the likelihood that the individual will support the denial of benefits.

Review of an Appeal

Dental and Vision Appeals

The claims administrator will make a decision no later than 30 days after receiving your appeal. In special circumstances, the time period may be extended by an additional 30 days. If an extension is necessary, you will receive written notice prior to the expiration of the initial 30-day period, advising you of the special circumstances requiring an extension and the date by which the claims administrator expects to make a decision.

Disability Appeals

The claims administrator will make a decision no later than 45 days after receiving your appeal. In special circumstances, the time period may be extended by an additional 45 days. If an extension is necessary, you will receive written notice prior to the expiration of the initial 45-day period, advising you of the special circumstances requiring an extension and the date by which the claims administrator expects to make a decision.

All Other Appeals

The claims administrator will make a decision no later than 60 days after receiving your appeal. In special circumstances, the time period may be extended by an additional 60 days. If an extension is necessary, you will receive written notice prior to the expiration of the initial 60-day period, advising you of the special circumstances requiring an extension and the date by which the claims administrator expects to make a decision.

Notice of Determination on Appeal

If your appeal is wholly or partially denied, you will be furnished with notice of the decision. The notice will include the following information:

- ▶ The specific reason for the denial;
- ▶ A reference to the pertinent plan provisions upon which the denial is based;
- ▶ A statement that you are entitled to receive, upon request and free of charge, reasonable access to, and copies of, all documents, records, and other information relevant to your claim for benefits;
- ▶ A statement of your right to bring a civil action under Section 502(a) of ERISA; and
- ▶ The following statement: "You and your plan may have other voluntary alternative dispute resolution options, such as mediation. One way to find out what may be available is to contact your local U.S. Department of Labor Office and your State insurance regulatory agency."

The decision stated in the appeal decision letter will be final.

Special Rules for Dental, Vision or Disability Claims

If denial of your claim was based on an internal rule, guideline, protocol or other similar criterion, the notice of denial will either include a copy of the criterion or state that a copy will be provided free of charge upon request (or in the case of disability claims, that such rules, guidelines, protocols or other similar criterion do not exist).

If a denial is based on lack of medical necessity or an exclusion of experimental treatment, the notice of denial will either include an explanation of the scientific or clinical judgment that was applied to your medical circumstances, or it will state that an explanation will be provided free of charge upon request.

If the denial is based on new or additional evidence or a new or additional rationale, you will be provided, free of charge, with the new or additional evidence relied upon, or generated by the claims administrator in connection with the claim, as well as any new or additional rationale for a denial, and a reasonable opportunity to respond to such new evidence or rationale.

For disability claims, the notice of denial on appeal will include: (i) a discussion of the decision, including an explanation of the basis for disagreeing with medical or vocational experts; and (ii) a description of any contractual limitations on your right to bring a civil action under ERISA, including the calendar date on which such right expires.

Rights after the Appeal

If you do not agree with the appeal decision, you have the right to bring a civil action under Section 502(a) of ERISA within 12 months following the date of the appeal decision.

Consistency of Treatment

The Benefits Operations Committee will take action from time to time as necessary to ensure all claims for benefits under the plans are determined in accordance with the applicable plan documents. The Committee also ensures the provisions of the applicable plan documents are applied consistently to similarly situated plan participants and their dependents.

Changes to Appeal Procedures

Any of these appeal procedures may be changed by governmental law or by the Plan Administrator. You will be notified of any significant change in a timely manner. If you have further questions or problems, contact PeoplePlace or the claims administrator for the plan. Before submitting an appeal, it is your responsibility to contact the appropriate vendor directly to verify the deadline for filing an appeal and the information you need to submit.

COORDINATION OF BENEFITS

You or your dependents may be covered by other group healthcare plans. If the other plan (or plans) is also sponsored by an employer, benefits from that plan and Baylor Scott & White Health's healthcare plan are coordinated to avoid double payment. A common set of guidelines is used to determine which plan pays first. These guidelines apply to the medical, dental and vision plans.

Under coordination of benefits (COB) rules, one plan is considered primary, and the other plan is considered secondary. When a claim is made, the plan considered primary pays benefits first, without regard to the other plan. The secondary plan may pay additional benefits, depending on its COB provisions. When the Baylor Scott & White Health Plan is secondary, your reimbursement is adjusted so the total benefits paid by both plans will not exceed 100% of the eligible charges.

In general, the plan covering the patient as an employee will be the primary plan, which means it will pay first. For a dependent child, if both parents have group healthcare plans, the parent whose birth date comes first during the calendar year (excluding the year of birth) will have the primary plan. For instance, if the father was born on May 15 and the mother was born on July 20 (regardless of the parents' birth years), the father's plan is primary.

There are additional guidelines concerning dependents. In a divorce or separation, the plan of the parent with custody of a dependent child usually pays benefits for the child first. If the person with custody remarries, the stepparent's plan pays second, and the plan of the parent without custody pays third. If a court decree places financial responsibility for the child's healthcare coverage on one parent, that parent's plan always pays first. If the court does not assign financial responsibility

for the child's healthcare coverage and the parents have joint custody, the birthday rule will apply.

If none of these situations applies, the plan covering the person for the longest time pays first. If the other plan has no guidelines for coordinating benefits, that plan will pay benefits before Baylor Scott & White Health's healthcare plan.

You are responsible for informing the claims administrators when you and/or your dependents have other coverage or a change in other coverage. Please do so by contacting their member services number on your ID card.

Subrogation and Right of Recovery

The following subrogation and right of recovery provisions apply to all health and welfare plans other than the medical plan. Please see the [medical plan section](#) of this SPD for the subrogation and right of recovery provisions that apply to the medical plan.

As used throughout this provision, the term Responsible Party means any party actually, possibly or potentially responsible for making any payment to a Covered Person due to a Covered Person's injury, illness or condition. The term Responsible Party includes the liability insurer of such party, or any insurance coverage.

For purposes of this provision, the term Insurance Coverage refers to any coverage providing medical expense coverage or liability coverage including, but not limited to, uninsured motorist coverage, underinsured motorist coverage, personal umbrella coverage, medical payments coverage, workers' compensation coverage, no-fault automobile insurance coverage or any first-party insurance coverage.

For purposes of this provision, a Covered Person includes anyone on whose behalf the plan pays or provides any benefit including, but not limited to, the minor child or dependent of any plan participant or person entitled to receive any benefits from the plan.

Subrogation

Immediately upon paying or providing any benefit under this plan, the plan shall be subrogated to (stand in the place of) all rights of recovery a Covered Person has against any Responsible Party with respect to any payment made by the Responsible Party to a Covered Person due to a Covered Person's injury, illness or condition to the full extent of benefits provided or to be provided by the plan.

Reimbursement

In addition, if a Covered Person receives any payment from any Responsible Party or Insurance Coverage as a result of an injury, illness or condition, the plan has the right to recover from, and be reimbursed by, the Covered Person for all amounts this plan has paid and will pay as a result of that injury, illness or condition from such payment, up to and including the full amount the Covered Person receives from any Responsible Party.

Constructive Trust

By accepting benefits (whether the payment of such benefits is made to the Covered Person or made on behalf of the Covered Person to any provider) from the plan, the Covered Person agrees that if he or she receives any payment from any Responsible Party as a result of an injury, illness or condition, he or she will serve as a constructive trustee over the funds that constitute such payment. Failure to hold such funds in trust will be deemed a breach of the Covered Person's fiduciary duty to the plan.

Lien Rights

Further, the plan will automatically have a lien to the extent of benefits paid by the plan for the treatment of the illness, injury or condition for which the Responsible Party is liable. The lien shall be imposed upon any recovery whether by settlement, judgment or otherwise, including from any insurance coverage related to treatment for any illness, injury or condition for which the plan paid benefits. The lien may be enforced against any party who possesses funds or proceeds representing the amount of benefits paid by the plan including, but not limited to, the Covered Person; the Covered Person's representative or agent; Responsible Party; Responsible Party's insurer, representative or agent; and/or any other source possessing funds representing the amount of benefits paid by the plan.

First-Priority Claim

By accepting benefits (whether the payment of such benefits is made to the Covered Person or made on behalf of the Covered Person to any provider) from the plan, the Covered Person acknowledges that this plan's recovery rights are a first-priority claim against all Responsible Parties and are to be paid to the plan before any other claim for the Covered Person's damages. This plan shall be entitled to full reimbursement on a first-dollar basis from any Responsible Party's payments, even if such payment to the plan will result in a recovery to the Covered Person that is insufficient to make the Covered Person whole or to compensate the Covered Person in part or in whole for the damages sustained. The plan is not required to participate in or pay court costs or attorney fees to any attorney hired by the Covered Person to pursue the Covered Person's damage claim.

Applicability to All Settlements and Judgments

The terms of this entire subrogation and right of recovery provision shall apply, and the plan is entitled to full recovery regardless of whether any liability for payment is admitted by any Responsible Party and regardless of whether the settlement or judgment received by the Covered Person identifies the medical benefits the plan provided or purports to allocate any portion of such settlement or judgment to payment of expenses other than medical expenses. The plan is entitled to recover from any and all settlements or judgments, even those designated as pain and suffering, non-economic damages and/or general damages only.

Cooperation

The Covered Person shall fully cooperate with the plan's efforts to recover its benefits paid. It is the duty of the Covered Person to notify the plan within 30 days of the date when any notice is given to any party, including an insurance company or attorney, of the Covered Person's intention to pursue or investigate a claim to recover damages or obtain compensation due to injury, illness or condition sustained by the Covered Person. The Covered Person and his or her agents shall provide all information requested by the plan, the claims administrator or its representative including, but not limited to, completing and submitting any applications or other forms or statements as the plan may reasonably request. Failure to provide this information may result in the termination of health benefits for the Covered Person or the institution of court proceedings against the Covered Person.

The Covered Person shall do nothing to prejudice the plan's subrogation or recovery interest or to prejudice the plan's ability to enforce the terms of this plan provision. This includes, but is not limited to, refraining from making any settlement or recovery that attempts to reduce or exclude the full cost of all benefits provided by the plan.

The Covered Person acknowledges that the plan has the right to conduct an investigation regarding the injury, illness or condition to identify any Responsible Party. The plan reserves the right to notify the Responsible Party and his or her agents of its lien. Agents include, but are not limited to, insurance companies and attorneys.

Interpretation

In the event that any claim is made that any part of this subrogation and right of recovery provision is ambiguous or questions arise concerning the meaning or intent of any of its terms, the claims administrator for the plan shall have the sole authority and discretion to resolve all disputes regarding the interpretation of this provision.

Jurisdiction

By accepting benefits (whether the payment of such benefits is made to the Covered Person or made on behalf of the Covered Person to any provider) from the plan, the Covered Person agrees that any court proceeding with respect to this provision may be brought in any court of competent jurisdiction as the plan may elect. By accepting such benefits, the Covered Person hereby submits to each such jurisdiction, waiving whatever rights may correspond to him or her by reason of his or her present or future domicile.

OTHER IMPORTANT PLAN INFORMATION

Discounts and Refunds

Under some of the medical, dental and vision plan coverage options, some providers may agree to charge participants negotiated rates that are lower than their regular rates. In these

cases, the amount you pay will be based on the reduced rate the provider has agreed to charge plan participants.

In addition, some of the contracts between the plans and providers, insurers or other organizations provide for other kinds of discounts, refunds and incentive rebates that belong solely to the plans. These discounts, refunds and rebates are designed to reduce the cost of benefits to the applicable plan as a whole, but do not reduce your cost of coverage, deductibles or copays. The plans have no obligation to pass on any of these discounts, refunds or rebates to participants.

Mistake of Fact

Any misstatement or other mistake of fact in this information will be corrected when discovered.

No Right of Employment

Nothing contained in this information or in the provisions of the plans creates or should be inferred to create an employment contract.

Omission or Misrepresentation of Information

If you do not provide the claims administrator required information regarding your claim, your benefits may be delayed or denied until you do so.

When you file a claim for benefits, you certify the statements you make on the claim are complete and accurate to the best of your knowledge. If you misrepresent information or send in a fraudulent claim, you will be responsible for repaying any benefits based on that claim. Also, you may be subject to disciplinary action up to and including termination of employment.

Liability for Payment

Neither Baylor Scott & White Health nor any company participating in the plans has any obligation to make a benefit payment to you or your dependents under a plan that is fully insured. The insurer is solely responsible to make such benefit payments, and Baylor Scott & White Health has no liability to you or your dependents if the insurer fails to make any payments required under any insured plan.

The following plans are fully insured:

- ▼ Dental benefits
- ▼ Vision benefits
- ▼ Life Insurance benefits
- ▼ AD&D benefits
- ▼ Business Travel & Accident benefits
- ▼ Long-Term Disability benefits
- ▼ Accident
- ▼ Critical Illness
- ▼ Hospital Indemnity
- ▼ Legal Services benefits

Overpayment of Benefits

The amount of your plan benefits will be adjusted for any of the following reasons:

- ▶ You have misstated any information in your application for plan coverage (including any information on the Statement of Good Health Form) or in your application for benefits
- ▶ You do not report required information while receiving Baylor Scott & White Health-provided benefits
- ▶ Any error is made in calculating your benefits

If a benefit is overpaid or benefits are duplicated, you are expected to repay the plan(s) within 60 days of the overpayment. If you do not, the Plan Administrator may request that you enter into a written payroll withholding agreement providing for repayment of the amount due.

No interest will be charged on the amount of any overpayment or duplication of benefits, and unless required by law, no interest will be paid on any underpayment of benefits or on any benefit payments that have been delayed for any reason.

Plan Amendment or Termination

Although Baylor Scott & White Health expects to continue the benefits described in this document, Baylor Scott & White Health has the right to amend or end the plans, in whole or in part, at any time and without prior notice to participants. Also, benefits may be discontinued at any time for any groups of employees or inactive participants, including retirees. Your cost for coverage is also subject to change at any time.

Certain amendments to the plans may be made by designated executive officers of Baylor Scott & White Health without approval by the Board of Trustees of Baylor Scott & White Health.

The right to amend or terminate includes the right to reduce or eliminate coverage for any treatment, procedure or service. This right is applicable regardless of whether any participant is receiving such treatment, procedure or service for any injury, illness or disease, including those occurring before the effective date of the amendment.

You will be notified in writing if you are affected by any change to the plan.

Plan Funding

Plan funding arrangements are listed in the Plan Details chart on [page 19-20](#). Plans described as “self-insured” pay benefits from separate trust funds set up for the exclusive benefit of participants.

Plan Year

The Plan Year for all plans described, unless stated otherwise, is Jan. 1 through Dec. 31.

Severability of Plan Provisions

Each plan provision is independent and does not affect the validity of any other plan provisions. If any provision is found

to be invalid or unenforceable, the remaining plan provisions remain fully effective.

HIPAA Privacy

A federal law, the Health Insurance Portability and Accountability Act of 1996 (HIPAA), requires health plans to protect the confidentiality of your private health information. More detailed information is given in the notices of HIPAA privacy rights from Baylor Scott & White Health Plan, Cigna and EyeMed, as applicable. You may request a copy of the privacy notices by contacting PeoplePlace at 1-844-417-5223.

YOUR BENEFIT RIGHTS

ERISA

The following plans are governed by the Employee Retirement Income Security Act of 1974 (ERISA), as amended.

- ▶ Health benefits
 - Medical benefits
 - Dental benefits
 - Vision benefits
 - Healthcare Flexible Spending Account
 - Employee Assistance Program (EAP)
- ▶ Welfare benefits
 - Life Insurance benefits
 - Accidental Death & Dismemberment (AD&D) Insurance benefits
 - Accident
 - Critical Illness
 - Hospital Indemnity
 - Long-Term and Short-Term Disability benefits
 - Business Travel & Accident benefits
 - Legal Services

Other employee programs (including the Dependent Care Flexible Spending Account) may be explained in this summary but are not governed by the rules discussed in this section.

As a participant in the plans, you are entitled to certain rights and protections under ERISA. ERISA provides that plan participants shall be entitled to:

- ▶ Examine, without charge, at the Plan Administrator’s office, all documents governing the plans, including insurance contracts, and a copy of the latest annual report (Form 5500 Series) filed by the plans with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration.
- ▶ Obtain, upon written request to the Plan Administrator, copies of documents governing the operation of the plans, including insurance contracts, and copies of the latest annual report (Form 5500 Series) and the updated Summary Plan Description. The Plan Administrator may make a reasonable charge for the copies.

- Receive a summary of each plan's annual financial report. The Plan Administrator is required by law to furnish each participant with a copy of this summary annual report.
- Continue healthcare coverage for yourself, spouse or dependents if there is a loss of coverage under a healthcare plan as result of a qualifying event as provided under the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA). You or your dependents may have to pay for such coverage. See Continuation of Coverage through COBRA and the applicable plan documents on the rules governing your COBRA continuation rights.

In addition to creating rights for participants, ERISA imposes duties upon the people who are responsible for the operation of the plans. The people who operate the plans, called "fiduciaries" of the plans, have a duty to do so prudently and in the interest of participants and beneficiaries.

No one, including your employer, may end your employment or otherwise discriminate against you in any way to prevent you from obtaining a benefit or exercising your rights under ERISA. If your claim for a benefit is denied or ignored in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you may take to enforce the previously discussed rights. For instance, if you request a copy of plan documents or the latest annual report from the plan and do not receive them within 30 days, you may file suit in a Federal court. In such a case, the court may require the plan administrator to provide the materials and pay you up to \$110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the administrator. If you have a claim for benefits that is denied or ignored, in whole or in part, and you disagree with that denial, you must file an appeal of that denial in accordance with the Claims Procedures described in this summary plan description. If your appeal is denied in accordance with the Claims Procedures herein, and you have exhausted the administrative remedies provided to you under the plan, you may file suit in a state or federal court. In addition, if you disagree with the plan's decision or lack thereof concerning the qualified status of a domestic relations order or a medical child support order, you may file suit in federal court. If plan fiduciaries misuse a plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these court costs and fees. If you lose, the court may order you to pay the court costs and fees (for example, if it finds your claim frivolous).

If you have any questions about the plans, you should contact the Plan Administrator. If you have any questions about this statement or about your rights under ERISA or you need assistance in obtaining documents from the Plan Administrator,

you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory, or:

Division of Technical Assistance and Inquiries

Employee Benefits Security Administration
U.S. Department of Labor
200 Constitution Avenue N.W.
Washington, D.C. 20210

You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.

USERRA Rights

As required by federal law, Baylor Scott & White Health provides benefits during or following a period of qualified military service up to 24 months. You must continue to pay your share of your coverage cost during your military leave of absence. If Baylor Scott & White Health pays a portion of the premium payment on your behalf to continue your coverage while you are on military leave, you may be required to reimburse Baylor Scott & White Health for your portion of the premium payment whether or not you return to work.

If you do not continue your coverage during your military leave, your coverage will be reinstated when you return on a timely basis from military leave without any waiting periods or exclusions (e.g., pre-existing condition exclusions) except for military-service-connected illnesses or injuries.

GLOSSARY

Actively at work — Means you are physically present at your customary place of employment with the intent and ability to work your scheduled hours and do the normal duties of your job.

Appeal — A request or reference to some person or authority for a decision, corroboration or judgment.

Creditable Coverage — Any individual or group policy, contract or program.

Fiduciaries — Any person or people who operate the plans.

Lien — The legal claim of one person upon the property of another person to secure the payment of a debt or the satisfaction of an obligation.

Subrogation — To stand in the place of.

Trustee — A person who holds the title to property for the benefit of another.

Medical

The medical plan makes quality healthcare affordable for you and your family. The plan provides coverage for a wide range of medical expenses, including prescription drugs and preventive care.

PLAN HIGHLIGHTS

- ▶ For employees living in Texas, you can select from three medical plan options, which differ in the amount you pay for coverage, the way you access care and the amount you pay when you need medical care. Out-of-state employees will be able to select from two medical plans.
- ▶ The plan covers well-child care and immunizations for your children, mammograms, adult annual physicals and other preventive services at no out-of-pocket cost to you when you use in-network providers.
- ▶ In-state plans include prescription drug coverage at Baylor Scott & White (BSW) pharmacies and through BSW pharmacy mail-order.
- ▶ All medical plans include prescription drug coverage through Rightway Healthcare, which has a network of retail and mail (out-of-state plans) pharmacies.
- ▶ Pre-existing condition restrictions do not apply.

YOUR MEDICAL CHOICES – IN-STATE

Your medical choices include a SEQA / EQA, Premium and a High Deductible Health Plan (HDHP) with a Health Savings Account (HSA). These plans will be referenced in this document as follows:

- ▶ SEQA/EQA
- ▶ Premium
- ▶ HDHP

The SEQA/EQA plan is a single-network and primarily includes providers in the Baylor Scott & White (BSW) Premier network. The Premium and HDHP plans offer an extended network through the UnitedHealthcare network, but you'll have lower office visit copays, coinsurance and out-of-pocket costs using the Tier 1 BSW Premier network.

YOUR MEDICAL CHOICES – OUT-OF-STATE

Your medical choices include Live well Premium and Live well HDHP with a Health Savings Account (HSA). These plans will be referenced in this document as follows:

- ▶ Live well Premium
- ▶ Live well HDHP

United Healthcare is the sole network for Live well Premium and Live well HDHP.

YOUR COVERAGE TIERS

Your coverage tiers include:

- ▶ Employee (referred to in this document as EE)
- ▶ Employee + Spouse (referred to in this document as ES)
- ▶ Employee + Children (referred to in this document as EC)
- ▶ Employee + Family (referred to in this document as EF)

See *Benefits at a Glance* on pages [39](#), [42](#), [44](#) and [48](#) for specific details about plan benefits.

GAP REVIEWS: TIER 1 & TIER 2 EXCEPTIONS

For in-state members, a wide range of facilities and physicians are included in the plan's network; however, there may be occasions when members have a unique situation or have medical complex problems and need care from a non-participating provider. If the care a member requires is not available in-network (Tier 1 or Tier 2) contact BSWHP at the number listed on the back of your medical ID card to request the pre-authorization for out-of-network services to be paid at the in-network (Tier 1 or Tier 2) benefit level. Pre-authorization must be secured before receiving care.

IMPORTANT: Tier 1 exceptions are not available for members that have activated the out-of-area (OOA) coverage or out-of-state members. Refer to the OOA coverage section for more details.

PROVIDER NETWORK

Depending on which medical plan you choose, you'll have access to one or more provider networks.

- ▶ Tier 1 BSW Premier Network – is primarily composed of the Baylor Scott & White Quality Alliance (BSWQA) accountable care organization (ACO), the only network used by the SEQA/EQA Plans and network is always the best option for high-quality care at the lowest cost. This network provides access to 50,000+ providers including 39,000+ PCPs, and specialists, 259+ hospitals and ambulatory surgical centers, 270+ urgent care clinics and 9,000+ behavioral health providers through Lyra.
- ▶ Tier 2 UnitedHealthcare Network – is only available with the Premium and HDHP plans and the sole network for the Live well Premium and Live well HDHP. It includes thousands of doctors and hospitals across the country, you pay more for services, but you have coverage nationwide.
- ▶ Tier 3 Network - is out-of-network and only available with the PPO and HDHP plans. This is the most expensive option when receiving care. Some services are not covered in this network and there is no annual out-of-pocket limit.

For a full list of Tier 1 and Tier 2 providers, visit [BSWHealthPlan.com/BSWH](https://www.bswhealthplan.com/BSWH) and use the Find a Provider search tool based on the plan in which you are enrolled.

OUT-OF-AREA (OOA) COVERAGE

Employees and covered dependents enrolled in the Premium or HDHP plans who live in Texas but 40 or more miles from the nearest Tier 1 acute care hospital are eligible to receive the Tier 1 benefit level for all services when receiving care from Tier 2 providers.

- ▶ Contact the BSWHP Care Connect Center at 844-843-3229 and request the OOA coverage prior to receiving care.
- ▶ This coverage rolls over from the previous year, so no action is required if it is already activated.
- ▶ If you or your dependent had the OOA coverage activated, but no longer live 40 or more miles from a Tier 1 acute care hospital, contact BSWHP to deactivate this coverage.
- ▶ **This coverage is not available to SEQA/EQA, Live well Premium and Live well HDHP members.**

OUT-OF-NETWORK PROVIDERS AT TIER 1 AND TIER 2 FACILITIES

When an out-of-network provider furnishes items and services (other than emergency services) to a participant with respect to a 'visit' at a Tier 1 or Tier 2 facility, coverage will be provided as follows:

- (1) The same cost-sharing requirements (e.g., deductible, coinsurance, copay) apply as if the items and services were provided by Tier 1 or Tier 2 providers.
- (2) The cost-sharing amount is calculated using the recognized amount.
- (3) All cost-sharing paid by participants for such items and services will count toward any Tier 1 or Tier 2 deductible or out-of-pocket maximum as if furnished by Tier 1 or Tier 2 providers, and the Tier 1 and Tier 2 deductible and out-of-pocket maximums will apply to such items and services.

PLEASE NOTE: Facility-based physicians (Radiologists, Anesthesiologists, Pathologists, Emergency Providers, Neonatologists and Hospitalists) will process and be paid at the Tier 1 benefit level when receiving care in a Tier 1 facility and at the Tier 2 benefit level when receiving care in a Tier 2 or Tier 3 facility.

However, if the out-of-network provider meets certain notice and consent requirements, then this paragraph will not apply.

For this purpose, "visit" means, with respect to items and services furnished to an individual at a health care facility, in addition to those items and services furnished by a provider at the facility, equipment and devices, telemedicine services, imaging services, laboratory services, and preoperative and postoperative services, regardless of whether the provider furnishing such items or services is at the facility.

IMPORTANT: Claims from out-of-network providers could be filed to your insurance before the facility claim is received; in that case, the system may not know the service was at an in-network facility and claims could process at the out-of-network benefit level. If this situation applies to you, prior to paying any charges, contact Baylor Scott & White Health Plan at the number listed on the back of your medical card for assistance.

CONTINUITY OF CARE

If you are a continuing care patient with a Tier 1 or Tier 2 provider or facility at the time such provider or facility becomes out-of-network, you will have the right to elect continued transitional care from such provider or facility. This means you can receive the same benefits, under the same terms and conditions, with respect to the course of treatment you are receiving as a continuing care patient for up to 90 days.

A continuing care patient is a participant who meets at least one of the following criteria:

- (1) is undergoing a course of treatment for a serious and complex condition from the provider or facility;
- (2) is undergoing a course of institutional or inpatient care from the provider or facility;
- (3) is scheduled to undergo nonelective surgery from the provider, including receipt of postoperative care from such provider or facility with respect to such a surgery;
- (4) is pregnant and undergoing a course of treatment for the pregnancy from the provider or facility; or
- (5) is or was determined to be terminally ill and is receiving treatment for such illness from such provider or facility.

PRE-AUTHORIZATION/ PRE-NOTIFICATION

Certain services, such as inpatient stays, certain tests and imaging, procedures and outpatient surgery require pre-authorization. Pre-authorization is a process that helps you and your physician determine whether the services being recommended are covered expenses under the plan. It also allows Baylor Scott & White Health Plan ("BSWHP") to help your provider coordinate your transition from an inpatient setting to an outpatient setting (called discharge planning) and to register you for specialized programs or case management when appropriate.

You do not need to get pre-authorization for services provided by an in-network provider. These providers are responsible for obtaining necessary pre-authorization for you. However, it is always recommended to check with your provider's office to confirm they have secured the necessary approval prior to receiving care. Failure to get pre-authorization for services will result in denial of services and payment. Please contact Customer Service to verify benefits, eligibility and pre-authorization requirements.

When you go to an out-of-network provider, it is your

responsibility to ensure your provider obtains prior authorization for any services or supplies on the pre-authorization list. Failure to get pre-authorization for services will result in denial of services and payment.

The Pre-Authorization Process

Prior to being hospitalized or receiving certain medical services or supplies, certain pre-authorization procedures must be followed.

You or a member of your family, a hospital staff member or the attending physician must notify BSWHP to pre-approve any of the out-of-network admissions or medical services and expenses on the pre-authorization list, prior to receiving any of the services or supplies, within the time frames specified below. To obtain pre-authorization, call BSWHP at the telephone number listed on your ID card. This call must be made in the circumstances shown in the table below.

BSWHP will provide a written notification to you and your provider, to include facilities and non-physician providers, of the pre-authorization decision. If your pre-authorized expenses are approved, the approval is good for the dates of service on the Coverage Determination letter if you remain enrolled in the plan.

When you have an inpatient admission to a facility, BSWHP will notify you, your physician and the facility about your pre-authorized length of stay. If your physician recommends that your stay be extended, additional days will need to be authorized. Your physician or the facility will need to call BSWHP at the number on your ID card by the last day authorized. BSWHP will review and process the request for an extended stay. You and your physician will receive a notification of an approval or denial.

If pre-authorization determines that the stay or services and supplies are not covered expenses, the notification will explain why and how BSWHP's decision can be appealed, including where to send your appeal. You or your provider may request a review of the pre-authorization decision according to the Appeals Process in the Administrative & General Information section.

Pre-Authorization and Concurrent Reviews

Pre-authorization/Pre-service request

A Pre-authorization/Pre-service request is a request for coverage of medical care, drugs or services that BSWHP must approve in advance, in whole or in part consistent with the benefit plan language.

The appropriate Utilization Management (UM) Clinician will notify you of his or her determination with respect to a pre-authorization/pre-service request, whether adverse or not, no later than 15 calendar days after the receipt of the request. This 15-day period may be extended for an additional 15 days if the UM Clinician determines the extension is necessary due to matters beyond the control of the plan and notifies you of the extension before the end of the initial 15-day period. If the UM Clinician has not received all the necessary information to make a determination, he or she will notify your Provider via notification that will outline the information needed. Your Provider will be given a reasonable period of time, but not less than 45 calendar days, in which to supply the missing information. If a pre-authorization/pre-service request is denied by the UM Clinician, you have 180 days from the notice of official denial to file an appeal of the denial.

Type of Admission or Service	Time Period for Pre-authorization/Notification
Non-Emergency Admission	You, your physician or the facility must call and request pre-authorization at least 15 days before the date you are scheduled to be admitted.
Emergency Outpatient Medical Services	You or your physician must call as soon as reasonably possible.
Emergency Admission	You, your physician or the facility must call within 24-48 hours or as soon as reasonably possible after you have been admitted.
Urgent Admission	You, your physician or the facility must call before you are scheduled to be admitted. An urgent admission is a hospital admission by a physician due to the onset of or change in an illness, the diagnosis of an illness or an injury.
Outpatient Non-Emergency Medical Services Requiring Pre-Authorization	You or your physician must call at least 15 days before the outpatient care is provided or the treatment or procedure is scheduled.

Urgent/emergent request

Urgent/emergent request is a request for medical care, drugs or services where application of the time frame for making routine or nonlife-threatening care determinations could seriously jeopardize the life, health or safety of yourself or others, due to your medical or psychological state, or in the opinion of a provider with knowledge of your medical or behavioral condition, would subject you to adverse health consequences without the care or treatment that is the subject of the request.

The UM Clinician will notify you with respect to an urgent/emergent request, whether adverse or not, no later than 72 hours after the receipt of the request. If the UM Clinician has not received all the necessary information to make a determination, he or she will send notification to your Provider within 24 hours of receiving the request that will outline the information needed. Your Provider will be given a reasonable period of time, but not less than 48 hours, in which to supply the missing information.

If an urgent/emergent request is denied by the UM Clinician, you have 180 days from the notice of official denial to file an appeal of the denial.

Concurrent request

Concurrent request is a request for coverage of inpatient medical care or services made while you are in the process of receiving the requested medical care or services, even if the organization did not previously approve the earlier care. The UM Clinician will notify you of his or her decision within 72 hours of receiving your request, provided the request was received at least 72 hours before the course of treatment was scheduled to terminate.

Services That Require Pre-Authorization

The list of services that require pre-authorization may change from time to time. You can find out if your service requires pre-authorization by calling 1-844-843-3229 or by visiting [BSWHealthPlan.com/BSWH](https://www.bswhealthplan.com/BSWH). The Prior Authorization list can be found under Tools and Resources.

How Failure to Pre-Authorize Affects Your Benefits

If your in-network provider fails to obtain a required pre-authorization prior to incurring any expenses that require pre-authorization, there will be no coverage for the service and the provider cannot bill you for the unpaid balance of the bills unless you sign a financial responsibility waiver at the time of service.

You are responsible for obtaining the necessary pre-authorization from BSWHP prior to receiving services from an out-of-network provider. Your provider may request authorization of your treatment for you; however, you should verify with BSWHP prior to the procedure that the provider has obtained pre-authorization. If pre-authorization is not obtained by you or your provider, your expenses will not be covered.

Any additional out-of-pocket expenses incurred because your pre-authorization requirement was not met will not count toward your deductible, coinsurance or out-of-pocket maximum.

HOW THE SEQA PLAN WORKS

The SEQA plan is available to employees making \$28.00 or less per hour. This plan has a low deductible and primarily includes providers in the Tier 1 BSW Premier Network, except in cases of urgent/emergency care or rare situations when an in-network provider is not available and authorization is provided.

Plan highlights:

- ▼ Low deductible
- ▼ Preventive care is covered at 100% (when billed as preventive care)
- ▼ Copays apply for non-preventive visits
 - \$0 eVisit
 - \$25 copay for a PCP office and video visit
 - \$40 copay for specialist office and video visit
 - \$25 copay for urgent care
 - \$400 copay for maternity care (see [page 51](#) for more details)
 - \$150 copay for advanced imaging – MRI, MRA
 - \$100 copay for advanced imaging (CT, CAT, and PET)
 - \$500 copay for emergency room visit (waived if admitted)
- ▼ 10% after deductible for inpatient and outpatient care, durable medical equipment, private duty nursing, hearing aids, skilled nursing, home health and hospice care

How You Pay for Care

You pay for care from your pocket. You can also set aside pre-tax dollars through a flexible spending account (FSA) to help cover certain expenses.

Deductible

This plan offers a lower deductible than the Premium and the HDHP plans. You meet your deductible with inpatient and outpatient care, durable medical equipment, private duty nursing, hearing aids, skilled nursing, home health and hospice care expenses. After the deductible, you have a 10% coinsurance for these services.

This plan has an embedded deductible, which means each person in your family only has to meet the individual deductible amount, even if together you haven't met the family deductible. The individual deductible equates to the employee only deductible.

Copays

You pay copays from your pocket. You can also set aside pre-tax dollars through an FSA to help cover certain expenses. Preventive visits are covered at 100%. This plan also offers very low copays for non-preventive office visits (for example, a primary care visit is \$25). Urgent care visits and advanced imaging services also have copays making it easy to understand your out-of-pocket responsibility.

Prescriptions

You pay copays for prescriptions (as low as \$5) from your pocket or from your FSA. There's no cost for select diabetic medicine and supplies with this plan. See the Prescription Drugs section for more information.

Network

This plan only includes providers in our Tier 1 BSW Premier Network. Be sure to check [BSWHealthPlan.com/BSWH](https://www.bswhealthplan.com/BSWH) to verify your provider is available with this plan. No out-of-network coverage is available, except in cases of urgent/emergency care or rare situations when an in-network provider is not available and authorization is provided.

Out-of-Pocket Maximum

The out-of-pocket maximum is the most that you will pay for eligible healthcare expenses, including your copays, deductible and coinsurance, in a plan year. Once you reach the out-of-pocket maximum, the plan pays 100% for covered services throughout the remainder of the plan year.

This plan has embedded out-of-pocket maximums which means no one person in your family has to pay more than the individual maximum, even if together you haven't met the family out-of-pocket maximum. The individual out-of-pocket maximum equates to the employee out-of-pocket maximum.

IMPORTANT! Amounts you pay toward the cost of certain medical services will not count toward your annual out-of-pocket maximum. These include any cost you pay for:

- ▶ Any service not considered to be an eligible covered service
- ▶ Expenses in excess of annual maximums and limits
- ▶ Charges over the recognized charge
- ▶ Any out-of-network expenses, except emergency services
- ▶ Non-covered expenses
- ▶ Expenses for non-emergency use of the emergency room
- ▶ Expenses that are not paid due to a required prior authorization for the service(s) or supply was not obtained
- ▶ Preventive care expenses
- ▶ Premiums

Preventive Care

Preventive care, such as physicals, screenings, immunizations and more are provided at no cost. To be covered at 100%, expenses must be billed as preventive. Preventive eye exams are not included as part of our medical plans. If you or a covered dependent need routine eye care, our vision plan can help make glasses and contacts more affordable.

SEQA PLAN AT A GLANCE

Medical Plan	SEQA
Network	BSW Premier Tier 1 Only
Annual Deductible	
Employee Only	\$350
Family	\$700
Out-of-Pocket Maximum	
Employee Only	\$4,000
Family	\$8,000
Per Service	
Inpatient	10% after deductible
Outpatient	10% after deductible
Office Visits	
Preventive Visit*	\$0
eVisit	\$0
Primary care physician (PCP) office and video visit	\$25
Specialist office and video visit	\$40
Urgent care office visit	\$25
Diagnostic labs	20%
Diagnostic radiology – X-ray	\$75
Advanced imaging – MRI, MRA	\$150
Advanced imaging – CT, CAT, PET	\$100
Emergency room**	\$500

* In order for your claim to be paid at 100% as preventive care, make sure your physician does not submit a diagnosis when he or she submits the claim to BSWHP. Preventive care must be within BSWHP guidelines and age-appropriate. The 100% coverage includes virtual visits, when applicable.

** Copay waived if admitted.

NOTE: Review the Prescription Drugs section on [page 52](#) for details on pharmacy costs.

HOW THE EQA PLAN WORKS

The EQA plan is available to employees making \$28.01 or more per hour. This plan has a lower deductible than the Premium or HDHP plan and primarily includes providers in the Tier 1 BSW Premier Network, except in cases of urgent/emergency care or rare situations when an in-network provider is not available and authorization is provided.

Plan highlights:

- ▶ Low deductible
- ▶ Preventive care is covered at 100% (when billed as preventive care)
- ▶ Copays apply for non-preventive visits
 - \$0 eVisit
 - \$35 copay for a PCP office and video visit
 - \$50 copay for specialist office and video visit
 - \$35 copay for urgent care
 - \$400 copay for maternity care (see [page 51](#) for more details)
 - \$150 copay for advanced imaging – MRI, MRA
 - \$100 copay for advanced imaging – CT, CAT, and PET
 - \$500 copay for emergency room visit (waived if admitted)
- ▶ 10% coinsurance for inpatient and outpatient care, durable medical equipment, private duty nursing, hearing aids, skilled nursing, home health and hospice care

How You Pay for Care

You pay for care from your pocket. You can also set aside pre-tax dollars through a flexible spending account (FSA) to help cover certain expenses.

Deductible

This plan offers a lower deductible than the Premium and the HDHP plans. You meet your deductible with inpatient and outpatient care, durable medical equipment, private duty nursing, hearing aids, skilled nursing, home health and hospice care expenses. After the deductible, you have a 10% coinsurance for these services.

This plan has an embedded deductible, which means each person in your family only has to meet the individual deductible amount, even if together you haven't met the family deductible. The individual deductible equates to the employee only deductible.

Copays

You pay copays from your pocket. You can also set aside pre-tax dollars through an FSA to help cover certain expenses. Preventive visits are covered at 100%. This plan also offers low copays for non-preventive office visits (for example, a primary care visit is \$35). Things like urgent care visits and advanced

imaging services also have copays, making it easy to understand your out-of-pocket responsibility.

Network

This plan primarily includes providers in our Tier 1 BSW Premier Network. Be sure to check [BSWHealthPlan.com/BSWH](https://www.bswhealthplan.com/BSWH) to verify your provider is available with this plan. No out-of-network coverage is available, except in cases of urgent/emergency care or rare situations when an in-network provider is not available and authorization is provided.

Out-of-Pocket Maximum

The out-of-pocket maximum is the most that you will pay for eligible healthcare expenses, including your copays, deductibles and coinsurance in a plan year. Once you reach the out-of-pocket maximum, the plan pays 100% for covered services throughout the remainder of the plan year.

This plan has embedded out-of-pocket maximums which means no one person in your family has to pay more than the individual maximum, even if together you haven't met the family out-of-pocket maximum. The individual out-of-pocket maximum equates to the employee out-of-pocket maximum.

IMPORTANT! Amounts you pay toward the cost of certain medical services will not count toward your annual out-of-pocket maximum. These include any cost you pay for:

- ▶ Any service not considered to be an eligible covered service
- ▶ Expenses in excess of annual maximums and limits
- ▶ Charges over the recognized charge
- ▶ Any out-of-network expenses, except emergency services
- ▶ Non-covered expenses
- ▶ Expenses for non-emergency use of the emergency room
- ▶ Expenses that are not paid due to a required prior authorization for the service(s) or supply was not obtained
- ▶ Preventive care expenses
- ▶ Premiums

Prescriptions

You pay copays for prescriptions (as low as \$5) from your pocket or from your FSA. See the Prescription Drugs section for more information.

Preventive Care

Preventive care, such as physicals, screenings, immunizations and more are provided at no cost. To be covered at 100%, expenses must be billed as preventive. Preventive eye exams are not included as part of our medical plans. If you or a covered dependent need routine eye care, our vision plan can help make glasses and contacts more affordable.

EQA PLAN AT A GLANCE

Medical Plan	EQA
Network	BSW Premier Tier 1 Only
Annual Deductible	
Employee Only	\$750
Family	\$1,500
Out-of-Pocket Maximum	
Employee Only	\$4,500
Family	\$9,000
Per Service	
Inpatient	10% after deductible
Outpatient	10% after deductible
Office Visits	
Preventive Visit*	\$0
eVisit	\$0
Primary care physician (PCP) office and video visit	\$35
Specialist office and video visit	\$50
Urgent care office visit	\$35
Diagnostic labs	30%
Diagnostic radiology - X-ray	\$75
Advanced imaging - MRI, MRA	\$150
Advanced imaging - CT, CAT, PET	\$100
Emergency room**	\$500

* In order for your claim to be paid at 100% as preventive care, make sure your physician does not submit a diagnosis when he or she submits the claim to BSWHP. Preventive care must be within BSWHP guidelines and age-appropriate. The 100% coverage includes virtual visits, when applicable.

** Copay waived if admitted.

NOTE: Review the Prescription Drugs section on [page 52](#) for details on pharmacy costs.

HOW THE HDHP PLAN WORKS

The high deductible health plan (HDHP) allows you to set up a Health Savings Account (HSA) that can help you pay medical expenses. You pay expenses (either out of pocket or from your HSA) until you reach your deductible. After the deductible amount is paid, you and the plan share the costs until you reach your annual out-of-pocket maximum. Then, the plan pays 100% of any further Tier 1 and Tier 2 covered expenses for the plan year.

To qualify for an HSA, you must meet the following requirements:

- ▶ You must be covered under BSWH's high deductible health plan (HDHP) on the first day of the month.
- ▶ You have no other health coverage except what is permitted by the IRS, as described in the "Other Health Coverage" section of IRS Publication 969.
- ▶ You are not enrolled in Medicare. If you have previously enrolled in Medicare or enroll in Medicare during the plan year, it is your responsibility to promptly notify BSWH of your enrollment. Upon enrollment in Medicare, you will no longer be eligible to contribute to your HSA beginning with the month in which you enroll in Medicare. For more information on how your contributions will be affected by your enrollment in Medicare, see the section titled "Annual Contributions" below.
- ▶ You are not enrolled in TRICARE.
- ▶ You haven't received Veterans Affairs (VA) benefits within the past three months, except for preventive care. If you have a disability rating from the VA, this exclusion doesn't apply.
- ▶ You cannot be claimed as a dependent on someone else's tax return.
- ▶ You do not have a healthcare flexible spending account (FSA), with the exception of a limited purpose FSA that can be used solely for eligible dental and vision expenses until you meet your deductible.

For complete details, you can review Publication 969 on the IRS website at www.irs.gov/pub/irs-pdf/p969.pdf.

If you have other healthcare coverage in addition to BSWH's, you should enroll in the SEQA/EQA or Premium plan because this restriction does not apply to those plans.

With the HDHP, you may contribute your own money tax-free to the HSA. The HSA belongs to you — you decide whether to use the money to pay current expenses or keep it in the account for future needs.

When you enroll in the HDHP plan, you may visit any doctor at any time without a referral. However, when you use a provider in Tier 2, you will pay discounted fees. And if you use a Tier 1 provider, you'll pay even less. In addition, if you use a Tier 1 or Tier 2 provider, you will not pay for charges in excess of the discounted price and, in most cases, the provider will file claims for you.

Preventive care from a Tier 1 or Tier 2 provider is always covered at 100% — with no deductible or coinsurance. To see what's covered, see [pages 59-72](#).

If you use a provider that is not in Tier 1 or Tier 2, you may have to pay the full price at the time of service and file a claim

for reimbursement. In addition, you are responsible for any charges above the recognized charges.

To locate a Tier 1 or Tier 2 provider, visit [BSWHealthPlan.com/BSWH](https://www.bswhealthplan.com/BSWH) and use the Find a Provider search tool.

Health Savings Account (HSA)

After you enroll in the HDHP plan, you may open an HSA. You will receive an information packet and a Healthcare Payment Card from Optum Bank explaining how to take advantage of your HSA. All HSAs opened through Optum Bank will need to have a physical mailing address (not a P.O. Box) in the HR system. You can make pre-tax contributions to your HSA. Your HSA belongs to you, similar to an Individual Retirement Account (IRA). You decide whether to spend the money or save it for the future. It is your responsibility to keep receipts to prove that withdrawals are spent on eligible expenses. Each year that your HSA is open, you must file a Form 8889 with your federal income tax return showing contributions and withdrawals from your account.

You can also choose to open an HSA with another bank or other financial institution. However, BSWH will only deposit pre-tax payroll deductions to HSAs opened through Optum Bank.

This section explains the basic rules about the HSA. Please note, however, that once opened, the HSA itself is not part of the BSWH Plan. HSAs are not maintained or sponsored by BSWH and are not subject to the Employee Retirement Income Security Act (ERISA).

Annual HSA Contributions

You may contribute your own money to your HSA, up to IRS limits. For 2025, your contributions may not exceed \$4,300 for Employee coverage or \$8,550 for Family coverage. This limit applies even if you enroll after Jan. 1. If you are age 55 or older, you can make an additional HSA catch-up contribution of up to \$1,000 per calendar year. If you have previously enrolled in Medicare, you will not be eligible to contribute to your HSA. If you enroll in Medicare during the plan year, the above HSA contribution limits are pro-rated based on the number of months in the plan year prior to your Medicare enrollment.

If you stop participating in the HSA plan or become covered by a low-deductible health plan during the year, your eligibility to contribute to your HSA ceases and the maximum amount of contributions you may make will be reduced.

Please note: These amounts are indexed annually for inflation. If you make a contribution for the entire tax year — when you only have part-year coverage — then you must remain in an HDHP and subsequently be eligible for the HSA through the next full calendar year, or must include the amount of this contribution (above and beyond what you could have contributed based on a pro rata portion of the annual limit) in gross income and be subject to an additional 10% tax.

You can elect to contribute through pre-tax payroll deductions and/or electronic fund transfer (EFT) from a personal account. If you contribute through EFT, those contributions may be deductible on your federal income tax return. You can change

your payroll deductions at any time.

Using Your HSA

You decide when to use the money in your HSA. You will receive a Healthcare payment card that may be used at healthcare merchants (such as a doctor's office, pharmacy, etc.) where MasterCard is accepted. The Healthcare payment card can be used at an ATM for cash withdrawals or internationally, but there is a fee associated with this type of transaction. You must have adequate funds in your HSA to pay for any expenses or your card transaction will be denied. You can also request a withdrawal/reimbursement from your account.

Your HSA can be used only for eligible expenses for you and your federal tax dependents, whether or not they are covered by a BSWH medical plan. Note that this does NOT include adult child(ren) up to age 26 who are covered by BSWH medical plan but are not claimed as dependents on your federal tax return.

Your HSA can be used for eligible expenses of a domestic partner only if he or she is claimed as a dependent on your federal tax return.

If you use HSA funds to pay eligible healthcare expenses, the money is not taxable when withdrawn. If used for ineligible expenses, the money is taxable as income and is subject to a 20% tax penalty if withdrawn before age 65.

Eligible healthcare expenses include your deductible, your coinsurance amounts, prescription drugs, dental and vision expenses, etc. Amounts paid from your HSA after December 31, 2019 may also include certain over-the-counter medications and menstrual care products.

Out-of-network amounts that exceed the recognized charge are also eligible healthcare expenses that may be paid from your HSA. Note that although your HSA can be used for dental, vision and amounts exceeding the recognized charge, these amounts do not count toward your medical deductible. So, your HSA's impact on your deductible depends on how you decide to spend your HSA money.

To be eligible, expenses must be incurred on or after your HSA is opened. However, expenses do not have to be paid or reimbursed from your HSA in the year incurred. Expenses continue to be eligible after you no longer participate in the HSA plan. These rules provide a great deal of flexibility for using your HSA. For example, if you have a medical expense of \$500 in 2025, you can initially pay it out of pocket and save the receipt. If you decide in 2025 or a later year that you prefer to pay this expense with HSA money, you can file for reimbursement at that time, as long as you have the receipt to submit.

HSA Fees

Baylor Scott & White Health will pay the account maintenance fee while you are employed. If you terminate employment with BSWH, but continue to maintain your HSA with Optum Bank the monthly account maintenance fee of \$2.75 per month will be automatically deducted from your account. Once you maintain an average balance of \$3,000 in your HSA account, the \$2.75 monthly maintenance fee will be waived.

Investing Your HSA

Your HSA is an interest-bearing account insured by the FDIC, paying a tiered variable rate. Go to optumbank.com for current rates. As long as your HSA has a minimum balance of \$2,000, you can direct its investment among a range of investment choices with nationally-recognized fund families. See optumbank.com for current rates.

The investment funds each have minimum investment levels. Optum Bank offers online investment, trade and balance reporting. Transactional and management fees apply.

Deductible

Your deductible is the amount that must be paid before the plan begins to pay coinsurance. You pay your deductible out of pocket, which can include funds from your HSA. The amount of the deductible varies based on the coverage level you select, as shown below.

Amounts that don't count toward the deductible:

- ▼ Expenses paid by the plan
- ▼ Expenses for preventive care
- ▼ Any out-of-network expenses that exceed the recognized charge

Note: A separate deductible applies for services provided under each Tier.

Medical and Pharmacy expenses will

only apply and accumulate to the applicable network tier. Drugs filled at BSW pharmacies apply to Tier 1 cost-sharing and out-of-pocket limits, and those filled at contracted pharmacies apply to Tier 2 cost-sharing and out-of-pocket limits.

Coverage Level	HDHP		
	Tier 1 BSW Premier Network	Tier 2 UnitedHealthcare Network	Tier 3 Out of Network
(EE)	\$1,750	\$3,500	\$7,000
(EF)*	\$3,500	\$7,000	\$14,000

* Aggregate family deductible, which means the plan will provide after-deductible coverage once the total family deductible is met.

Coinsurance

If you have additional eligible medical expenses after your deductible is paid, then coinsurance begins. Coinsurance means you pay a percentage and the plan pays a percentage of the costs. The plan generally pays a coinsurance amount of 90% of the cost for services through Tier 1 providers, 50% of the cost for services through Tier 2 providers and 20% of the cost for services through Tier 3 providers. Tier 3 amounts above the recognized charges are your responsibility.

Your coinsurance amount is 10% of the cost for services at Tier 1 providers and 50% of the cost for services through Tier 2 providers, up to a limit called the out-of-pocket maximum.

The out-of-pocket maximum is the most you pay in coinsurance expenses for covered services in a plan year. Your coinsurance for Tier 3 providers is 80% of the recognized charge for services, with no out-of-pocket maximum.

If you choose the HDHP plan for you and your family, the Tier 1 deductible of \$3,500 must be reached by the covered expenses of any combination of family members before coinsurance begins for any family member.

Example – Tier 1: Betty enrolls herself and her daughter in the HDHP plan and contributes \$500 to her HSA. During the first six months of the year, all of the \$500 in the HSA is spent on expenses for Betty. In July, she has an X-ray at a Tier 1 facility that costs \$700, and pays out of pocket. In August, her daughter has expenses of \$2,300, which she also pays out of pocket. She has now met her Tier 1 \$3,500 deductible, and the plan will pay coinsurance for any additional expenses for Betty and her daughter for the remainder of the plan year, until the Tier 1 out-of-pocket maximum is reached.

Prescriptions

You pay coinsurance for prescriptions after you meet your deductible. See the Prescription Drugs section for more information.

Recognized Charges

If you obtain covered services from a Tier 3 provider, the amount paid by the plan is based on the recognized charge. The recognized charge for a specific service or supply is determined by BSWHP in its sole discretion. The plan pays only the recognized charge, not the full amount. Any portion of an expense that exceeds the recognized charge is your responsibility to pay and will not count toward your deductible amount. You may pay the excess over the recognized charge from your HSA. See the Glossary for the definition of a recognized charge.

Out-of-Pocket Maximum

The out-of-pocket maximum is the most you will pay for eligible Tier 1 or Tier 2 healthcare expenses, including your deductible and coinsurance, in a plan year. Once you reach the out-of-pocket maximum, the plan pays 100% for Tier 1 or Tier 2 covered services for the remainder of the plan year. Total Tier 1 and Tier 2 aggregate out-of-pocket expenses will not exceed the overall Affordable Care Act (ACA) maximum. The annual out-of-pocket maximums for Tier 1 and Tier 2 networks are:

Coverage Level	HDHP		
	Tier 1 BSW Premier Network	Tier 2 UnitedHealthcare Network	Tier 3 Out of Network
(EE)	\$4,500	\$7,000	Unlimited
(EF)*	\$9,000	\$14,000	

* These are embedded out-of-pocket maximums, which means no one person in your family has to pay more than the individual maximum, even if together you haven't met the family out-of-pocket maximum. The individual out-of-pocket maximum equates to the employee out-of-pocket maximum.

Note: A separate out-of-pocket maximum applies for services provided under each Tier. Medical and Pharmacy expenses will only apply and accumulate to the applicable network tier. Drugs filled at BSW pharmacies apply to Tier 1 cost-sharing and out-of-pocket limits, and those filled at contracted pharmacies apply to Tier 2 cost-sharing and out-of-pocket limits. Cross-tier, out-of-pocket expenses will not cross accumulate. However, the aggregate between Tier 1 and Tier 2 will not exceed the overall ACA maximum.

There is no out-of-pocket maximum for Tier 3 network.

IMPORTANT! Amounts you pay toward the cost of certain medical services will not count toward your annual out-of-pocket maximum. These include any cost you pay for:

- ▶ Any service not considered to be an eligible covered service
- ▶ Expenses in excess of annual maximums and limits
- ▶ Charges over the recognized charge
- ▶ Any out-of-network expenses, except emergency services
- ▶ Non-covered expenses
- ▶ Expenses for non-emergency use of the emergency room

- ▶ Expenses that are not paid due to a required prior authorization for the service(s) or supply was not obtained
- ▶ Preventive care expenses
- ▶ Premiums

Preventive Care

The HDHP plan pays 100% for Tier 1 or Tier 2 preventive care. Tier 3 preventive care is not covered, whether or not you have met your deductible. The cost does not apply to your deductible or out-of-pocket maximum. To be covered at 100%, expenses must be billed as preventive.

BENEFITS AT A GLANCE – HDHP PLAN

Coverage Level	HDHP*		
	Tier 1 BSW Premier Network	Tier 2 UnitedHealthcare Network	Tier 3 Out of Network
Preventive care**	\$0	\$0	Not covered
eVisit	0%	50%	Not covered
Primary care physician (PCP) office and video visit	10%	50%	80%
Specialist office and video visit	10%	50%	80%
Urgent care office visit	10%	50%	50%
Diagnostic lab and X-ray	10%	50%	80%
Emergency room	10%	10%	10%
Hospital inpatient	10%	50%	80%
Outpatient care	10%	50%	80%

* After deductible

** In order for your claim to be paid at 100% as preventive care, make sure your physician does not submit a diagnosis when he or she submits the claim to BSWHP. Preventive care must be within BSWHP guidelines and age-appropriate. The 100% coverage includes virtual visits, when applicable.

NOTE: The coverage for specialty medications is the same as the pharmacy coverage. You pay 10% after deductible for Tier 1 and Tier 2 participating providers, and 80% after deductible for Tier 3 non-participating providers.

HOW THE PREMIUM PLAN WORKS

The Premium plan gives you the freedom to use any doctor or hospital you choose, any time you need care. When you use a provider in Tier 1 or Tier 2, you pay a simple copay for most services, like in-network office visits and prescription drugs. Inpatient and outpatient services, including labs and x-rays are subject to a deductible. Once you meet your deductible, you and BSWH share the cost of any additional covered expenses until you reach your annual out-of-pocket maximum. After that, the plan pays 100% of Tier 1 or Tier 2 covered expenses for the year. Some preventive care, like routine physicals, routine child and well-baby care, immunizations and preventive tests, is covered at 100%.

In addition, network providers have agreed to charge a negotiated fee for their services and will file your claims for you. Plus, when you use a provider in Tier 2, you will pay discounted fees for services. And, if you use a Tier 1 provider you'll pay even less.

If you use a provider that is not in Tier 1 or Tier 2, you might have to pay the full price at the time of service and file a claim for reimbursement. In addition, you are responsible for any charges above the recognized charge. To locate a Tier 1 or Tier 2 provider, visit BSWHealthPlan.com/BSWH and use the Find a Provider search tool.

Deductible

You and/or your covered family member must satisfy a deductible each calendar year before the plan begins paying benefits. The family deductible is satisfied by the combined out-of-pocket expenses of two or more family members. Preventive services such as adult routine exams, mammograms, pap smears and well-child care are not subject to the deductible. The amount of the deductible varies based on the coverage level you select and whether you use Tier 1 or Tier 2 providers, as shown below.

Coverage Level	Premium		
	Tier 1 BSW Premier Network	Tier 2 UnitedHealthcare Network	Tier 3 Out of Network
	You pay copays for doctor visits, walk-in clinics, urgent care, emergency services and prescription drugs. If you need hospital care, you pay 100% of the costs until you meet your deductible. (Copays do not count toward your deductible)		
(EE)	\$2,000	\$3,000	\$10,000
(EF)*	\$4,000	\$6,000	\$20,000

* These are embedded deductibles, which means the plan will provide after-deductible coverage once an individual has met the individual deductible, even if you haven't met the family deductible. The individual deductible equates to the employee deductible.

Note: A separate deductible applies for services provided under each Tier. Medical and Pharmacy expenses will only apply and accumulate to the applicable network tier. Drugs filled at BSW pharmacies apply to Tier 1 cost-sharing and out-of-pocket limits, and those filled at contracted pharmacies apply to Tier 2 cost-sharing and out-of-pocket limits.

Out-of-Pocket Maximum

The out-of-pocket maximum is the most that you will pay for eligible Tier 1 or Tier 2 health expenses, including your copay, deductible and coinsurance, in a plan year. Once you reach the out-of-pocket maximum in each respective Tier, the plan pays 100% for Tier 1 or Tier 2 covered services throughout the

remainder of the plan year. Total Tier 1 and Tier 2 aggregate out-of-pocket expenses will not exceed the overall Affordable Care Act (ACA) maximum. The annual out-of-pocket maximums for Tier 1 or Tier 2 networks are:

Coverage Level	Premium		
	Tier 1 BSW Premier Network	Tier 2 UnitedHealthcare Network	Tier 3 Out of Network
	If you have paid this amount out of your own pocket (including your copays and deductible), then the plan pays 100% of the remaining eligible expenses for Tier 1 or Tier 2 care and services for the rest of the year. There is no limit on your out-of-pocket costs if you go to Tier 3.		
(EE)	\$5,000	\$7,000	Unlimited
(EF)*	\$10,000	\$14,000	

* These are embedded out-of-pocket maximums, which means no one person in your family has to pay more than the individual maximum, even if together you haven't met the family out-of-pocket maximum. The individual out-of-pocket maximum equates to the employee out-of-pocket maximum.

Note: A separate out-of-pocket maximum applies for services provided under each Tier. Medical and Pharmacy expenses will only apply and accumulate to the applicable network tier. Drugs filled at BSW pharmacies apply to Tier 1 cost-sharing and out-of-pocket limits, and those filled at contracted pharmacies apply to Tier 2 cost-sharing and out-of-pocket limits. Cross-tier, out-of-pocket expenses will not cross accumulate. However, the aggregate between Tier 1 and Tier 2 will not exceed the overall ACA maximum.

Limited Distribution Drugs (LDD) are not available at BSW pharmacies and can be filled at contracted specialty pharmacies. LDD is subject to the Tier 1 out-of-pocket maximum.

There is no annual out-of-pocket maximum for Tier 3 network.

IMPORTANT! Amounts you pay toward the cost of certain medical services will not count toward your annual out-of-pocket maximum. These include any cost you pay for:

- ▶ Any service not considered to be an eligible covered service
- ▶ Expenses more than annual maximums and limits
- ▶ Charges over the recognized charge
- ▶ Any out-of-network expenses, except emergency services
- ▶ Non-covered expenses
- ▶ Expenses for non-emergency use of the emergency room
- ▶ Expenses that are not paid due to a required prior authorization for the service(s) or supply was not obtained
- ▶ Preventive care expenses
- ▶ Premiums

Copays

A copayment — or “copay” — is a flat fee per visit that you

pay for a medical or pharmacy service. The plan pays the rest of the cost.

Coinsurance

After the deductible is met, you and the plan share the cost of a covered service. This is called coinsurance. Percentages may vary by service and network tier.

Prescriptions

You pay copays for prescriptions (as low as \$5) from your pocket or from your FSA.

Preventive Care

To be covered at 100%, expenses must be billed as preventive. Out-of-network preventive expenses are not covered.

Recognized Charges

If you obtain covered services from a Tier 3 provider, the amount paid by the plan is based on the recognized charge. The recognized charge for a specific service or supply is determined by BSWHP. Any portion of an expense that exceeds the recognized charge is your responsibility to pay and will not count toward your deductible and out-of-pocket maximum.

BENEFITS AT A GLANCE – PREMIUM PLAN

After You Meet Your Deductible, You Pay: Premium			
	Tier 1	Tier 2	Tier 3
Preventive care ¹	\$0	\$0	Not covered
eVisit	\$0	\$70/\$100 ²	Not covered
Primary care physician (PCP) office and video visit	\$45 ³	\$70 ³	80%
Specialist office and video visit	\$60 ³	\$100 ³	80%
Urgent care office visit	\$45 ³	\$100 ³	\$100 ³
Diagnostic lab and X-ray	Included with office visit or 20% if billed separately ⁴	Included with office visit or 50% if billed separately ⁴	80%
Emergency room	\$500 + 20% coinsurance ⁵	\$500 + 20% coinsurance ⁵	\$500 + 20% coinsurance ⁵
Hospital inpatient	20%	50%	80%
Maternity care	\$1,200 ⁶	N/A	N/A
Mental hospital	20%	50%	80%
Mental office visit	\$45 ³	\$70 ³	80%
Outpatient care	20%	50%	80%

1. In order for your claim to be paid at 100% as preventive care, make sure your physician does not submit a diagnosis when he or she submits the claim to BSWHP. Preventive care must be within BSWHP's guidelines and age-appropriate. The 100% coverage includes virtual visits, when applicable.
2. Covered at the applicable copay: PCP \$70, specialist \$100
3. Flat fee not subject to deductible.
4. Included with office visit co-pay, unless billed separately. Then, applicable deductible/coinsurance applies.
5. Copay and coinsurance waived if admitted.
6. This is a bundled maternity copay for mom and well-baby. The copay applies to the facility claim. All other services billed with a maternity/delivery diagnosis code (e.g. OBGYN, anesthesia, pathology) will be paid at 100%, including prenatal services and well-baby charges, if newborn is added to the plan for coverage.

HOW THE LIVE WELL PREMIUM PLAN WORKS

The Live well Premium plan is available to employees living outside of Texas. This plan has a moderate deductible and the provider network is through UnitedHealthcare, which means there is no out-of-network coverage except in cases of urgent/emergency care or rare situations when an in-network provider is not available and authorization is provided

Plan Highlights:

- ▶ Moderate deductible
- ▶ Preventive care is covered at 100% (when billed as preventive care)
- ▶ Copays apply for non-preventive visits
 - \$0 eVisit
 - \$45 copay for a PCP office and video visit
 - \$60 copay for specialist office and video visit
 - \$45 copay for urgent care
 - 20% after deductible for advanced imaging (CT, CAT, PET, MRI, MRA)
 - \$500 copay + 20% coinsurance for emergency room visit (waived if admitted)
- ▶ 20% after deductible for diagnostic labs and x-rays (if not billed with office visit), inpatient and outpatient care, durable medical equipment, private duty nursing, hearing aids, skilled nursing, home health and hospice care

How You Pay for Care

You pay for care from your pocket. You can also set aside pre-tax dollars through a flexible spending account (FSA) to help cover certain expenses.

Deductible

This plan offers a lower deductible than the Live well HDHP plan. You meet your deductible with diagnostic labs and x-rays (if not billed with office visit), inpatient and outpatient care, durable medical equipment, private duty nursing, hearing aids, skilled nursing, home health and hospice care expenses. After the deductible, you have a 20% coinsurance for these services.

This plan has an embedded deductible, which means each person in your family only has to meet the individual deductible amount, even if together you haven't met the family deductible. The individual deductible equates to the employee only deductible.

Copays

You pay copays from your pocket. You can also set aside pre-tax dollars through an FSA to help cover certain expenses. Preventive visits are covered at 100%. This plan also offers fixed copays for non-preventive office visits (for example, a primary care visit is \$45). Urgent care visits also have copays, making it easy to understand your out-of-pocket responsibility.

Prescriptions

You pay copays for prescriptions (as low as \$7) from your pocket or from your FSA. See the Prescription Drugs section for more information.

Network

This plan only includes providers in the UnitedHealthcare Network. Be sure to check [BSWHealthPlan.com/BSWH](https://www.bswhealthplan.com/BSWH) to verify your provider is available with this plan. No out-of-network coverage is available, except in cases of urgent/emergency care or rare situations when an in-network provider is not available and authorization is provided.

Out-of-Pocket Maximum

The out-of-pocket maximum is the most that you will pay for eligible healthcare expenses, including your copays, deductibles and coinsurance in a plan year. Once you reach the out-of-pocket maximum, the plan pays 100% for covered services throughout the remainder of the plan year.

This plan has embedded out-of-pocket maximums, which means no one person in your family has to pay more than the individual maximum, even if together you haven't met the family out-of-pocket maximum. The individual out-of-pocket maximum equates to the employee out-of-pocket maximum.

IMPORTANT! Amounts you pay toward the cost of certain medical services will not count toward your annual out-of-pocket maximum. These include any cost you pay for:

- ▶ Any service not considered to be an eligible covered service
- ▶ Expenses in excess of annual maximums and limits
- ▶ Charges over the recognized charge
- ▶ Any out-of-network expenses, except emergency services
- ▶ Non-covered expenses
- ▶ Expenses for non-emergency use of the emergency room
- ▶ Expenses that are not paid due to a required prior authorization for the service(s) or supply was not obtained
- ▶ Preventive care expenses
- ▶ Premiums

Preventive Care

Preventive care, such as physicals, screenings, immunizations and more are provided at no cost. To be covered at 100%, expenses must be billed as preventive. Preventive eye exams are not included as part of our medical plans. If you or a covered dependent need routine eye care, our vision plan can help make glasses and contacts more affordable.

LIVE WELL PREMIUM PLAN AT A GLANCE

Medical Plan	Live Well Premium
Network	UnitedHealthcare
Annual Deductible	
Employee Only	\$2,000
Family	\$4,000
Coinsurance	20% after deductible
Out-of-Pocket Maximum	
Employee Only	\$5,000
Family	\$10,000
Office Visits	
Preventive visit*	\$0
Primary care physician (PCP) office, video and Teladoc visit	\$45
Specialist office, video and Teladoc visit	\$60
Urgent care office visit	\$45
Diagnostic labs and X-rays	20% after deductible
Advanced imaging - CT, CAT, PET, MRI, MRA	20% after deductible
Emergency room**	\$500 + 20%
Inpatient and outpatient care	20% after deductible

* In order for your claim to be paid at 100% as preventive care, make sure your physician does not submit a diagnosis when he or she submits the claim to BSWHP. Preventive care must be within BSWHP guidelines and age-appropriate. The 100% coverage includes virtual visits, when applicable.

** Copay and coinsurance waived if admitted.

Review the Prescription Drugs section for details on pharmacy costs.

HOW THE LIVE WELL HDHP PLAN WORKS

The Live well high deductible health plan (HDHP) is available to employees living outside of Texas. The only provider network is through UnitedHealthcare, which means there is no out-of-network coverage except in cases of urgent/emergency care or rare situations when an in-network provider is not available and authorization is provided.

This plan allows you to set up a Health Savings Account (HSA) that can help you pay medical expenses. You pay expenses (either out of pocket or from your HSA) until you reach your deductible. After the deductible amount is paid, you and the plan share the costs until you reach your annual out-of-pocket

maximum. Then, the plan pays 100% of any further covered expenses for the plan year.

To qualify for an HSA, you must meet the following requirements:

- ▶ You must be covered under BSWH's high deductible health plan (HDHP) on the first day of the month.
- ▶ You have no other health coverage except what is permitted by the IRS, as described in the "Other Health Coverage" section of IRS Publication 969.
- ▶ You are not enrolled in Medicare. If you have previously enrolled in Medicare or enroll in Medicare during the plan year, it is your responsibility to promptly notify BSWH of your enrollment. Upon enrollment in Medicare, you will no longer be eligible to contribute to your HSA beginning with the month in which you enroll in Medicare. For more information on how your contributions will be affected by your enrollment in Medicare, see the section titled "Annual Contributions" below.
- ▶ You are not enrolled in TRICARE.
- ▶ You haven't received Veterans Affairs (VA) benefits within the past three months, except for preventive care. If you have a disability rating from the VA, this exclusion doesn't apply.
- ▶ You cannot be claimed as a dependent on someone else's tax return.
- ▶ You do not have a healthcare flexible spending account (FSA), with the exception of a limited purpose FSA that can be used solely for eligible dental and vision expenses until you meet your deductible.

For complete details, you can review Publication 969 on the IRS website at www.irs.gov/pub/irs-pdf/p969.pdf.

If you have other healthcare coverage in addition to BSWH's, you should enroll in the Live well Premium plan because this restriction does not apply to those plans.

With the Live well HDHP, you may contribute your own money tax-free to the HSA. The HSA belongs to you — you decide whether to use the money to pay current expenses or keep it in the account for future needs.

Health Savings Account (HSA)

After you enroll in the Live well HDHP plan, you may open an HSA. You will receive an information packet and a Healthcare Payment Card from Optum Bank explaining how to take advantage of your HSA. All HSAs opened through Optum Bank will need to have a physical mailing address (not a P.O. Box) in the HR system. You can make pre-tax contributions to your HSA. Your HSA belongs to you, similar to an Individual Retirement Account (IRA). You decide whether to spend the money or save it for the future. It is your responsibility to keep receipts to prove that withdrawals are spent on eligible expenses. Each year that your HSA is open, you must file a Form 8889 with your federal income tax return showing contributions and withdrawals from your account.

You can also choose to open an HSA with another bank or other financial institution. However, BSWH will only deposit pre-tax payroll deductions to HSAs opened through Optum Bank.

This section explains the basic rules about the HSA. Please note, however, that once opened, the HSA itself is not part of the BSWH Plan. HSAs are not maintained or sponsored by BSWH and are not subject to the Employee Retirement Income Security Act (ERISA).

Annual HSA Contributions

You may contribute your own money to your HSA, up to IRS limits. For 2025, your contributions may not exceed \$4,300 for Employee coverage or \$8,550 for Family coverage. This limit applies even if you enroll after Jan. 1. If you are age 55 or older, you can make an additional HSA catch-up contribution of up to \$1,000 per calendar year. If you have previously enrolled in Medicare, you will not be eligible to contribute to your HSA. If you enroll in Medicare during the plan year, the above HSA contribution limits are pro-rated based on the number of months in the plan year prior to your Medicare enrollment.

If you stop participating in the HSA plan or become covered by a low-deductible health plan during the year, your eligibility to contribute to your HSA ceases and the maximum amount of contributions you may make will be reduced.

Please note: These amounts are indexed annually for inflation. If you make a contribution for the entire tax year — when you only have part-year coverage — then you must remain in an HDHP and subsequently be eligible for the HSA through the next full calendar year, or must include the amount of this contribution (above and beyond what you could have contributed based on a pro rata portion of the annual limit) in gross income and be subject to an additional 10% tax.

You can elect to contribute through pre-tax payroll deductions and/or electronic fund transfer (EFT) from a personal account. If you contribute through EFT, those contributions may be deductible on your federal income tax return. You can change your payroll deductions at any time.

Using Your HSA

You decide when to use the money in your HSA. You will receive a Healthcare payment card that may be used at healthcare merchants (such as a doctor's office, pharmacy, etc.) where MasterCard is accepted. The Healthcare payment card can be used at an ATM for cash withdrawals or internationally, but there is a fee associated with this type of transaction. You must have adequate funds in your HSA to pay for any expenses or your card transaction will be denied. You can also request a withdrawal/reimbursement from your account.

Your HSA can be used only for eligible expenses for you and your federal tax dependents, whether or not they are covered by a BSWH medical plan. Note that this does NOT include adult child(ren) up to age 26 who are covered by BSWH medical plan but are not claimed as dependents on your federal tax return.

Your HSA can be used for eligible expenses of a domestic partner only if he or she is claimed as a dependent on your federal tax return.

If you use HSA funds to pay eligible healthcare expenses, the money is not taxable when withdrawn. If used for ineligible expenses, the money is taxable as income and is subject to a 20% tax penalty if withdrawn before age 65.

Eligible healthcare expenses include your deductible, your coinsurance amounts, prescription drugs, dental and vision expenses, etc. Amounts paid from your HSA after December 31, 2019 may also include certain over-the-counter medications and menstrual care products.

To be eligible, expenses must be incurred on or after your HSA is opened. However, expenses do not have to be paid or reimbursed from your HSA in the year incurred. Expenses continue to be eligible after you no longer participate in the HSA plan. These rules provide a great deal of flexibility for using your HSA. For example, if you have a medical expense of \$500 in 2025, you can initially pay it out of pocket and save the receipt. If you decide in 2025 or a later year that you prefer to pay this expense with HSA money, you can file for reimbursement at that time, as long as you have the receipt to submit.

HSA Fees

Baylor Scott & White Health will pay the account maintenance fee while you are employed. If you terminate employment with BSWH, but continue to maintain your HSA with Optum Bank the monthly account maintenance fee of \$2.75 per month will be automatically deducted from your account. Once you maintain an average balance of \$3,000 in your HSA account, the \$2.75 monthly maintenance fee will be waived.

Investing Your HSA

Your HSA is an interest-bearing account insured by the FDIC, paying a tiered variable rate. Go to [optumbank.com](https://www.optumbank.com) for current rates.

The investment funds each have minimum investment levels. Optum Bank offers online investment, trade and balance reporting. Transactional and management fees apply.

Deductible

Your deductible is the amount that must be paid before the plan begins to pay coinsurance. You pay your deductible out of pocket, which can include funds from your HSA. The amount of the deductible varies based on the coverage level you select, as shown below.

Amounts that don't count toward the deductible:

- ▼ Expenses paid by the plan
- ▼ Expenses for preventive care
- ▼ Any out-of-network expenses that exceed the recognized charge

Coinsurance

Your coinsurance amount is 10% for in-network providers, up to a limit called the out-of-pocket maximum.

Prescriptions

You pay coinsurance for prescriptions after you meet your deductible. See the Prescription Drugs section for more information.

Preventive Care

Preventive care, such as physicals, screenings, immunizations and more are provided at no cost. To be covered at 100%, expenses must be billed as preventive. Preventive eye exams are not included as part of our medical plans. If you or a covered dependent need routine eye care, our vision plan can help make glasses and contacts more affordable.

Network

This plan only includes providers in the UnitedHealthcare Network. Be sure to check [BSWHealthPlan.com/BSWH](https://www.bswhealthplan.com/BSWH) to verify your provider is available with this plan. No out-of-network coverage is available, except in cases of urgent/emergency care or rare situations when an in-network provider is not available and authorization is provided.

Out-of-Pocket Maximum

The out-of-pocket maximum is the most you will pay for eligible healthcare expenses, including your deductible and coinsurance, in a plan year. Once you reach the out-of-pocket maximum, the plan pays 100% for covered services throughout the remainder of the plan year.

IMPORTANT! Amounts you pay toward the cost of certain medical services will not count toward your annual out-of-pocket maximum. These include any cost you pay for:

- ▼ Any service not considered to be an eligible covered service
- ▼ Expenses in excess of annual maximums and limits
- ▼ Charges over the recognized charge
- ▼ Any out-of-network expenses, except emergency services
- ▼ Non-covered expenses
- ▼ Expenses for non-emergency use of the emergency room

- ▼ Expenses that are not paid due to a required prior authorization for the service(s) or supply was not obtained
- ▼ Preventive care expenses
- ▼ Premiums

LIVE WELL HDHP PLAN AT A GLANCE

Medical Plan	Live Well HDHP
Network	UnitedHealthcare
Annual Deductible*	
Employee Only	\$1,700
Family	\$3,400
Coinsurance	10% after deductible
Out-of-Pocket Maximum**	
Employee Only	\$4,500
Family	\$9,000
Office Visits	
Preventive visit***	\$0
Primary care physician (PCP) office, video and Teladoc visit	10% after deductible
Specialist office, video and Teladoc visit	10% after deductible
Urgent care office visit	10% after deductible
Diagnostic labs and X-rays	10% after deductible
Advanced imaging - CT, CAT, PET, MRI, MRA	10% after deductible
Emergency room**	10% after deductible
Inpatient and outpatient care	10% after deductible

* Aggregate family deductible, which means the plan will provide after-deductible coverage once the total family deductible is met.

** Embedded out-of-pocket maximums, which means no one person in your family has to pay more than the individual maximum, even if together you haven't met the family out-of-pocket maximum. The individual out-of-pocket maximum equates to the employee out-of-pocket maximum.

*** In order for your claim to be paid at 100% as preventive care, make sure your physician does not submit a diagnosis when he or she submits the claim to BSWHP. Preventive care must be within BSWHP guidelines and age-appropriate. The 100% coverage includes virtual visits, when applicable.

NOTE: Review the Prescription Drugs section on [page 52](#) for details on pharmacy costs.

MENTAL HEALTH AND SUBSTANCE ABUSE

The medical plan options provide behavioral health coverage, which includes treatment of mental disorders and substance abuse by behavioral health providers. If you or one of your covered family members has a mental disorder or substance abuse problem requiring treatment beyond the available Employee Assistance Program (EAP) sessions, further treatment is available under the plan.

Treatment of mental disorders must meet the following criteria:

- ▶ There is a written treatment plan prescribed and supervised by a behavioral health provider
- ▶ The plan includes follow-up treatment, and
- ▶ The plan is for a condition that can favorably be changed

Benefits are payable for charges incurred in a hospital, psychiatric hospital, residential treatment facility, behavioral health provider's office, or behavioral health virtual visit for the treatment of mental disorders, as follows:

- ▶ Covered expenses include charges for room and board at the semi-private room rate and other services and supplies provided during your stay in a hospital, psychiatric hospital or residential treatment facility. Inpatient benefits are payable only if your condition requires services that are available only in an inpatient setting.
- ▶ Covered expenses include charges for partial confinement treatment provided in a facility or program for the intermediate short term or medically directed intensive treatment of a mental disorder. Such benefits are payable if your condition requires services that are available only in a partial confinement treatment setting.
- ▶ Covered expenses include charges for treatment received while not confined as a full-time inpatient in a hospital, psychiatric hospital or residential treatment facility.
- ▶ The plan covers partial hospitalization services (more than 4 hours, but less than 24 hours per day) provided in a facility or program for the intermediate short term or medically directed intensive treatment. The partial hospitalization will be covered only if you need inpatient care if you were not admitted to this type of facility.

Treatment of substance abuse must meet the following criteria:

- ▶ There is a program of therapy prescribed and supervised by a behavioral health provider.
- ▶ The program of therapy includes either:
 - A follow-up program directed by a behavioral health provider on at least a monthly basis, or
 - Meetings at least twice a month with an organization devoted to the treatment of substance abuse.

Benefits are payable for charges incurred in a psychiatric hospital or residential treatment facility, appropriately licensed by the State Department of Health or its equivalent, as follows:

- ▶ The plan covers room and board at the semi-private room rate, and other services and supplies provided during your stay. Coverage includes:
 - Treatment in a hospital for the medical complications of substance abuse. Medical complications include detoxification, electrolyte imbalances, malnutrition, cirrhosis of the liver, delirium tremens and hepatitis.
 - Treatment in a hospital, when the hospital does not have a separate treatment facility section
- ▶ The plan covers outpatient treatment of substance abuse.
- ▶ Covered expenses include charges made for partial confinement treatment provided in a facility or program for the intermediate short term or medically directed intensive treatment of substance abuse. The partial confinement treatment will be covered only if you need a hospital stay if you were not admitted to this type of facility.

Admissions to behavioral health/substance abuse residential, partial hospitalization, and day programs (not office visits to contracted providers) must be pre-authorized. See the Glossary for definitions of mental disorder and substance abuse.

WHAT'S COVERED BY THE IN-STATE MEDICAL OPTIONS

All services are covered according to the schedule below, unless otherwise indicated:

Medical Plan	SEQA	EQA	Premium			HDHP		
Network	Tier 1 BSW Premier	Tier 1 BSW Premier	Tier 1 BSW Premier	Tier 2 United Healthcare	Tier 3 Out of Network	Tier 1 BSW Premier	Tier 2 United Healthcare	Tier 3 Out of Network
Preventive Care ¹	\$0	\$0	\$0	\$0	Not covered	\$0	\$0	Not covered
eVisit	\$0	\$0	\$0	\$70/\$100 ²	Not covered	\$0 after deductible	50% after deductible	Not covered
Primary Care Physician (PCP) office and video visit	\$25 ³	\$35 ³	\$45 ³	\$70 ³	80% after deductible	10% after deductible	50% after deductible	80% after deductible
Specialist office and video visit	\$40 ³	\$50 ³	\$60 ³	\$100 ³	80% after deductible	10% after deductible	50% after deductible	80% after deductible
Urgent care office visit	\$25 ³	\$35 ³	45 ³	\$100 ³	\$100 ³	10% after deductible	50% after deductible	50% after deductible
Diagnostic lab	20%	30%	Included with office visit ⁴	Included with office visit ⁴	80% after deductible	10% after deductible	50% after deductible	80% after deductible
Diagnostic X-ray	\$75 ³	\$75 ³	Included with office visit ⁴	Included with office visit ⁴	80% after deductible	10% after deductible	50% after deductible	80% after deductible
Advanced imaging – CT, CAT, PET	\$100 ³	\$100 ³	20% after deductible	50% after deductible	80% after deductible	10% after deductible	50% after deductible	80% after deductible
Advanced imaging – MRI, MRA	\$150 ³	\$150 ³	20% after deductible	50% after deductible	80% after deductible	10% after deductible	50% after deductible	80% after deductible
Emergency room	\$500 ³ waived if admitted	\$500 ³ waived if admitted	\$500 ³ + 20% coinsurance waived if admitted	\$500 ³ + 20% coinsurance waived if admitted	\$500 ³ + 20% coinsurance waived if admitted	10% after deductible	10% after deductible	10% after deductible
Ambulance/emergency transportation	\$250 ³	\$250 ³	\$250 ³	\$250 ³	\$250 ³	10% after deductible	10% after deductible	10% after deductible
Inpatient hospitalization	10% after deductible	10% after deductible	20% after deductible	50% after deductible	80% after deductible	10% after deductible	50% after deductible	80% after deductible
Maternity care ⁵	\$400 ³	\$400 ³	\$1,200 ³	N/A	N/A	N/A		
Mental office visit	\$25 ³	\$35 ³	\$45 ³	\$70 ³	80% after deductible	10% after deductible	50% after deductible	80% after deductible

Medical Plan	SEQA	EQA	Premium			HDHP		
Network	Tier 1 BSW Premier	Tier 1 BSW Premier	Tier 1 BSW Premier	Tier 2 United Healthcare	Tier 3 Out of Network	Tier 1 BSW Premier	Tier 2 United Healthcare	Tier 3 Out of Network
Outpatient care	10% after deductible	10% after deductible	20% after deductible	50% after deductible	80% after deductible	10% after deductible	50% after deductible	80% after deductible
Skilled nursing	10% after deductible	10% after deductible	20% after deductible	50% after deductible	80% after deductible	10% after deductible	50% after deductible	80% after deductible
Home healthcare	10% after deductible	10% after deductible	20% after deductible	50% after deductible	80% after deductible	10% after deductible	50% after deductible	80% after deductible
Hospice care	10% after deductible	10% after deductible	20% after deductible	50% after deductible	80% after deductible	10% after deductible	50% after deductible	80% after deductible
Durable medical equipment	10% after deductible	10% after deductible	20% after deductible	50% after deductible	80% after deductible	10% after deductible	50% after deductible	80% after deductible
Private duty nursing	10% after deductible	10% after deductible	20% after deductible	50% after deductible	80% after deductible	10% after deductible	50% after deductible	80% after deductible
Hearing aids	10% after deductible	10% after deductible	20% after deductible	50% after deductible	80% after deductible	10% after deductible	50% after deductible	80% after deductible

1. In order for your claim to be paid at 100% as preventive care, make sure your physician does not submit a diagnosis when he or she submits the claim to BSWHP. Preventive care must be within BSWHP guidelines and age-appropriate. The 100% coverage includes virtual visits, when applicable.
2. Covered at the applicable copay of \$70(PCP) or \$100 (specialist).
3. Flat fee not subject to deductible.
4. Included with office visit co-pay, unless billed separately. Then, applicable deductible/coinsurance applies (10% for Tier 1 and 50% for Tier 2).
5. This is a bundled maternity copay for mom and well-baby. The copay applies to the facility claim. All other services billed with a maternity/delivery diagnosis code (e.g. OBGYN, anesthesia, pathology) will be paid at 100%, including prenatal services and well-baby charges, if newborn is added to the plan for coverage.

NOTE: There is no out-of-network coverage on the SEQA/EQA plans except for urgent/emergency care or in rare situations when an in-network provider (Tier 1) is not available and authorization is provided. In these cases, coverage will be at the applicable in-network (Tier 1) benefit level.

The medical coverage for specialty medications is the same as the pharmacy coverage.

- ▶ **SEQA:** You pay \$100 copay for participating providers and there is no coverage for non-participating providers.
- ▶ **EQA:** You pay 20% (\$200 max) for participating providers and there is no coverage for non-participating providers.
- ▶ **Premium:** You pay 20% (\$200 max) for Tier 1 and Tier 2 participating providers, and 80% after deductible for Tier 3 non-participating providers.
- ▶ **HDHP:** You pay 10% after applicable deductible for Tier 1 and Tier 2 participating providers, and 80% after deductible for Tier 3 non-participating providers.

PRESCRIPTION DRUGS

When you enroll in one of the medical plan options, you are automatically enrolled in prescription drug coverage with the Rightway Healthcare. To be eligible for coverage, the prescription must be for a medically necessary treatment of an injury, illness or other medical condition covered by the medical plan options.

What You Pay

You'll pay different amounts for prescription drugs, based on your medical plan option and the tier of medication you choose: preferred generic, preferred brand, non-preferred brand, non-preferred generic, and specialty drugs.

All drugs have been reviewed and approved by a group of doctors and pharmacists to be included on Rightway Healthcare's formulary (approved drug list). Go to joinrightway.com/bswh for a complete list of formulary drugs.

- Preferred Generic:** These drugs have the lowest copayment as they offer the greatest value compared to other drugs that treat similar conditions. Generics have the same active ingredients as a brand-name drug but usually cost less and the quality and effectiveness are the same. Generics have been FDA-approved under strict standards.
- Preferred Brand:** Brand name drugs are produced under the original manufacturer's brand name and are often more costly than preferred generic medications. Preferred brands have been proven to be safe, effective, and offer greater value than other brand name products that treat similar conditions.
- Non-Preferred Brand and Generic:** These are brand-name and generic drugs that are generally more costly than drugs in the preferred formulary tiers. There are often alternative medications available in the preferred tiers that treat similar conditions but are less costly.
- Specialty:** These are high cost medications that are used to treat complex conditions, and which usually require close monitoring. Specialty drugs may be self-administered in the home by injection (under the skin or into a muscle), by inhalation, by mouth, or on the skin. These drugs may also require special handling, special manufacturing processes, and may have limited prescribing or limited pharmacy availability. Specialty pharmacy drugs (typically self-administered) will need to be obtained through your pharmacy benefit and are not allowed coverage under your medical benefit.

SEQA Plan: Your Costs

	BSW Pharmacy* (30-day cost/90-day cost)	Contracted Pharmacy (30-day supply only)
Preferred generic	\$5/\$10	\$12
Preferred brand	\$25/\$50	\$50
Non-preferred brand and generic	Lesser of \$50/\$100 or 50%	Lesser of \$75 or 50%
Specialty	\$100	Not covered
Chronic/Preventive	\$10/\$20 \$0 Diabetic Treatment**	\$20 \$0 Diabetic Treatment**

*90-day supplies are only available through BSW Pharmacies and mail order

**Selected diabetes devices, drugs and insulin

EQA Plan: Your Costs

	BSW Pharmacy* (30-day cost/90-day cost)	Contracted Pharmacy (30-day supply only)
Preferred generic	\$5/\$10	\$12
Preferred brand	\$35/\$70	\$50
Non-preferred brand and generic	Lesser of \$50/\$100 or 50%	Lesser of \$75 or 50% after \$100 individual deductible
Specialty	20% (\$200 max)	Not covered
Chronic/Preventive	\$10/\$20	\$20

*90-day supplies are only available through BSW Pharmacies and mail order

Premium Plan: Your Costs

	BSW Pharmacy* (30-day cost/90-day cost)	Contracted Pharmacy (30-day supply only)
Preferred generic	\$7/\$14	\$14
Preferred brand	\$40/\$80	\$60
Non-preferred brand and generic	Lesser of \$60/\$120 or 50%	Lesser of \$75 or 50% after \$100 individual deductible
Specialty	20% (\$200 max)	Not covered
Chronic/Preventive	\$10/\$20	\$20

HDHP Plan: Your Costs

	BSW Pharmacy*	Contracted Pharmacy (30-day supply only)
Preferred generic	10% after deductible	20% after deductible
Preferred brand	10% after deductible	20% after deductible
Non-preferred brand and generic	10% after deductible	20% after deductible
Specialty	10% after deductible	Not covered
Chronic/Preventive	10% after deductible	20% after deductible

*90-day supplies are only available through BSW Pharmacies and mail order

Live well Premium Plan: Your Costs

	Contracted Pharmacy (30-day supply only)	Walgreens Mail-order (30-day specialty or 90-day* supply only)
Preferred generic	\$7	\$14
Preferred brand	\$40	\$80
Non-preferred brand and generic	Lesser of \$60 or 50%	Lesser of \$120 or 50%
Specialty**	N/A	20% (\$200 max)
Chronic/Preventive***	\$10	\$20

* Only Walgreens mail-order can fill up to 90-day supply of a medication. The max day supply through a contracted pharmacy is 30 days.

** Specialty is limited to 30 days and can only be filled at Walgreens mail-order

*** To help make some frequently prescribed preferred drugs for chronic conditions more affordable, we've placed a select group on a special chronic and preventative medication list.

Live well HDHP Plan: Your Costs

	Contracted Pharmacy (30-day supply only)	Walgreens Mail-order (30-day specialty or 90-day* supply only)
Preferred generic	10% after deductible	20% after deductible
Preferred brand	10% after deductible	20% after deductible
Non-preferred brand and generic	10% after deductible	20% after deductible
Specialty**	N/A	10% after deductible
Chronic/Preventive***	10% after deductible	20% after deductible

* Only Walgreens mail-order can fill up to 90-day supply of a medication. The max day supply through a contracted pharmacy is 30 days.

** Specialty is limited to 30 days and can only be filled at Walgreens mail-order

*** To help make some frequently prescribed preferred drugs for chronic conditions more affordable, we've placed a select group on a special chronic and preventative medication list.

Other Drug Coverage: These drugs are covered at specific levels at all BSW and contracted pharmacies:

- ▶ Fertility drugs are covered at 20% with a maximum \$400 copayment and a \$7,500 individual lifetime maximum pharmacy benefit. Once the lifetime maximum is exceeded, your out-of-pocket costs will not apply to any deductible or out-of-pocket maximum for the plan
- ▶ Diabetic testing supplies, including meters, test strips and lancets, are covered and subject to copayments and coinsurance

Drugs not listed on formulary require pre-authorization. If authorized, you'll pay the applicable non-preferred or specialty copay.

Chronic and Preventive Drugs: To help make some frequently prescribed brand drugs for diabetes and some other chronic conditions more affordable, we've placed a select group on a special chronic and preventative medication list. Find the complete list on joinrightway.com/bswh.

Specialty Copay Assistance Program: If copay card (manufacturer assistance) is used to offset the amount you would be charged under the plan, you will only receive accumulator (deductible or out of pocket) credit for the amount you pay for certain drugs. You will still receive the benefit of the copay card financially, however, you will not receive the deductible or out of pocket credit for amounts you have not paid out of your own pocket.

ACA Preventive Drugs: Certain preventive care medications under the health reform law (ACA) are covered at 100% if prescribed by a health care professional, age- and condition-appropriate and filled at a network pharmacy. Find the list on joinrightway.com/bswh.

Baylor Scott & White Pharmacies

For those enrolled in the in-state medical plans, if you fill your

maintenance eligible prescription through any BSW pharmacy, both mail order and retail, you can receive a three-month supply at the cost of a two-month supply.

Mail-order is handled through the Baylor Scott & White Frisco Pharmacy.

You will also get a 20% discount on over-the-counter drugs if you show your BSWH employee badge at a BSW pharmacy.

Step Therapy

With almost every health condition, there are several different prescription drugs from which to choose. In many cases, the medications work similarly, but some cost less. That's where step therapy comes in. Before approving certain brand name medications, your plan may ask you to try a lower-cost alternative first. If it isn't effective, you can step up to the next lowest-cost medication until you find a drug that works best. Remember, you'll pay less if you choose a generic drug instead of a brand name option.

Quantity Management

For safety and cost reasons, certain drugs have limits on the amount you receive at one time. This is often based on the manufacturer's recommended dosages.

Pre-Authorization

Some drugs need approval before the plan will cover them for both safety and cost reasons. If you receive a prescription for a drug that requires pre-authorization, you, a representative, or your doctor may submit a request for coverage. If approved, you'll pay the applicable copayment or coinsurance. If not approved and you still want to take the medication, you'll pay the full cost.

Compounds

Compounds costing greater than \$100 require pre-authorization. For coverage, compound must contain at least one formulary

ingredient. Bulk chemicals and non-FDA approved products such as topical pain patches are excluded from coverage.

Member Choice Program

The Member Choice program encourages members and providers to make cost-effective medication choices. With this program, if you or your provider request a brand-name drug when a generic equivalent is available, you become responsible for the non-preferred co-pay plus the difference in cost between the brand name drug and the generic equivalent. The difference in cost does not apply to any deductible or out-of-pocket maximum for the plan.

For HDHP members, the full deductible must be met first before the non-preferred (Tier 3) cost share will apply.

Direct Member Reimbursement

When prescriptions are processed through the Member's Plan, there is a maximum contracted rate that can be charged by the Participating Pharmacy. When requesting reimbursement for Medically Necessary and covered medications purchased out-of-pocket by the Member, reimbursement is calculated based on the Participating Pharmacy's contracted rate less the Copayment and Deductible amounts due. Medications for which reimbursement is requested must still adhere to any coverage restrictions.

What's Not Covered under the Pharmacy Benefit

Weight management, drugs used for cosmetic alteration, photo-aged skin products, depigmentation products, injectable cosmetics, hair growth agents, legend homeopathic medications, serums/toxoids, diagnostic agents, durable medical equipment, legend supplemental vitamins, over-the-counter equivalents, medical foods and over-the-counter products are not covered under the pharmacy benefit.

Additionally, the following are not covered:

- ▶ Non-sedating antihistamines, prescription and over-the-counter
- ▶ Nasal corticosteroids, prescription and over-the-counter (includes combination agents)
- ▶ Drugs not approved by the Food and Drug Administration (FDA) for use in humans or not recognized the FDA, standard drug reference compendium, or substantially accepted peer-reviewed medical literature for the condition, dose, route, duration, or frequency prescribed
- ▶ A prescription that has an over-the-counter alternative
- ▶ Drugs, medications and supplies:
 - Over-the-counter drugs, biological or chemical preparations, and supplies that may be obtained without a prescription, including vitamins
- ▶ Any services related to dispensing, injecting or applying a drug
- ▶ Any prescription drug purchased outside the United States, even if otherwise covered under this plan within the United States

- ▶ Needles and other injectable aids, except as covered for diabetic supplies
- ▶ Drugs related to the treatment of non-covered expenses
- ▶ Performance-enhancing steroids
- ▶ Drugs given or administered to a member while at a Hospital, Skilled Nursing Facility, or other Facility
- ▶ Experimental or investigational drugs, devices, treatments or procedures, except as described in the What's Covered by the Medical Options section
- ▶ Bulk chemicals
- ▶ Drugs used for sexual dysfunction unless listed on the drug formulary
- ▶ High-cost drugs that are chemically-similar drugs and share the same mechanism of action to an existing, approved chemical entity and offer no significant clinical benefit

Questions?

Contact Rightway Healthcare at 866-987-5735 or joinrightway.com/bswh for more information about your prescription benefits.

Specialty Drug Coverage Under Medical

The medical coverage for specialty medications is the same as the pharmacy coverage.

- ▶ **SEQA:** You pay \$100 copay for participating providers and there is no coverage for non-participating providers.
- ▶ **EQA:** You pay 20% (\$200 max) for participating providers and there is no coverage for non-participating providers.
- ▶ **Premium:** You pay 20% (\$200 max) for Tier 1 and Tier 2 participating providers, and 80% after deductible for Tier 3 non-participating providers.
- ▶ **HDHP:** You pay 10% after deductible for Tier 1 and Tier 2 participating providers, and 80% after deductible for Tier 3 non-participating providers.
- ▶ Specialty medical drugs (typically administered by healthcare professionals) will need to be obtained through your medical benefit and are not available under your pharmacy benefit. Note: Specialty pharmacy drugs (typically self-administered) are not allowed coverage under your medical benefit and will need to be obtained under your pharmacy benefit.

MEDICALLY NECESSARY

Coverage is provided only for services and supplies that are medically necessary. To be considered medically necessary, a service or supply must be provided by a physician or other

healthcare provider, exercising prudent clinical judgment, to a patient for the purpose of preventing, evaluating, diagnosing or treating an illness, injury, disease or its symptoms. The provision of the service or supply must be:

- ▶ In accordance with generally accepted standards of medical practice
- ▶ Clinically appropriate, in terms of type, frequency, extent, site and duration, and considered effective for the patient's illness, injury or disease
- ▶ Not primarily for the convenience of the patient, physician or other healthcare provider, and
- ▶ Not more costly than an alternative service or sequence of services at least as likely to produce equivalent therapeutic or diagnostic results as to the diagnosis or treatment of that patient's illness, injury or disease.

For these purposes, "generally accepted standards of medical practice" means standards that are based on credible scientific evidence published in peer-reviewed medical literature generally recognized by the relevant medical community or otherwise consistent with physician specialty society recommendations and the views of physicians practicing in relevant clinical areas and any other relevant factors.

Acupuncture

Benefits under each option are limited to 20 visits per person per calendar year for acupuncture therapy. There are no restrictions to diagnosis for acupuncture coverage, all diagnoses are covered.

Allergy Care

Allergy injections (immunotherapy) and allergy tests (skin test, scratch test and R AST) are covered if administered by a physician, allergist or specialist. Serum is also covered.

Ambulance/Emergency Transportation

The plan covers emergency transportation by a professional ambulance service to and from the closest hospital that can provide the necessary services. Travel by a regularly scheduled airline or railroad is covered only if the necessary services aren't available at a hospital closer to the patient and if other transportation is inappropriate for the patient's condition. The plan covers charges for an air ambulance to and from the nearest hospital equipped to provide appropriate care if no ground or regularly scheduled domestic airline transportation is available and suitable and if the patient's condition warrants immediate evacuation. This includes out of state/country when medically necessary. See Emergency Services for details on emergencies.

Cost-sharing requirements (e.g., copay and coinsurance) for out-of-network air ambulance services will be the same as if the services were provided by a Tier 1 or Tier 2 air ambulance provider. The cost-sharing amount will be calculated using the lesser of the qualifying payment amount (which is generally the median contracted rate, as determined in accordance with §2590.716–6) or the billed amount. All cost-sharing paid

by participants for air ambulance services by out-of-network providers will count toward any Tier 1 or Tier 2 deductible or out-of-pocket maximum as if furnished by Tier 1 or Tier 2 providers, and the Tier 1 and Tier 2 deductible and out-of-pocket maximums will apply to out-of-network air ambulance services.

If you require a medically necessary transfer from a non-local facility to a Tier 1 hospital, contact BSWHP. If an injury or illness occurs while you are traveling outside the United States, contact BSWHP.

Amino Acid-Based Elemental Formulas

Regardless of the formula delivery method, medically necessary amino acid-based elemental formulas provided under the written order of a treating physician is covered for treatment and diagnosis as outlined by the Texas Mandate – [Statutes, Capitol.Texas.Gov/Docs/IN/htm/IN.1377.htm](https://statutes.capitol.texas.gov/Docs/IN/htm/IN.1377.htm).

Ancillary Charges (Facility)

Coverage includes necessary services and supplies such as admission fees; use of operating, delivery and treatment rooms; prescribed drugs; whole blood, administration of blood, blood processing and blood derivatives (to the extent blood or blood derivatives are not donated or otherwise replaced); anesthesia, anesthesia supplies and the administration of anesthesia by an employee of the facility; medical and surgical dressings, supplies, casts and splints; and diagnostic services.

Anesthesia

The plan covers the administration of anesthesia, other than local infiltration anesthesia, in connection with a covered surgical procedure, provided the anesthesia is administered and charged by a physician other than the operating surgeon or his assistant. Anesthesia means the administration of spinal anesthetic, rectal anesthetic, or the administration of a drug or other anesthetic agent by injection or inhalation, if the purpose is to obtain muscular relaxation, loss of sensation or loss of consciousness.

Assistant Surgeon

Coverage is provided for the services of a physician who actively assists the operating surgeon when the condition of the patient or the type of surgical service requires such assistance.

Biofeedback

Biofeedback is considered medically necessary for the following conditions:

- ▶ Chronic constipation
- ▶ Fecal incontinence
- ▶ Irritable bowel syndrome
- ▶ Levator ani syndrome
- ▶ Migraine and tension headaches (muscle, skin or thermal biofeedback; EEG biofeedback is considered experimental and investigational for this indication)
- ▶ Neuromuscular rehabilitation of stroke and traumatic brain injury (TBI)
- ▶ Refractory severe subjective tinnitus

- ▶ Temporomandibular joint (TMJ) syndrome
- ▶ Urinary incontinence

Blood Transfusions

Coverage is provided for blood transfusions to maintain or replace blood volume, to provide deficient blood elements and improve coagulation, to maintain or improve transport of oxygen and in exchange for blood removed in the treatment of Rh incompatibility in a newborn. In addition, blood transfusion coverage is provided for liver failure in which toxins accumulate in the blood and in some other types of toxemia. Coverage includes autologous, direct donation, regular administration and whole blood.

Case Management

The Case Management (CM) program includes Medical, Behavioral Health, and Maternal-Newborn (which also has a subspecialty Maternal Behavioral Health Program) to provide you with specialized and dedicated staff to meet your individualized needs. CM is one of the many benefits available to you as a health plan member and available to you at no cost. The program is voluntary, and you may choose to participate or opt out at any time.

Nurses, social workers, and support staff can help you:

- ▶ Get care, services, equipment, and medications
- ▶ Understand and manage your health conditions
- ▶ Understand and get the most out of your benefits
- ▶ Understand the healthcare system and getting needed authorizations and referrals
- ▶ Help you find programs and community resources for things your insurance does not cover.

If you would like to receive CM services, please contact the BSWHP at 844-843-3229 to request a CM referral or you can email the CM team directly at HPEMLOYEEPLANCASEMANAGEMENT@BSWHealth.org.

For emails, please include your medical member ID number, your name, best phone number to contact you and information on what you would like us to help you with. (If you are pregnant, please tell us your estimated due date, and if you are < 1 year post-delivery inform us of your delivery date.)

Chiropractic Care

Coverage is provided for charges for detection and correction by manual or mechanical means of nerve interference resulting from or related to misalignment or partial dislocation of or in the vertebral column. Coverage includes initial consultation and treatment. Benefits under each option are limited to 20 visits per person per calendar year.

Consultation Services

The plan includes coverage for inpatient consultation provided in a covered facility, if requested by the attending licensed provider. Coverage does not include staff consultations required by a facility provider's rules and regulations.

Cosmetic/Reconstructive Services

Cosmetic, Reconstructive, or Plastic Surgery requires prior authorization, must meet one of the following criteria, and must be provided no more than 24 months after the original procedure or injury:

- ▶ Surgery needed to improve a significant functional impairment of a body part;
- ▶ Treatment provided for the correction of defects incurred in an accidental injury sustained by a member;
- ▶ Treatment provided for reconstructive surgery following cancer surgery;
- ▶ Surgery to correct a gross anatomical defect present at birth or appearing after birth (but not the result of an illness or injury) when the defect results in severe facial disfigurement or in significant functional impairment and the surgery is needed to improve function.

NOTE: Defects that occur as a result of medical (i.e., non-surgical) treatments are covered under this benefit, even if unplanned or unexpected.

To ensure coverage for any cosmetic surgery, you should contact BSWHP to confirm if you need prior authorization for your care through your medical plan. None of the medical plan options cover elective cosmetic surgery.

Dental Services

See *Oral and Maxillofacial Treatment*.

Emergency Services (for emergency medical conditions as defined below)

Emergency services are covered for emergency medical conditions. "Emergency medical condition" means a medical condition, including a mental health condition or substance use disorder, manifesting itself by acute symptoms of sufficient severity (including severe pain) such that a prudent layperson, who possesses an average knowledge of health and medicine, could reasonably expect the absence of immediate medical attention to result in:

- ▶ Placing the covered person's health in serious jeopardy
- ▶ Serious impairment to bodily function
- ▶ Serious dysfunction of a body part or organ
- ▶ In the case of a pregnant woman, serious jeopardy to the health of the fetus

Note: What constitutes an emergency medical condition is not limited to certain diagnosis codes.

Emergency services include:

- An appropriate medical screening examination that is within the capability of the emergency department of a hospital or of an independent freestanding emergency department, as applicable, including ancillary services routinely available to the emergency department to evaluate such emergency medical condition;
- Within the capabilities of the staff and facilities available

at the hospital or the independent freestanding emergency department, as applicable, such further medical examination and treatment as are required to stabilize the patient (regardless of the department of the hospital in which such further examination or treatment is furnished); and

(iii) Items and services for which benefits are provided or covered under the plan and that are furnished by a nonparticipating provider or nonparticipating emergency facility (regardless of the department of the hospital in which such items or services are furnished) after the participant is stabilized and as part of outpatient observation or an inpatient or outpatient stay with respect to the visit in which the services described in paragraphs (i) and (ii) of this section are furnished.

For this purpose, "visit" means, with respect to items and services furnished to an individual at a health care facility, includes, in addition to items and services furnished by a provider at the facility, equipment and devices, telemedicine services, imaging services, laboratory services, and preoperative and postoperative services, regardless of whether the provider furnishing such items or services is at the facility.

Emergency services do not include items and services described in (iii) above if all of the following are met:

(a) The attending emergency physician or treating provider determines that the participant is able to travel using nonmedical transportation or nonemergency medical transportation to an available participating provider or facility located within a reasonable travel distance, taking into account the individual's medical condition;

(b) The provider or facility furnishing such additional items and services satisfies specific required notice and consent criteria with respect to such items and services;

(c) The participant (or their authorized representative under state law) is in a condition to receive applicable information, as determined by the attending emergency physician or treating provider using appropriate medical judgment, and to provide informed consent, in accordance with applicable State law; and

(d) The provider or facility satisfies any additional requirements or prohibitions as may be imposed under state law.

Emergency services will be covered without any pre-authorization requirement and without regard to whether the provider or facility is out-of-network. The same cost-sharing requirements (e.g., deductible, coinsurance, copay) apply as if the emergency services were provided by Tier 1 or Tier 2 providers. All cost-sharing paid by participants for emergency services by out-of-network providers will count toward any Tier 1 or Tier 2 deductible or out-of-pocket maximum as if furnished by Tier 1 or Tier 2 providers, and the Tier 1 and Tier 2 deductible and out-of-pocket maximums will apply to out-of-network emergency services.

The cost-sharing amount for emergency services furnished by out-of-network providers is calculated using the recognized amount.

Emergency services abroad are covered by the plan. You are required to pay out of pocket and submit a claim for reimbursement along with the itemized bill and proof of payment. Visit the [BSWHealthPlan.com/BSWH](https://www.bswhealthplan.com/BSWH) website to download the medical claim form, including mailing instructions.

Non-emergency care in an emergency room is not covered.

eVisits and Video Visits

Get care from a Baylor Scott & White Health provider any day of the week without leaving your home or office. Simply conduct an eVisit or video visit through your computer or mobile device from anywhere in Texas. Receiving virtual care through [MyBSWHealth.com](https://www.mysbwhealth.com) or the MyBSWHealth app also allows your visit to be connected to your medical health records (with BSW providers). Learn more about this digital platform [here](#) and log in to your account to schedule an appointment.

eVisits – Online diagnosis and treatment plan for common medical conditions. No need for an appointment. No need for a drive. No time in a waiting room. Baylor Scott & White Health's eVisit service is a fast, affordable way to receive care. All of your personal data is encrypted to protect your privacy. In some cases, you may need an in-person visit to receive treatment.

How does it work?

- ▶ Complete a short questionnaire about your symptoms on the MyBSWHealth website or app, which takes about five minutes, depending on your condition.
- ▶ A care team member will review your answers, make a diagnosis and recommend treatment when appropriate.
- ▶ You will receive your diagnosis and recommended treatment in an online response.
- ▶ Prescriptions will be sent immediately to your preferred pharmacy, if necessary.

Video Visits – Visit online with a doctor, face-to-face in real time. Experience a private video conference in which you can share symptoms, ask questions and point out any concerns just as you would in the doctor's physical office — all from the comfort and convenience of your home, office or other familiar location in Texas. All you need is secure Internet access and a web camera.

How does it work?

- ▶ Schedule a same-day appointment through the MyBSWHealth website or app
- ▶ Receive setup instructions prior to visit
- ▶ Begin virtual doctor appointment

eVisits and Video visits are available 24/7 for medical related conditions.

Behavioral Health eVisits are now also available through the MyBSWHealth website or app. If you are experiencing anxiety, alcohol or drug dependency, depression, difficulty coping or high-levels of stress, a behavioral health eVisit

may help.

BSW providers are available Monday through Friday, 8 a.m. to 4:30 p.m. and will usually respond to your request within two hours.

Please note: eVisits are not intended for behavioral health emergencies. If you need immediate assistance, dial 911 or call the National Suicide Prevention Lifeline at 800.273.8255. Additionally, behavioral health eVisits do not support prescriptions or medication refills.

Experimental or Investigational Treatment

Covered expenses include charges made for experimental or investigational drugs, devices, treatments or procedures, provided all of the following conditions are met:

- ▶ You have been diagnosed with cancer or a condition likely to cause death within one year or less
- ▶ Standard therapies have not been effective or are inappropriate
- ▶ BSWHP determines, based on at least two documents of medical and scientific evidence, that you would likely benefit from the treatment
- ▶ There is an ongoing clinical trial. You are enrolled in a clinical trial that meets these criteria:
 - The drug, device, treatment or procedure to be investigated has been granted as an investigational new drug (IND) or Group C/treatment IND status
 - The clinical trial has passed independent scientific scrutiny and has been approved by an Institutional Review Board that will oversee the investigation
 - The clinical trial is sponsored by the National Cancer Institute (NCI) or similar national organization (such as the Food & Drug Administration or the Department of Defense) and conforms to NCI standards
 - The clinical trial is not a single institution or investigator study unless the clinical trial is performed at an NCI designated cancer center, and
 - You are treated in accordance with protocol.

Family Planning

Covered expenses include charges for certain family planning services, even if not provided to treat an illness or injury, including:

- ▶ Voluntary sterilization
- ▶ Voluntary termination of pregnancy when the life of the mother is endangered or complications arise

The plan does not cover the reversal of voluntary sterilization procedures, including related follow-up care.

Contraception Services

Covered expenses include charges for contraceptive services and supplies provided on an outpatient basis, including:

- ▶ Contraceptive drugs and contraceptive devices prescribed by a physician provided they have been approved by the Federal Drug Administration
- ▶ Related outpatient services such as:
 - Consultations
 - Exams
 - Procedures
 - Other medical services and supplies
- ▶ As required by the Patient Protection and Affordable Care Act, the plan covers most generic contraceptive drugs at no cost to you. If your doctor determines that a generic contraceptive drug is medically inappropriate for you, we will work with you to accommodate your specific needs. If you have a question about whether a particular contraceptive drug or device is covered, contact BSWHP customer service at the number listed on your medical ID card.

Not covered are:

- ▶ Charges for services which are covered to any extent under any other part of the plan or any other group plans sponsored by your employer, and
- ▶ Charges incurred for contraceptive services while confined as an inpatient.

Foot Care/Podiatry

Coverage is provided for surgical podiatry services, including incision and drainage of infected tissue of the foot, removal of lesions of the foot, removal or debridement of infected toenails and treatment of fractures and dislocations of bones of the foot. The plan does not cover procedures considered part of routine foot care or those of a cosmetic nature.

Gender Reassignment

Procedures or treatments designed to alter physical characteristics of a participant from the participant's biologically determined sex to those of another sex, is a covered benefit when determined to be medically necessary (as per plan policy).

Hearing Care

Coverage is included for both routine care (one exam per year) and for medical conditions and accidents. Hearing aids limits - 1 'Binaural Hearing Aid' or 2 'Monaural hearing aids' are covered every 36 months, excluding add-ons, deluxe/upgrade options, batteries, etc.

Home Healthcare

Home healthcare expenses are charges for:

- ▶ Part-time or intermittent home health aide services provided in conjunction with and in direct support of care by an RN or by an LPN/LVN
- ▶ Physical, occupational and speech therapy
- ▶ The following to the extent they would have been covered if the person had been confined in a hospital or convalescent facility:

- Medical supplies
- Drugs and medicines authorized by a physician
- Lab services provided by a home healthcare agency

Expenses are covered if:

- The charge is made by a home healthcare agency
- The care is given under a home healthcare plan
- The care is given to you in your home while you are homebound (see glossary for homebound definition/criteria)

The following expenses are not covered under home healthcare:

- Services or supplies not part of the home healthcare plan
- Services of a person who usually lives with the patient or who is a member of the patient's family
- Part-time or intermittent medical social services by a social worker when provided in conjunction with, and in direct support of, care by an RN or an LPN
- Transportation
- Services that are custodial care

Home healthcare benefits for each medical plan option are limited to 120 visits per person per calendar year. Home healthcare must be pre-authorized.

Hospice Care

Hospice services consist of medically necessary hospice care that is recommended by a physician and provided by a licensed hospice agency.

For purposes of the plan, "hospice" means a healthcare program providing a coordinated set of services rendered at home, in outpatient settings, or in institutional settings for participants suffering from a condition that has a terminal prognosis. A hospice must have an interdisciplinary group of personnel which includes at least one physician and one registered nurse, and it must maintain central clinical records on all patients. A hospice must meet the standards of the National Hospice Organization (NHO) and applicable licensing requirements.

Although pre-authorization is not required for hospice services, Claim Administrator notification is requested for admissions to network inpatient or outpatient hospice programs.

Immunizations — Preventive

Immunizations include COVID-19, influenza (flu); pneumococcal; tetanus/toxoid; diphtheria; measles/mumps/ rubella (individuals under age 50 without previous immunization); and hepatitis A and B, chickenpox and Lyme disease (for high-risk groups). For a complete list of preventive immunizations, visit [BSWHealthPlan.com/BSWH](https://www.bswhealthplan.com/BSWH).

Immunizations — Non-Preventive

Immunizations for travel, such as those for yellow fever and typhoid, are covered.

Infertility

Even though not incurred for treatment of a disease or injury, covered medical expenses include costs incurred by a covered female having one of the following conditions:

- A demonstrated cause of infertility not caused by voluntary sterilization or a hysterectomy
- Under age 35 and demonstrated inability to conceive after one year or more of timed, unprotected coitus or 12 cycles of artificial insemination
- Over age 35 and demonstrated inability to conceive after six months or more of timed, unprotected coitus or six cycles of artificial insemination
- FSH levels less than or equal to 19 MIU on day three of menstrual cycle
- Cannot attain a successful pregnancy through less costly treatment covered by the medical plan

The plan covers the following fertility services expenses for covered female and covered male as applicable:

- Consultative services
- Diagnostic services
- Surgical procedures (to treat the cause of infertility)
- Assisted reproductive technologies, including artificial insemination, in vitro fertilization (IVF) and ovulation induction
- Oocyte and sperm retrievals OR gamete retrievals
- Frozen embryo transfers, including thawing
- Gamete intrafallopian tube transfer (GIFT), zygote intrafallopian tube transfer (ZIFT) and intracytoplasmic sperm injection

The plan also covers fertility preservation services (which may include donor egg, donor embryo or frozen embryo cycle) for covered females who have (or whose partner has) a diagnosis of cancer and cancer treatment is planned that is demonstrated to result in infertility, including:

- Bilateral orchiectomy (removal of both testicles)
- Bilateral oophorectomy (removal of both ovaries)
- Hysterectomy (removal of the uterus)
- Chemotherapy or radiation therapy that is established in medical literature to result in infertility

The covered female must be:

- Under 35 years of age with a day three FSH test in the prior 12 months, or
- 35 years of age or older with a day three FSH test in the prior six months, with a result that is less than 19 MIU/ml in any (past or current) menstrual cycle regardless of the type of infertility services planned.

Covered expenses include only those assisted reproductive technology services that have a reasonable likelihood of success.

Covered expenses for fertility preservation will be paid on the same basis as infertility benefits for individuals who are infertile and not diagnosed with cancer.

The total infertility benefit available under all medical plan options is \$7,500 medical and \$7,500 pharmacy per individual lifetime. Your lifetime benefit will be determined as of 01/01/2013. No benefits are paid under any medical plan option, including prescription drugs, once the lifetime maximum is met (even if you enroll in a different medical option the following year). Charges for consultative and diagnostic services are excluded from the lifetime maximum. All coverage is subject to the terms and conditions of the plan for both males and females.

The following charges are not covered:

- ▶ Purchase of donor sperm or storage of sperm
- ▶ Care of donor egg retrievals or transfers
- ▶ Gestational carrier programs
- ▶ Home ovulation prediction kits
- ▶ Infertility coverage after voluntary sterilization

Pre-authorization is not required for infertility services. Contact BSWHP for a pre-determination of benefits.

Inpatient Hospital Visits

Inpatient hospital admission at a non-Tier 1 BSWQA facility will result in a lower coverage level.

Coverage is provided for visits for observation, care, diagnosis and/or treatment. Covered expenses for room and board are limited to the semi-private room rate. Private room, intensive care, coronary care and other specialized care units of a facility are covered when such special care or isolation is consistent with professional standards for the care of the patient's condition. When room and board for care other than semi-private is at the convenience of the patient, payment will be made only for semi-private accommodations.

Inpatient Rehabilitation Facility

An inpatient rehabilitation facility is a facility used to aid in the recovery from an injury or illness that severely impairs a patient's physical functioning or understanding. These include strokes, spinal cord injuries, traumatic brain injuries, chronic pulmonary problems, neurological disorders and other debilitating conditions. Care is covered if medically necessary and if patient recovery is progressing according to medically accepted guidelines. Custodial care is not covered. Please contact BSWHP for pre-authorization requirements.

Lab and X-ray Services

Coverage is provided for diagnostic radiology, consisting of X-rays, ultrasound, nuclear medicine and magnetic resonance imaging (MRI); diagnostic laboratory and pathology tests; diagnostic medical procedures consisting of EKG, EEG and other electronic medical procedures; and pre-admission, pre-surgical tests. Total body scans are not covered by the medical plan options.

Advanced Imaging such as PET, CT, CAT, MRI, MRA, etc. requires pre-authorization.

Durable Medical Equipment

The plan covers charges for rental (or purchase, if less costly) of medical equipment prescribed by a professional provider and required for therapeutic use. If purchased, charges for repair or medically necessary replacement of medical equipment will be considered a covered expense. Maintenance and repairs needed due to misuse or abuse are not covered. Claims for equipment containing features of an aesthetic nature or features of a medical nature not required by the patient's condition will not be reimbursed. Likewise, if a reasonable, feasible and medically appropriate alternative piece of equipment exists and is less costly than the equipment furnished, the claim will be paid based on the lesser charge at BSWHP's discretion.

Durable Medical Equipment — all of which must be prescribed by a physician — includes artificial limbs, braces, cleft palate obturators, diabetic devices, eye prostheses, stump stockings, ambulatory uterine monitors (Tokos), apnea monitors, bilirubin lights, canes, continuous airway pressure devices, crutches, commodes, glucose monitors, Holter monitors, ambulatory EKG, hospital beds, nebulizers (hand-held puff and electronic), pacemaker monitors, walkers and wheelchairs.

Coverage is provided for medical supplies prescribed by a licensed provider, and unavailable over the counter, for a medical condition or diagnosis. Examples of medical supplies are diabetic supplies (e.g. insulin pumps), and ostomy supplies (including medical equipment and supplies directly related to ostomy care when surgery creates an opening for drainage from the kidney, the small intestines or the colon). Syringes, test strips and lancets are covered under the prescription drug benefit. Contact BSWHP for pre-authorization requirements.

Nutritional Counseling

Obesity preventive counseling is categorized as preventive care designed to aid in the managing and treatment of obesity. Primary care physicians may perform assessments and provide results, handle outreach, and provide educational resources for the participant. This benefit will only be included whenever the plan provides coverage for adult preventive care. There is no charge for in-network service and it is covered the same as adult routine physical exams. Unlimited visits are allowed until age 21. For age 22 and over, up to 26 visits per person per calendar year are allowed. Out-of-network service is not covered.

Medical nutritional counseling for patients with chronic disease including, but not limited to, diabetes, hyperlipidemia and other known risk factors for cardiovascular disease in which dietary adjustment has a therapeutic role, when it is prescribed by a physician and furnished by a provider (e.g., licensed nutritionist, registered dietician, or other qualified licensed health professionals such as nurses who are trained in nutrition) is recognized under the plan. Services are covered at the applicable primary care physician or specialist office visit cost sharing level.

Obesity Treatment

Covered expenses include charges made by a physician, licensed or certified dietician, nutritionist or hospital for the non-surgical treatment of obesity for the following outpatient weight management services:

- ▼ An initial medical history and physical exam
- ▼ Diagnostic tests given or ordered during the first exam

Expecting the Best® Maternity/Newborn Program – BSW Case Management

The maternity program is focused on helping expectant mothers enjoy a healthy pregnancy. Our in-house Maternity Case Management (CM) team has a broad range of experience with maternal and neonatal medicine, lactation consultation, social work and community health. The Maternity CM team is dedicated to supporting providers by assisting them, as needed, in care coordination to help members have a healthy pregnancy. The goal is to reach members as early in pregnancy as possible to improve health outcomes.

BSW Maternity Care Management members receive helpful tips and assistance during pregnancy and after delivery, including:

- ▼ Education and support during pregnancy and after delivery
- ▼ Coordinated care to promote healthy pregnancy and full-term birth
- ▼ Access to a nurse 24/7 during pregnancy
- ▼ In-home support for high-risk conditions (such as diabetes, high blood pressure, and severe nausea)
- ▼ Screening for early identification of perinatal depression
- ▼ Newborn health education
- ▼ Breastfeeding best practices

To learn more or sign up, please email your name, date of birth, medical member ID number, estimated due date/delivery date and any needs you may have to HPEMPLOYEEPLANCASEMANAGEMENT@BSWHealth.org.

Morbid Obesity Surgical Expenses

Covered medical expenses include charges made by a hospital or a physician for the surgical treatment of morbid obesity of a covered person. Coverage includes the following expenses:

- ▼ One morbid obesity surgical procedure (Coverage is limited to one lifetime maximum under this plan).
 - If you had the surgical procedure done on or after 01/01/2013 and the surgical procedure was covered by this plan, you have exhausted the lifetime maximum.
 - If you had the surgical procedure covered by a different plan other than this plan, you are eligible to be considered for coverage, including complications directly related to the surgery.
 - If you had the surgical procedure covered by a different plan other than this plan, removal of the previous morbid obesity surgery counts toward the one-per-lifetime maximum benefit.

- ▼ Pre-surgical visits
- ▼ Related outpatient services
- ▼ One follow-up visit

One follow-up visit within 30 days is included as part of the procedure. Any additional visits beyond the one follow-up will be covered as an office visit at the applicable member cost share.

Obesity surgery may be covered when ALL of the following criteria are met:

1. Body Mass Index (BMI) ≥ 35 (morbid obesity), AND one or more high risk co-morbid conditions:
 - a. Type 2 diabetes
 - b. Refractory hypertension in spite of adequate pharmacotherapy
 - c. Refractory hyperlipidemia in spite of diet and pharmacotherapy
 - d. Obesity induced cardiomyopathy
 - e. Clinically significant obstructive sleep apnea
 - f. Obesity related hypoventilation
 - g. Pseudotumor cerebri
 - h. Severe arthropathy of spine and/or weight bearing joints where obesity precludes appropriate surgical management
 - i. Hepatic steatosis without evidence of active inflammation
 OR, Body Mass Index (BMI) ≥ 40 with no co-morbidities
2. The patient has failed to achieve or maintain a healthy weight despite participation in, and compliance with, a supervised dietary program.
3. The patient has either no psychiatric disorder or a managed psychiatric disorder, no drug or alcohol abuse or is alcohol-free and drug-free for at least one year, and has not smoked for at least 6 weeks.
4. Pre-operative evaluation by a mental health professional (psychiatrist or psychologist) experienced in the evaluation and management of bariatric surgery candidates to exclude patients who are unable to personally provide informed consent, who are unable to comply with a reasonable pre- and postoperative regimen, or who have a significant risk of postoperative decompensation is recommended. The mental health professional, the surgeon and the patient should be in agreement that the patient is an appropriate candidate for the surgery.

A patient undergoing bariatric surgery should undergo preoperative evaluation that is medically reasonable and necessary based upon his comorbid medical conditions and medical/surgical history. All underlying medical conditions that will likely impact or complicate the patient's surgical and postoperative course must be adequately controlled before surgery.

Covered procedures include:

- ▼ Laparoscopic adjustable gastric banding
- ▼ Open or laparoscopic Roux-en-Y gastric bypass
- ▼ Laparoscopic sleeve gastrectomy

- ▶ Open or laparoscopic biliopancreatic diversion with or without duodenal switch

Limited to in-network coverage.

Complications, other than those directly related to the surgery, will be covered under the related medical plan's covered medical expenses, subject to plan limitations and maximums.

Unless specified above, not covered under this benefit are charges incurred for:

- ▶ Weight control services including surgical procedures, medical treatments, weight control/loss programs, dietary regimens and supplements, food or food supplements, appetite suppressants and other medications; exercise programs, exercise or other equipment; and other services and supplies that are primarily intended to control weight or treat obesity, including morbid obesity, or for the purpose of weight reduction, regardless of the existence of comorbid conditions; except as provided in this SPD
- ▶ Services which are covered to any extent under any other part of this plan

Contact BSWHP for pre-authorization requirements.

Office Visit for Illness or Injury

The plan provides coverage for visits made by patients to health service providers' offices for diagnosis, treatment and follow-up.

Provision: Consults and/or treatment billed by a non-Tier 1 physician at a Tier 1 physicians office for services that were to be provided by a Tier 1 doctor will be paid at the Tier 1 benefit level. This provision overrides the out-of-network authorization requirement for the SEQA and EQA. The services will process at the usual and customary rate. If you receive a bill for services received at a Tier 1 physicians office and charges are higher than your Tier 1 member cost-sharing, prior to paying any charges, contact Baylor Scott & White Health Plan at the number listed on the back of your member card for assistance.

Oral and Maxillofacial Treatment (Mouth, Jaws and Teeth)

Covered expenses include charges made by a physician, dentist or hospital for:

- ▶ Services and supplies for treatment of, or related conditions of, the teeth, mouth, jaws, jaw joints or supporting tissues (this includes bones, muscles and nerves) for surgery needed to:
 - Treat a fracture, dislocation or wound
 - Cut out teeth that are partly or completely impacted in the bone of the jaw; teeth that will not erupt through the gum; other teeth that cannot be removed without cutting into bone; the roots of a tooth without removing the entire tooth; cysts, tumors or other diseased tissues
 - Cut into gums and tissues of the mouth. This is only covered when not done in connection with the removal, replacement or repair of teeth
- ▶ Hospital services and supplies received for a stay required

because of your condition

- ▶ Dental work, surgery and orthodontic treatment needed to remove, repair, restore or reposition due to injury/trauma:
 - Natural teeth damaged, lost or removed (teeth must have been free from decay or in good repair, firmly attached to the jaw bone at the time of the injury, and the treatment must be completed in the calendar year of the accident or in the next calendar year), or
 - Other body tissues of the mouth fractured or cut due to injury.

If crowns, dentures, bridges or in-mouth appliances are installed due to injury, covered expenses only include charges for:

- ▶ The first denture or fixed bridgework to replace lost teeth
- ▶ The first crown needed to repair each damaged tooth, and
- ▶ An in-mouth appliance used in the first course of orthodontic treatment after the injury.

Contact BSWHP for pre-authorization requirements.

Outpatient Surgical Facility

Services at a surgical center or hospital outpatient clinic are covered if they are performed along with a surgical procedure. See pre-authorization and pre-notification information on [pages 34 and 35](#); the employee pays 10% at Tier 1 facilities.

Prenatal Care

Prenatal care visit includes specific blood tests, ultrasounds, specific assessments, screenings and counseling (e.g., blood pressure, weight, urine test, uterine size and fetal heart rate assessment, glucose tolerance testing, and screening for specific sexually transmitted infections), as well as topics for counseling and guidance (e.g., tobacco avoidance and nutrition). Services must be billed with a prenatal diagnosis code to be covered at 100%. Urine tests, blood tests and imaging tests, such as ultrasound to detect pregnancy or monitor a medical condition are not considered as a prenatal care service. Coverage is based on the Affordable Care Act (ACA) requirement to provide prenatal care without cost sharing.

Preventive Care

Participants are entitled to in-network preventive care services without being subject to a copayment, deductible or coinsurance when billed as preventive service. Participants may access preventive health services and health education programs as determined by the plan.

Preventive Health Benefits

Coverage is determined based on several resources. See the tables that follow in this section for specific Preventive Health Benefits details. United States Preventive Services Task Force (USPSTF) grading criteria:

- ▶ Grade A - The USPSTF recommends the service. If services are rendered without a pre-authorization, it may result in a failure of payment from the plan. There is high certainty that the net benefit is substantial.
- ▶ Grade B - The USPSTF recommends the service. There

is high certainty that the net benefit is moderate or there is moderate certainty that the net benefit is moderate to substantial.

- ▶ Grade C - The USPSTF recommends selectively offering or providing this service to individual patients based on professional judgment and patient references. There is at least moderate certainty that the net benefit is small.
- ▶ Grade D - The USPSTF recommends against the service. There is moderate or high certainty that the service has no net benefit or that the harms outweigh the benefits.
- ▶ Grade I - The USPSTF concludes that the current evidence is insufficient to assess the balance of benefits and harms of the service. Evidence is lacking, of poor quality, or conflicting, and the balance of benefits and harms cannot be determined.

Other sources:

- ▶ Bright Futures Recommendations for Pediatric Preventive HealthCare
- ▶ Uniform Panel of the Secretary's Advisory Committee on Heritable Disorders in Newborns and Children
- ▶ Guidelines specifically issued for women and adopted by HRSA

For immunization recommendations and schedules, see Center for Disease Control and Prevention: www.cdc.gov/.

Preventive services are those performed on a person who has:

- ▶ Not had the preventive screening done before and does not have symptoms or other abnormal studies suggesting abnormalities; or
- ▶ Had the screening done within the recommended interval with the findings considered normal; or
- ▶ Had diagnostic services results that were normal after which the physician recommendation would be for future preventive screening studies at recommended preventive services intervals.
- ▶ A preventive service done that results in a therapeutic service done at the same encounter and as an integral part of the preventive service (e.g. polyp removal during preventive colonoscopy), the therapeutic service would still be considered a preventive service.

Examples include, but are not limited to:

- ▶ A woman had an abnormal finding on a preventive screening mammography and the follow-up study was found to be normal, and the patient was returned to normal mammography screening protocol, then future mammography would be considered preventive.
- ▶ If a polyp is encountered during preventive screening colonoscopy, the colonoscopy, removal of the polyp, and associated fees done at the same encounter are covered under the Preventive Care Services benefit.

When a service is done for diagnostic purposes it will be adjudicated as a non-preventive medical benefit.

Diagnostic services are done on a person who had:

- ▶ Abnormalities found on previous preventive or diagnostic studies that require further diagnostic studies; or
- ▶ Abnormalities found on previous preventive or diagnostic studies that would recommend a repeat of the same studies within shortened time intervals from the recommended preventive screening time intervals; or
- ▶ A symptom that required further evaluation.

Examples include, but are not limited to:

- ▶ A patient had a polyp found and removed at a prior preventive screening colonoscopy. All future colonoscopies are considered diagnostic because the time intervals between future colonoscopies would be shortened.
- ▶ A patient had an elevated cholesterol on prior preventive screening. Once the diagnosis has been made, further testing is considered diagnostic rather than preventive. This is true whether or not the patient is receiving pharmacotherapy.

Medical Plan Preventive List

Service	Description	Sex	Age	Frequency	Grade
Wellness visits (General)	Preventive medicine comprehensive evaluation and management services include: <ul style="list-style-type: none"> • An age-and gender-appropriate history • Physical examination • Counseling/anticipatory guidance • Risk factor reduction interventions • The ordering of appropriate immunization(s) and laboratory/screening procedures 				
Wellness visit for young children	This is a comprehensive preventive medicine evaluation and management of an individual including an age and gender appropriate history, examination, counseling/anticipatory guidance/ risk factor reduction interventions. Frequency according to AAP Bright Futures		0-4y	Varies	
Wellness visit beyond age 5y	This is a comprehensive preventive medicine evaluation and management of an individual including an age and gender appropriate history, examination, counseling/anticipatory guidance/ risk factor reduction interventions May include administration and interpretation of health risk assessment instrument (99420)		5+y	One per year	
Wellness Visits may include the following services:					
Unhealthy Alcohol Use in Adolescents and Adults	The USPSTF recommends screening for unhealthy alcohol use in primary care settings in adults 18 years or older, including pregnant women, and providing persons engaged in risky or hazardous drinking with brief behavioral counseling interventions to reduce unhealthy alcohol use.		18+y		B
Aspirin for preeclampsia prevention	The USPSTF recommends the use of low-dose aspirin (81 mg/d) as preventive medication after 12 weeks of gestation in women who are at high risk for preeclampsia.	Female		Pregnant	B
Autism/ Developmental Screening	Bright Futures		18-24m		

Medical Plan Preventive List

Service	Description	Sex	Age	Frequency	Grade
Blood pressure screening in adults	The USPSTF recommends screening for high blood pressure in adults aged 18 years or older. The USPSTF recommends obtaining measurements outside of the clinical setting for diagnostic confirmation before starting treatment.		18+y		A
BRCA risk assessment and genetic counseling and testing	The USPSTF recommends that primary care clinicians assess women with a personal or family history of breast, ovarian, tubal, or peritoneal cancer or who have an ancestry associated with breast cancer susceptibility 1 and 2 (BRCA1/2) gene mutations with an appropriate brief familial risk assessment tool. Women with a positive result on the risk assessment tool should receive genetic counseling and, if indicated after counseling, genetic testing. NOTE: BRCA testing requires prior authorization.	Female			B
Breast cancer preventive counseling	The USPSTF recommends that clinicians offer to prescribe risk-reducing medications, such as tamoxifen, raloxifene, or aromatase inhibitors, to women who are at increased risk for breast cancer and at low risk for adverse medication effects. Must have no prior diagnosis of breast cancer.	Female			B
Dental caries prevention: infants and children age 6 mo to 5 yrs	The USPSTF recommends primary care clinicians prescribe oral fluoride supplementation starting at age 6 months for children whose water supply is fluoride deficient.		6 mo to ≤ 5y		B
Dental caries prevention: application of fluoride varnish to primary teeth	The USPSTF recommends that primary care clinicians apply fluoride varnish to the primary teeth of all infants and children starting at the age of primary tooth eruption.		≤ 5y		B
Depression screening: adolescents	The USPSTF recommends screening for major depressive disorder (MDD) in adolescents aged 12 to 18 years. Screening should be implemented with adequate systems in place to ensure accurate diagnosis, effective treatment, and appropriate follow-up.		11-18y		B
Depression screening: adults	The USPSTF recommends screening for depression in the general adult population, including pregnant and postpartum women. Screening should be implemented with adequate systems in place to ensure accurate diagnosis, effective treatment, and appropriate follow-up.				B

Medical Plan Preventive List

Service	Description	Sex	Age	Frequency	Grade
Depression Screening: Pregnant and Postpartum	The USPSTF recommends that clinicians provide or refer pregnant and postpartum persons who are at increased risk of perinatal depression to counseling interventions.				B
Developmental Screening	Bright Futures		≤3y		
Healthy diet and physical activity counseling to prevent cardiovascular disease: adults with cardiovascular risk factors	The USPSTF recommends offering or referring adults who are overweight or obese and have additional cardiovascular disease (CVD) risk factors to intensive behavioral counseling interventions to promote a healthful diet and physical activity for CVD prevention.				B
Hearing loss screening	Bright Futures		0- 20y		
Intimate partner violence screening	The USPSTF recommends that clinicians screen women of childbearing age for intimate partner violence, such as domestic violence, and provide or refer women who screen positive to intervention services. This recommendation applies to women who do not have signs or symptoms of abuse.				B
Obesity: Screening and behavioral intervention	The USPSTF recommends that clinicians offer or refer adults with a body mass index (BMI) of 30 or higher (calculated as weight in kilograms divided by height in meters squared) to intensive, multicomponent behavioral interventions. Nutrition therapy visits for adults are unlimited.		0-21y unlimited visits 22+y unlimited		B
Obesity Screening and counseling: children	The USPSTF recommends that clinicians screen children age 6 years and older for obesity and offer them or refer them to comprehensive, intensive behavioral interventions to promote improvement in weight status.		6-21y		B
Obesity Prevention in Midlife Women	The Women's Preventive Services recommends counseling midlife women aged 40 to 60 years with normal or overweight body mass index (BMI) (18.5-29.9 kg/m ²) to maintain weight or limit weight gain to prevent obesity. Counseling may include individualized discussion of healthy eating and physical activity.	Female	40-60y		

Medical Plan Preventive List

Service	Description	Sex	Age	Frequency	Grade
Sexually transmitted infections counseling	The USPSTF recommends intensive behavioral counseling for all sexually active adolescents and for adults who are at increased risk for sexually transmitted infections.		11+y		B
Skin cancer behavioral counseling	The USPSTF recommends counseling young adults, adolescents, children, and parents of young children about minimizing exposure to ultraviolet (UV) radiation for persons aged 6 months to 24 years with fair skin types to reduce their risk of skin cancer.		6 mo-24y		B
Statin preventive medication: adults ages 40–75 years with no history of CVD, 1 or more CVD risk factors, and a calculated 10-year CVD event risk of 10% or greater	The USPSTF recommends that clinicians prescribe a statin for the primary prevention of CVD for adults aged 40 to 75 years who have 1 or more CVD risk factors (i.e. dyslipidemia, diabetes, hypertension, or smoking) and an estimated 10-year risk of a cardiovascular event of 10% or greater.	Both	40-75y		
Sudden Cardiac Arrest and Sudden Death	Bright Futures recommends: Assess risk for sudden cardiac arrest and sudden cardiac death from 11 to 21 years (to account for the range in which the risk assessment can take place).		11-21y		
Tobacco use counseling and interventions: all (<i>Expanded counseling for pregnant tobacco users.</i>)	The USPSTF recommends that clinicians ask all adults including pregnant women about tobacco use, advise them to stop using tobacco, and provide behavioral interventions and U.S. Food and Drug Administration (FDA)–approved pharmacotherapy for cessation to adults who use tobacco.		18+y and during pregnancy		A
Tobacco use interventions: children and adolescents	The USPSTF recommends that clinicians provide interventions, including education or brief counseling, to prevent initiation of tobacco use in school-aged children and adolescents.		6-18y		B
Tobacco, Alcohol, or Drug Use Assessment	Bright Futures		11+y		
Unhealthy drug use	The USPSTF recommends screening by asking questions about unhealthy drug use in adults age 18 years or older. Screening should be implemented when services for accurate diagnosis, effective treatment, and appropriate care can be offered or referred.		18+y		B

Medical Plan Preventive List

Service	Description	Sex	Age	Frequency	Grade
Visual acuity screening in children	<p>The USPSTF recommends vision screening for all children at least once between the ages of 3 and 5 years, to detect the presence of amblyopia or its risk factors.</p> <p>Bright Futures recommends screening at ages 3, 4, 5, 6, 8, 10, 12, and 15, and risk assessment at 12 and 24 months.</p>		Varies		B
Newborn-specific Wellness services:					
Critical congenital heart disease screening	<p>Bright Futures</p> <p>Screening for critical congenital heart disease with pulse oximetry for newborns, after 24 hours of age, before discharge from the hospital.</p>		Newborn	0-30 days	-
Bilirubin screening	Bright Futures		Newborn	0-30 days	
Gonorrhea prophylactic medication: newborns	The USPSTF recommends prophylactic ocular topical medication for all newborns for the prevention of gonococcal ophthalmia neonatorum.		Newborn		A
Hearing loss screening: newborns	<p>Recommended screening for hearing loss in all newborn infants.</p> <p>Necessary diagnostic follow-up care to the screening test for a child from birth through the date the child is 24 months old</p>		Newborn	0-30days	-
Hypothyroidism and Metabolic disease screening: newborns	<p>Advisory Committee on Heritable Disorders in Newborns and Children recommends that every newborn screening program include a Uniform Screening Panel that screens for 32 core disorders and 26 secondary disorders; the disorders' selection was based on the "Newborn Screening: Towards a Uniform Screening Panel and System." The USPSTF does not wish to duplicate the significant investment of resources made by others to review new evidence in a timely fashion and make recommendations.</p>		Newborn	0-30days	-
NOTE: Part of Texas Newborn Screening Program					
Hemo-globinopathies screening: newborns	<p>The USPSTF recommends screening for sickle cell disease in newborns.</p>		Newborn	0-30days	-
NOTE: Part of Texas Newborn Screening Program					

Medical Plan Preventive List

Service	Description	Sex	Age	Frequency	Grade
Maternal Depression Screening	Bright Futures recommends screening for maternal depression		Newborn	0-6mo	
Phenylketonuria and Metabolic Screening: newborns	Part of Texas Newborn Screening Program		Newborn	0-30days	B
NOTE: Part of Texas Newborn Screening Program					
Preventive Care Screenings and Interventions					
Abdominal aortic aneurysm	The USPSTF recommends one-time screening for abdominal aortic aneurysm by ultrasonography in men ages 65 to 75 years who have ever smoked.	Male	65-75y	Once	B
Anemia Screening: pregnant women	The USPSTF recommends routine screening for iron deficiency anemia in asymptomatic pregnant women	Female		Pregnant	I
Anemia in Young Children: Screening	Bright Futures		1y		-
Anxiety in Children and Adolescents: Screening	The USPSTF recommends screening for anxiety in children and adolescents aged 8 to 18 years.		8-18y		B
Anxiety Screening	The Women's Preventive Services Initiative recommends screening for anxiety in adolescent and adult women, including those who are pregnant or postpartum. Optimal screening intervals are unknown and clinical judgement should be used to determine screening frequency. Given the high prevalence of anxiety disorders, lack of recognition in clinical practice, and multiple problems associated with untreated anxiety, clinicians should consider screening women who have not been recently screened.	Female			

Medical Plan Preventive List

Service	Description	Sex	Age	Frequency	Grade
Bacteriuria screening: pregnant women	The USPSTF recommends screening for asymptomatic bacteriuria using urine culture in pregnant persons.	Female		Pregnant	A
Breast cancer screening mammography	<p>The USPSTF recommends screening mammography for women, with or without clinical breast examination, every 2 years for women age 50 to 75 years. Texas mandates start screening at 35 years of age or older and must include coverage for an annual screening by all forms of low-dose mammography for the presence of occult breast cancer. Includes Tomosynthesis (3D Mammography).</p> <p>If you have certain risk factors, screening mammography will be available to you as often as once a year regardless of your age. Risk factors include:</p> <ul style="list-style-type: none"> • A family member (a parent, sibling, or child) with breast cancer • A close family member with a genetic mutation (BRCA) known to increase the risk of breast cancer • Your first pregnancy occurred after age 30 • A personal history of breast cancer • A history of radiation therapy to the chest <p>TX mandates coverage of diagnostic mammography as well as screening mammograms effective 01/01/2022; including ultrasound and MRI.</p>		35+y		
Breastfeeding Support, Supplies, and Counseling	The USPSTF recommends interventions during pregnancy and after birth to promote and support breastfeeding.	Female		Up to 6 lactation consultant visits	B
Breast pump (one electric) & supplies	This benefit is limited to one pump per completed pregnancy but no more than one pump in a calendar year. In the event of a birth resulting in multiple infants, only one breast pump will be provided. BSWHP considers rental of a heavy duty electrical (hospital grade) breast pump medically necessary for the period of time that a newborn is detained in the hospital, up to a maximum of six months – Requires Prior Authorization.			One per year	B
Extra supplies	Additional supplies, if needed.			One per year	

Medical Plan Preventive List

Service	Description	Sex	Age	Frequency	Grade
Cervical cancer screening (Pap Smear)	The USPSTF recommends screening for cervical cancer every 3 years with cervical cytology alone in women aged 21 to 29 years. For women aged 30 to 65 years, the USPSTF recommends screening every 3 years with cervical cytology alone, every 5 years with high-risk human papillomavirus (hrHPV) testing alone, or every 5 years with hrHPV testing in combination with cytology (cotesting). (TX mandated age - 18, and interval – 1 yr)	Female	Varies	Varies	A
Chlamydia screening: women	The USPSTF recommends screening for chlamydia in sexually active women age 24 years or younger and in older women who are at increased risk for infection.	Female			B
Cholesterol/cholesterol screening Dyslipidemia Screening Children	Bright Futures For children at higher risk of lipid disorders (one screening for each of the following age ranges): Ages: 2y, 4y, 6, 8, 9-11, 12-16, 17-21		10 & 20y (varies)		-
Cholesterol abnormalities screening: men 35+ years old	Screening for men age 35 years and older for lipid disorders	Male	35+y		
Cholesterol abnormalities screening: younger men at increased risk	Screening for men aged 20-35 for lipid disorders if they are at increased risk for coronary heart disease	Male	20-35y		A
Cholesterol abnormalities screening: women at increased risk:	Screening for women aged 45 and older for lipid disorders if they are at increased risk for coronary heart disease	Female	45+y 20-45y		B

Medical Plan Preventive List

Service	Description	Sex	Age	Frequency	Grade
Colorectal cancer screening	<p>The USPSTF recommends screening for colorectal cancer starting at age 45 years and continuing until age 75 years.</p> <p>Fecal occult blood testing (FOBT) annually</p> <p>Fecal immunochemical test (FIT) annually</p> <p>Stool-based deoxyribonucleic acid (DNA) (i.e., Cologuard) every three years</p> <p>Sigmoidoscopy every five years (Medicare: every 4 years)</p> <p>Colonoscopy every 10 years</p> <p>CT colonography (virtual colonoscopy) every five years</p> <p>Double contrast barium enema (DCBE) every five years</p> <p>If you have certain risk factors, colonoscopy for colorectal cancer screening is available to you as often as every 5 years regardless of your age. Risk factors include:</p> <ul style="list-style-type: none"> • A close relative (sibling, parent, or child) who has had colorectal cancer or an adenomatous polyp • A family history of familial adenomatous polyposis • A family history of hereditary nonpolyposis colorectal cancer • A personal history of adenomatous polyps • A personal history of colorectal cancer 		45-75y		
Contraceptive methods	Food and Drug Administration-approved contraceptive methods, sterilization procedures, and patient education and counseling, not including abortifacient drugs coverage of contraception may be subject to step therapy and preauthorization requirements.	Female			-
Diabetes screening during pregnancy	The USPSTF recommends screening for gestational diabetes mellitus in asymptomatic pregnant women after 24 weeks of gestation.	Female	Pregnant		B
Diabetes Screening after pregnancy	The Women's Preventive Services Initiative recommends women with a history of gestational diabetes mellitus (GDM) who are not currently pregnant and who have not been previously diagnosed with type 2 diabetes mellitus should be screened for diabetes mellitus. Initial testing should ideally occur within the first year postpartum and can be conducted as early as 4-6 weeks postpartum.				

Medical Plan Preventive List

Service	Description	Sex	Age	Frequency	Grade
Diabetes: screening for prediabetes and type 2 diabetes	The USPSTF recommends screening for prediabetes and type 2 diabetes in adults aged 35 to 70 years who have overweight or obesity. Clinicians should offer or refer patients with prediabetes to effective preventive interventions.		35-70y		B
Falls prevention in older adults: exercise or physical therapy	The USPSTF recommends exercise or physical therapy to prevent falls in community-dwelling adults age 65 years and older who are at increased risk for falls. Not a Medicare preventive benefit.		65+y		B
Folic acid supplementation	The USPSTF recommends that all women planning or capable of pregnancy take a daily supplement containing 0.4 to 0.8 mg (400 to 800 µg) of folic acid.	Female	Fertile		A
Gonorrhea screening: women	The USPSTF recommends screening for gonorrhea in sexually active women age 24 years or younger and in older women who are at increased risk for infection.	Female			B
Healthy Weight and Weight Gain In Pregnancy: Behavioral Counseling Interventions	The USPSTF recommends that clinicians offer pregnant persons effective behavioral counseling interventions aimed at promoting healthy weight gain and preventing excess gestational weight gain in pregnancy.	Female		Pregnancy	B
Hepatitis B risk	Bright Futures recommends: Assess risk for HBV infection from newborn to 21 years as consistent with recommendations of the USPSTF and the 2021–2024 edition of the AAP Red Book: Report of the Committee on Infectious Diseases.		0-21y		
Hepatitis B screening: pregnant women	The USPSTF strongly recommends screening for hepatitis B virus infection in pregnant women at their first prenatal visit.	Female		Pregnant	A
Hepatitis B screening: those at high risk	The USPSTF recommends screening for hepatitis B virus infection in persons at high risk for infection.				B
Hepatitis C virus infection screening: adults	The USPSTF recommends screening for hepatitis C virus (HCV) infection in persons at high risk for infection. The USPSTF also recommends offering one-time screening for HCV infection to adults ages 18-79y.		18-79y	Once	B

Medical Plan Preventive List

Service	Description	Sex	Age	Frequency	Grade
Urinary Incontinence screening	The Women's Preventive Services Initiative recommends screening women for urinary incontinence annually. Screening should ideally assess whether women experience urinary incontinence and whether it impacts their activities and quality of life.				
Pregnancy: Preeclampsia: screening	The USPSTF recommends screening for preeclampsia in pregnant women with blood pressure measurements throughout pregnancy.				B
Ovarian Cancer Screening	Annual medically recognized diagnostic examination for the early detection of ovarian cancer and cervical cancer for women 18 years of age or older. Expanded to include FDA approved screenings/tests for detection of ovarian cancer.		18+y	Annually	
Oral Health risk assessment for children	ACA recommendation and Bright Futures		0-10y		
Behavioral/ Social/ Emotional Screening	Bright Futures recommends Behavioral/Social/ Emotional Screening assessment at visits		0-17y		
Height, weight and BMI for children	Bright Futures		0-20y		
Blood pressure risk assessment and screening for children	Bright Futures. Blood pressure risk assessment at visits until age 3 and screening thereafter.		0-20y		
HIV screening/ prevention	<p>Women's Preventive Services Initiative recommends all adolescent and adult women, ages 15 and older, receive a screening test for HIV at least once during their lifetime. Earlier or additional screening should be based on risk, and rescreening annually or more often may be appropriate beginning at age 13 for adolescent and adult women with an increased risk of HIV infection.</p> <p>Women's Preventive Services Initiative recommends risk assessment and prevention education for HIV infection beginning at age 13 and continuing as determined by risk.</p>	Female			
HIV screening: pregnant women	The USPSTF recommends that clinicians screen all pregnant women for HIV, including those who present in labor who are untested and whose HIV status is unknown.	Female		Pregnant	A

Medical Plan Preventive List

Service	Description	Sex	Age	Frequency	Grade
HIV screening: adolescents and adults at increased risk	The USPSTF recommends that clinicians screen for HIV infection in adolescents and adults ages 15 to 65 years. Younger adolescents and older adults who are at increased risk should also be screened.				A
HIV preexposure prophylaxis	The USPSTF recommends that clinicians offer preexposure prophylaxis with effective antiretroviral therapy to persons who are at high risk of HIV acquisition.				A
Latent Tuberculosis Infection in Adults: Screening	The USPSTF recommends screening for LTBI in populations at increased risk		Varies	Varies	
Lead Screening	Bright Futures: assess risk at 6mo, 9mo, 12mo, 18mo, 2y, 3y, 4y, 5y, 6y. At 12mo and 2 y: "Perform risk assessments or screenings as appropriate, based on universal screening requirements for patients with Medicaid or in high prevalence areas."		0-21y		
Lung cancer screening	The USPSTF recommends annual screening for lung cancer with low-dose computed tomography (LDCT) in adults aged 50 to 80 years who have a 20 pack-year smoking history and currently smoke or have quit within the past 15 years. Screening should be discontinued once a person has not smoked for 15 years or develops a health problem that substantially limits life expectancy or the ability or willingness to have curative lung surgery.		50-80y	One per year	B
Osteoporosis screening: women	The USPSTF recommends screening for osteoporosis with bone measurement testing to prevent osteoporotic fractures in: <ul style="list-style-type: none"> women 65 years and older postmenopausal women younger than 65 years who are at increased risk of osteoporosis, as determined by a formal clinical risk assessment tool 	Female	65+y <65y		B

Medical Plan Preventive List

Service	Description	Sex	Age	Frequency	Grade
Prostate Cancer Screening: men	TX mandate recommends an annual screening exam to detect prostate cancer. The benefits provided under this subparagraph include the following once per year: (1) a physical examination to detect prostate cancer, (2) a prostate-specific antigen test for a male Member who is at least 50 years of age with no symptoms or who is at least 40 years of age and has a family history of prostate cancer or another prostate cancer risk factor.	Male	50+y		D
Rh incompatibility screening: first pregnancy visit	The USPSTF strongly recommends Rh (D) blood typing and antibody testing for all pregnant women during their first visit for pregnancy-related care.	Female		Pregnant	A
Rh incompatibility screening: 24–28 weeks' gestation	The USPSTF recommends repeated Rh (D) antibody testing for all unsensitized Rh (D)-negative women at 24 to 28 weeks' gestation, unless the biological father is known to be Rh (D)-negative.	Female		Pregnant	B
Syphilis Screen in those at increased risk	The USPSTF recommends screening for syphilis infection in persons who are at increased risk for infection.				A
Syphilis Screen in pregnancy	The USPSTF recommends that clinicians screen all pregnant women for syphilis infection.	Female	Pregnant		A
Tuberculosis screening: children	Bright Futures Tuberculin testing for children at higher risk of tuberculosis one test for each of the following age ranges: Ages: 1m, 6m, 1y and annually ages 3-21y.		Various		B
Tuberculosis screening: adults at increased risk	The USPSTF recommends screening for latent tuberculosis infection in populations at increased risk.				B

The determination of whether a service is a preventive health service may be influenced by the type of service for which a physician or provider submits a claim. A service that was initially considered a preventive health service may transform into a diagnostic service if a medical condition is discovered. In such a case, the copayment for the applicable medical service may apply, rather than the treatment being deemed a preventive health service. Other medical services rendered in connection with a preventive health service may result in the participant being subject to additional copayments as medical services.

Private Duty Nursing

Private duty nursing is an outpatient nursing service rendered by a nurse who does not reside in your home and is not a member of your immediate family. To be covered, the physician in charge of the case must certify that the patient's condition requires the requested care and that the care can be provided only by an RN or LPN/LVN. Private duty nursing applies only to care given in the patient's home and does not apply to care provided as part of a home healthcare agency's plan of treatment. Benefits under each medical plan option are limited to 120 visits per person per calendar year. Contact BSWHP for pre-authorization requirements.

Second Surgical Opinion

Coverage is provided for an opinion given by a second physician when one physician recommends surgery to an individual.

Skilled Nursing Facility

Covered expenses include charges made by a skilled nursing facility during your stay for the following services and supplies:

- ▶ Room and board, up to the semi-private room rate. The plan will cover up to the private room rate if it is needed due to an infectious illness, or a weak or compromised immune system
- ▶ Use of special treatment rooms
- ▶ Radiological services and lab work
- ▶ Physical, occupational or speech therapy
- ▶ Oxygen and other gas therapy
- ▶ Other medical services and general nursing services usually given by a skilled nursing facility (this does not include charges made for private or special nursing, or physician's services), and
- ▶ Medical supplies.

Benefits under each medical plan option are limited to 120 days per person per calendar year. Contact BSWHP for pre-determination of benefits.

Sleep Apnea

Coverage is provided for the diagnosis and treatment of sleep apnea in adults and children, subject to medical necessity. Some select interventions do require prior authorization.

Surgeons/Anesthesiologists

The plan covers charges for the treatment of illness, injury and sterilization procedures. Surgery must be pre-authorized or pre-certified as discussed later in this section. See [page 75-78](#) for medical/surgical procedures not covered.

Telehealth/Telemedicine

Virtual visits are covered in a similar way to an office visit with your health and mental care provider. Telehealth/telemedicine services also known as virtual visits are live, interactive audio and visual transmissions of a physician-patient encounter from one site to another using telecommunications technology.

Temporomandibular Joint Disorder (TMJ)

Coverage for medically necessary diagnostic or surgical treatment of conditions affecting the temporomandibular joint, including the jaw and craniomandibular joint, is available, where the condition is the result of an accident trauma, a congenital defect, or a developmental defect. Charges for TMJ appliances may be covered as well. Contact BSWHP for pre-authorization requirements.

Therapy Services

The plan covers charges for therapy services when used in treating an illness or injury to promote the recovery of the covered person. The plan also covers therapy services for Autism Spectrum Disorder, Pervasive Developmental Delay, and Congenital Disorders. Therapy services must be rendered in accordance with a physician's written plan. Therapy services include:

- ▶ Physical therapy is covered for non-chronic conditions and acute illnesses and injuries, provided the therapy expects to significantly improve, develop or restore physical functions lost or impaired as a result of an acute illness, injury or surgical procedure. Physical therapy does not include educational training or services designed to develop physical function.
- ▶ Occupational therapy (except for vocational rehabilitation or employment counseling) is covered for non-chronic conditions and acute illnesses and injuries, provided the therapy expects to significantly improve, develop or restore physical functions lost or impaired as a result of an acute illness, injury or surgical procedure, or to relearn skills to significantly improve independence in the activities of daily living. Occupational therapy does not include educational training or services designed to develop physical function.
- ▶ Speech therapy is covered for non-chronic conditions and acute illnesses and injuries, and expected to restore the speech function or correct a speech impairment resulting from illness or injury or for delays in speech function development as a result of a gross anatomical defect present at birth. Speech function is the ability to express thoughts, speak words and form sentences. Speech impairment is difficulty with expressing one's thoughts with spoken words.
- ▶ Cognitive therapy associated with physical rehabilitation is covered when the cognitive deficits have been acquired as a result of neurologic impairment due to trauma, stroke or encephalopathy, and when the therapy is part of a treatment plan intended to restore previous cognitive function.
- ▶ Applied Behavior Analysis (ABA) is covered, including ABA therapy provided by Board-Certified Behavior Analysts and Behavior Technicians.

The therapy should follow a specific treatment plan that:

- ▶ Details the treatment and specifies frequency and duration, and

- Provides for ongoing reviews and is renewed only if continued therapy is appropriate.

Except as provided below with respect to Autism Spectrum Disorders, benefits under each medical plan option are limited to a total of 60 visits per person per calendar year for speech therapy and combined 60 visits per person per calendar year for physical therapy/occupational therapy. A "visit" consists of no more than one hour of therapy. Covered expenses include charges for two therapy visits of no more than one hour in a 24-hour period.

Therapy services provided in your home are covered if you are homebound; however, home visits for therapy count toward the home healthcare limitation of 120 visits per person per calendar year as well as the therapy limitations.

Therapy Services for Autism Spectrum Disorders

When medically necessary, there is no limit to the number of ABA, physical, occupational, or speech therapy visits for the treatment of Autism Spectrum Disorders and benefits for Autism Spectrum Disorder will not apply towards and are not subject to any therapy visit limits described above.

Transplants

Covered expenses include charges incurred during a transplant occurrence. The following will be considered one transplant occurrence once it has been determined that you or one of your dependents may require an organ transplant. Organ means solid organ, stem cell, bone marrow and tissue.

- Heart
- Lung
- Heart/lung
- Simultaneous pancreas kidney (SPK)
- Pancreas
- Kidney
- Liver
- Intestine
- Bone marrow/stem cell
- Multiple organs replaced during one transplant surgery
- Re-transplant of same organ type within 180 days of the first transplant
- Any other single organ transplant unless otherwise excluded under the plan

The following will be considered more than one transplant occurrence:

- Autologous blood/bone marrow transplant followed by allogenic blood/bone marrow transplant (when not part of a tandem transplant)
- Allogenic blood/bone marrow transplant followed by an autologous blood/bone marrow transplant (when not part of a tandem transplant)
- Re-transplant more than 180 days after first transplant

- Pancreas transplant following a kidney transplant
- A transplant necessitated by an additional organ failure during the original transplant surgery/process
- More than one transplant when not performed as part of a planned tandem or sequential transplant, (e.g., a liver transplant with subsequent heart transplant)

The plan covers:

- Charges made by a physician or transplant team
- Charges made by a hospital, outpatient facility or physician for the medical and surgical expenses of a live donor, but only to the extent not covered by another plan or program
- Related supplies and services provided by the facility during the transplant process. These services and supplies may include: physical, speech and occupational therapy; bio-medicals and immunosuppressants; home healthcare expenses; and home infusion services.
- Charges for activating the donor search process with national registries
- Compatibility testing of prospective organ donors who are immediate family members. For the purpose of this coverage, an "immediate" family member is defined as a first-degree biological relative. These are biological parents, siblings or children.
- Inpatient and outpatient expenses directly related to a transplant

Covered transplant expenses are typically incurred during the four phases of transplant care described below. Expenses incurred for one transplant during these four phases of care will be considered one transplant occurrence.

A transplant occurrence is considered to begin at the point of evaluation for a transplant and end either 180 days from the date of the transplant, or upon the date you are discharged from the hospital or outpatient facility for the admission or visit(s) related to the transplant, whichever is later.

The four phases of one transplant occurrence and a summary of covered transplant expenses during each phase are:

- Pre-transplant evaluation/screening: Includes all transplant-related professional and technical components required for assessment, evaluation and acceptance into a transplant facility's transplant program
- Pre-transplant/candidacy screening: Includes human leukocyte antigen (HLA) typing/compatibility testing of prospective organ donors who are immediate family members
- Transplant event: Includes inpatient and outpatient services for all covered transplant-related health services and supplies provided to you and a donor during the one or more surgical procedures or medical therapies for a transplant; prescription drugs provided during your inpatient stay or outpatient visit(s), including bio-medical and immunosuppressant drugs; physical, speech or occupational therapy provided

during your inpatient stay or outpatient visit(s); cadaveric and live donor organ procurement, and

- Follow-up care: Includes all covered transplant expenses; home healthcare services; home infusion services; and transplant-related outpatient services rendered within 180 days from the date of the transplant event.

Contact BSWHP for transplant network and pre-authorization requirements.

Urgent Care Centers

Coverage is provided for services performed by stand-alone facilities devoted exclusively to providing urgent care and not attempting to provide ongoing medical care. Urgent care facilities that are part of an emergency room are excluded from this benefit.

Vision Exam

A vision exam is covered under the plan only for a medical condition (i.e., glaucoma) or accidental injury.

Wigs

Wigs are approved under the plan when hair loss is the result of injury, disease or treatment of disease.

WHAT'S NOT COVERED

Although the plan covers most necessary medical expenses, some expenses are not covered, even if prescribed, recommended or approved by your physician or dentist. The plan covers only those services and supplies that are medically necessary and included in the What's Covered by the Medical Options section. The list below includes examples only and is not intended to be a complete list. If you have any questions about specific eligible medical coverage, it is your responsibility to contact your medical plan provider by calling the customer service number listed on your ID card.

The following are not covered:

- Abortions:** Elective abortions, which are not necessary to preserve the participant or covered dependent's health, are excluded.
- Allergy:** See "Home and mobility" and "Therapies and tests."
- Anesthesia:** Anesthesia for procedures which are not covered by the plan is not a covered benefit.
- Behavioral health services:** See "Therapies and tests."
- Biofeedback:** Not covered for any indications except as described in the What's Covered by the Medical Options section.
- Birth centers:** Charges submitted for prenatal, deliveries and postnatal care are not covered
- Christian Science:** Charges by a Christian Science facility, practitioner, or nurse are not covered.
- Contraceptive services and supplies:** The reversal of an elective sterilization procedure; condoms, foams, contraceptive jellies and ointments are excluded.

- Cosmetic services and plastic surgery:** Expenses will not be paid for:

- The implantation, removal, and replacement of breast implants are not covered benefits, unless related to reconstruction following a medically necessary mastectomy;
- Excision of excessive skin and subcutaneous tissue of the leg, hip, buttock, arm, or submental fat pad;
- Suction assisted lipectomy of the head and neck, leg, hip, buttock, or arm;
- Insertion, removal or care of complications of breast implants unless such implants were otherwise covered under the plan;
- Dermabrasion;
- Cryotherapy for acne; or
- Chemical exfoliation for acne.

- Counseling:** See "Gender Reassignment Surgery" and "Sexual Dysfunction/enhancement."

- Court-ordered services:** Healthcare services provided solely because of the order of a court or administrative body, which healthcare service would otherwise not be covered under this plan, are excluded. Charges for a provider to appear in court are also excluded.

- Criminal act(s):** Services received because of an injury incurred while engaged in an activity for which the participant is convicted of a felony or Class A misdemeanor are not covered.

- Custodial care:** Custodial care as follows is excluded:

- Any service, supply, care, or treatment that the medical director determines to be incurred for rest, domiciliary, convalescent or custodial care;
- Any assistance with activities of daily living which include activities such as walking, getting in and out of bed, bathing, dressing, feeding, toileting, and taking drugs; or
- Any care that can be performed safely and effectively by a person who does not require a license or certification or the presence of a supervisory nurse. Such services will not be covered expenses no matter who provides, prescribes, recommends, or performs those services. The fact that certain covered expenses are provided while participant is receiving custodial care does not require the plan to cover custodial care.

- Dental services:** Excluded except to the extent specifically listed as covered in the plan.

- Disaster or epidemic:** In the event of a major disaster or epidemic, services shall be provided insofar as practical, according to the best judgment of health professionals and within the limitations of facilities and personnel available; but neither the plan, nor any health professional shall have any liability for delay or failure to provide or to arrange for services due to lack of available facilities or personnel.

- ▶ **Disposable outpatient supplies:** Any outpatient disposable supply or device, including sheaths, bags, elastic garments, support hose, bandages, bedpans, syringes, blood or urine testing supplies, home test kits, splints, neck braces, compresses and other devices not intended for reuse by another patient.
- ▶ **Educational services/therapy:** Services related to the diagnosis, treatment, or management of education or school problems are not covered.
- ▶ **Eligibility:** Charges submitted for services that are not rendered, or rendered to a person not eligible for coverage under the plan.
- ▶ **Excess charges:** No payment will be made for any portion of the charge for a service or supply in excess of the allowable amount for such service or supply.
- ▶ **Experimental or investigational:** The plan does not cover any treatment, therapy, procedure, Drug or Drug usage that are determined not to be safe and effective for use in the treatment of the medical condition and/or not to have a beneficial effect on net health outcomes due to insufficient and inadequate clinical evidence EXCEPT for services determined to be a benefit as set forth in the "Experimental or Investigational Treatment" section of "What's Covered by the Medical Options."
- ▶ **Facility charges for care services or supplies:** No payment will be made for services, except emergency care, received in federal facilities or for any items or services provided in any institutions operated by any state, government or agency when participant has no legal obligation to pay for such items or services; except, however, payment will be made to the extent required by law provided such care is approved in advance by the plan medical director. Benefits furnished, paid for, or required by reason of service in the armed services of any country are not covered.
- ▶ **Food items:** Food products and guest meals except to the extent specifically listed as a covered benefit under the plan.
- ▶ **Foot care:** Services for foot care, including, but not limited to, care of corns, calluses, bunions, and nails, except those services related to systemic conditions and surgical procedures, are excluded. Also, orthopedic shoes (except those which are an integral part of a corrective brace), corrective shoes, arch supports, and foot orthotics are excluded.
- ▶ **Genetic testing:** Genetic tests are excluded unless approved by the FDA, ordered by a participating physician, and approved by the medical director.
- ▶ **Growth/height:** Any treatment, device, drug, service or supply solely to increase or decrease height or alter the rate of growth, including surgical procedures and devices to stimulate growth and growth hormones.
- ▶ **Health examinations:** Physical, psychiatric, psychological,

other testing or examinations and reports, therapy, and training for the following are excluded:

- Obtaining or maintaining employment;
 - Obtaining or maintaining licenses of any type;
 - Obtaining or maintaining insurance;
 - Otherwise relating to insurance purposes and the like;
 - Education purposes;
 - Services for special education and developmental programs;
 - Premarital and pre-adoptive purposes by court order;
 - Relating to any judicial, regulatory, or administrative proceeding or purpose;
 - Medical research; or
 - Camp.
- ▶ **Hearing:** Excluded except to the extent specifically listed as covered in the plan.
 - ▶ **Home and mobility:** The purchase or rental of household equipment which has a customary purpose other than medical, such as, but not limited to: exercise cycles, air purifiers, central or unit air conditioners, humidifiers, water purifiers, allergenic pillows, mattresses or waterbeds is excluded. Also, household fixtures including, but not limited to, the purchase or rental of escalators or elevators, saunas, swimming pools or other household fixtures are excluded.
 - ▶ **Home births:** Any services and supplies related to births occurring in the home or in a place not licensed to perform deliveries.
 - ▶ **Immunizations:** Immunizations for travel, such as those for yellow fever and typhoid, are covered. Those not recommended for routine use by the ACIP and CDC are not covered.
 - ▶ **Infertility:** Excluded except to the extent specifically listed as covered in the plan.
 - ▶ **Maintenance care:** Services or supplies furnished mainly to maintain, rather than to improve, a level of physical or mental function, or to provide a surrounding free from exposures that can worsen the person's physical or mental condition.
 - ▶ **Medicare:** Payment for that portion of the charge for which Medicare or another party is the primary payer.
 - ▶ **Miscellaneous charges for services or supplies:** Heating pads, hot water bottles, cold pads, electronically controlled thermal therapy units/equipment/supplies, elastic bandages, blood pressure devices, first aid kits, transcutaneous electrical nerve stimulators, pulsed electronic stimulation units for osteoarthritis, over-the-counter products, batteries other than for covered specialized medical equipment, dressing, syringes (except for insulin syringes), and dentures, are excluded.
 - ▶ **Non-emergency medical charges:** Non-emergency/non-urgent care received outside the United States.

▼ **Non-medically necessary and non-covered benefits/services:** Any treatment, procedure, or service considered not medically necessary by the plan medical director will not be considered a covered benefit, unless specifically mentioned as a covered benefit herein. This clause shall also apply to any service furnished without the recommendation and approval of a physician or other qualified healthcare professional acting within the scope of their license. Also, treatments and services which are excluded from coverage under the plan and complications of such treatments and services are excluded. Charges for services determined not to be covered expenses based on the plan's medical policies are excluded. Also excluded are treatments and services for complication arising from non-medical body enhancements, e.g. body piercing and tattooing.

▼ **Nursing and home health aide services:** See "Private duty nursing."

▼ **Orthognathic surgery:** Orthognathic surgery for malocclusion, orthodontic, dental, and cosmetic, indication is excluded; except as reconstructive craniofacial surgery to improve the function of, or to attempt to create a normal appearance of, an abnormal craniofacial structure cause by congenital defects, developmental deformities, trauma, tumors, infection or disease for a participating eligible dependent younger than 18 years.

▼ **Personal comfort and convenience items:** Personal items, comfort items, food products, guest meals, accommodations, telephone charges, private rooms unless medically necessary, take home supplies, barber and beauty services, radio, television or videos of procedures, vitamins, minerals, dietary supplements and similar products except to the extent specifically listed as covered under the plan, are excluded.

▼ **Pharmacy benefit/prescription drugs:** Any procedures, treatments, services, supplies, and drugs that are considered to be experimental or investigational are excluded, but may be appealed under the Claims and Appeals Procedures section. Procedures, treatments, services, supplies, and drugs subject to approval by the Federal Food and Drug Administration of the United States (FDA), which have not been so approved; or approved by the FDA, but not for the specific condition being treated. The plan will cover routine patient costs as required by PPACA for approved clinical trials. Also, vitamins, minerals, dietary supplements and similar products except to the extent specifically listed as covered under the plan. Also, over-the-counter drugs are not covered. Unless covered by a prescription drug benefit rider, coverage for drugs is limited to:

- Those pharmaceutical products prescribed or ordered by a physician or other provider, utilized by the participant while in the hospital, approved by the FDA to sell for use in humans, and used for the purpose approved by the FDA;
- Specialty pharmacy drugs as provided in the Prescription

Drugs section; and

- Non-specialty pharmacy drugs that are dispensed and administered in the office of a provider, or other outpatient setting, pursuant to the Prescription Drugs section.

▼ **Private duty nursing:** During your stay in a hospital and outpatient private duty nursing services, except as specifically described under Private Duty Nursing in the What's Covered by the Medical Options section.

▼ **Reimbursement:** The plan shall not pay any provider or reimburse participant for any healthcare service for which participant would have no obligation to pay in the absence of coverage under this plan.

▼ **Service providers:** Treatment or services furnished by a physician or provider who is related to participant, by blood or marriage, and who ordinarily dwells in participant's household, or any services or supplies for which participant would have no legal obligation to pay in the absence of the plan or any similar coverage; or for which no charge or a different charge is usually made in the absence of healthcare coverage, are excluded.

▼ **Sexual dysfunction/enhancement:** Any treatment of sexual dysfunction or inadequacies, including therapy, supplies, or counseling that do not have a physiological or organic basis.

▼ **Specific programs:** LEAP, TEACCH, Denver and Rutgers programs.

▼ **Speech therapy:** For treatment of delays in speech development, except as specifically provided in the What's Covered by the Medical Options section. For example, the plan does not cover therapy when it is used to improve speech skills that have not fully developed.

▼ **Spinal disorder:** Including care in connection with the detection and correction by manual or mechanical means of structural imbalance, distortion or dislocation in the human body or other physical treatment of any condition caused by or related to biomechanical or nerve conduction disorders of the spine including manipulation of the spine treatment, except as specifically provided in the What's Covered by the Medical Options section.

▼ **Storage of body fluids and body parts:** Storage of blood and blood products is excluded. Storage of semen, ova, bone marrow, stem cells, DNA, or any other bodily fluid or body part is excluded unless approved by medical director.

▼ **Strength and performance:** Services, devices and supplies to enhance strength, physical condition, endurance or physical performance, including:

- Exercise equipment, memberships in health or fitness clubs, training, advice or coaching;
- Drugs or preparations to enhance strength, performance or endurance; and
- Treatments, services and supplies to treat illnesses, injuries or disabilities related to the use of performance-

enhancing drugs or preparations.

- ▶ **Submitted services:** Hospital confinement charges incurred in a facility other than a licensed hospital, admissions primarily for check-ups and testing, and charges for convenience items including TV, telephone, and guest beds are not covered.
- ▶ **Therapies and tests:** The following therapies and treatments are not covered: recreational therapy, exercise programs, hypnotherapy, music therapy, reading therapy, sensory integration therapy, vision therapy, vision training, orthoptic therapy, orthoptic training, behavioral vision therapy, integration visual therapy, orthotripsy, massage therapy, oral allergy therapy, hair replacement and hair removal regardless of indication.
- ▶ **Timely claims filing:** Claims for services made more than 12 months after the expense is incurred are not covered, unless the plan is secondary payer, in which the time frame may be extended 6 months.
- ▶ **Tobacco use:** Any treatment, drug, service or supply to stop or reduce smoking or the use of other tobacco products or to treat or reduce nicotine addiction, dependence or cravings, including counseling, hypnosis and other therapies, medications, nicotine patches and gum except as specifically provided in the *What's Covered by the Medical Options* section.
- ▶ **Transplant(s):** Solid organ, stem cell, and bone marrow transplants and associated donor/procurement costs for a participant are excluded except to the extent specifically provided in the *What's Covered by the Medical Options* section.
- ▶ **Transportation costs:** Expenses for travel, whether or not recommended by a physician or other provider, are not covered. Also excluded are all treatments and services received outside of the United States, its protectorates, Canada, or Mexico, except in the case of a medical emergency.
- ▶ **Treatment of mental retardation, defects and deficiencies**
- ▶ **Unauthorized services:** Including any service obtained by or on behalf of a covered person without pre-authorization when required. This exclusion does not apply in a medical emergency or in an urgent care situation.
- ▶ **Vision-related services and supplies:** Examinations, tests, and procedures related to vision correction; eye glasses and contact lenses are excluded unless otherwise specifically stated as a covered benefit herein. Also, all surgical procedures for the purpose of correcting visual acuity are excluded.
- ▶ **War, insurrection, or riot:** Treatments for injuries or sickness as a result of war, riot, or civil insurrection, or act of terrorism are excluded.
- ▶ **Weight:** Any treatment, drug, service or supply intended to decrease or increase body weight, control weight or

treat obesity, including morbid obesity, regardless of the existence of comorbid conditions, except as provided in the Obesity Treatment section of *What's Covered by the Medical Options* or as may be covered as preventive services, including but not limited to:

- Liposuction, banding, weight control/loss programs, and other services and supplies that are primarily intended to treat or are related to the treatment of obesity, including morbid obesity;
 - Drugs, stimulants, preparations, foods or diet supplements, dietary regimens and supplements, food or food supplements, appetite suppressants and other medications;
 - Counseling, coaching, training, hypnosis or other forms of therapy; and
 - Exercise programs, exercise equipment, membership in health or fitness clubs, recreational therapy or other forms of activity or activity enhancement.
- ▶ **Work-related:** Services rendered for the diagnosis and treatment of an injury or illness for which benefits are available under worker's compensation or employer liability law, or services rendered for any occupation injury or illness sustained as a result of any work for wage or profit are not covered.

Note: For more specific information about pharmacy and drug-related exclusions, see *What's Not Covered* under the Pharmacy Benefit section on [page 50](#).

SITUATIONS AFFECTING MEDICAL PLAN BENEFITS

The situations summarized here could affect the benefits you receive from the medical plan:

- ▶ No benefits are paid for services or supplies received before coverage begins or after coverage ends
- ▶ The plan pays benefits only for eligible charges — those services and supplies listed as covered expenses
- ▶ Benefits are paid only to the extent the service or supply is necessary to treat your condition and the charge is reasonable
- ▶ If you choose no coverage during any enrollment period, no benefits are payable from the plan

SUBROGATION AND RIGHTS OF RECOVERY PROVISION

Subrogation

If a participant sustains an illness or injury for which benefits are payable under the terms of the plan, and a third party is or may be liable with respect to such illness or injury, the plan shall have the right of recovery (the "Right of Recovery"). The plan shall have the Right of Recovery with respect to any recovery, right of recovery, claim, cause of action or other rights that any

or all interested parties may have against a third party. The term “third party” means any entity or person, including but not limited to, an insurance company (e.g. the participant’s own insurance company, in the case of uninsured or underinsured motorist coverage or no-fault automobile insurance). The term “interested party” means any person or entity who has or may have a right of recovery, claim, cause or action or other right arising out or related to the illness or injury (or any loss related thereto) sustained by the participant; such term shall include but shall in no way be limited to, the participant’s estate (or personal representative of the estate), heirs, guardian or other representative.

Extent of Right of Recovery

1. The right to recover from any interested party all amounts the interested party may recover or receive from any third party with respect to the illness or injury for which benefits are payable under the terms of the plan;
2. The right to reduce the amount of covered plan benefits payable with respect to the illness or injury, by any amount or amounts recovered by an interested party from a third party with respect to or as a result of the same illness or injury; and
3. The right of subrogation to stand in the shoes of an interested party and assert any right of recovery, claim or cause of action of the interested party and assert any right of recovery, claim, or cause of action that the interested party may have against a third party arising from or related to the illness or injury for which benefits are payable under the terms of the plan; the plan’s right of subrogation includes the right to control absolutely the prosecution of the subrogated right of recovery, claim or cause of action, including, but not limited to, the selection of counsel.

Priority

The plan’s Right of Recovery shall be determined as follows:

1. The plan shall have a first priority lien on any full or partial recovery by an interested party from a third party. The plan’s Right of Recovery shall apply regardless of whether or not the interested party is made whole from the recovery against such third party. Any recovery amount that the plan is entitled to shall not be reduced or prorated by or on account of the interested party’s attorney’s fees and costs.
2. Any full or partial recovery by an interested party against a third party shall be deemed to be recovery for plan benefits with respect to the illness or injury for which the third party is or may be liable, regardless of whether or not the judgment, award, formal or informal settlement, contract or any other payment of any kind itemizes or identifies an amount awarded for plan benefits or is specifically limited to certain kinds of damages or payments; an interested party may not avoid or circumvent the plan’s Right of Recovery because of the way in which the recovery from a third party is characterized. By way of example, the plan shall have a Right of Recovery even if an interested party’s recovery from a third party is described

as a recovery for pain and suffering, loss of consortium, emotional distress, punitive damages for vexatious refusal to pay, attorneys’ fees, or medical expenses.

3. The Plan Administrator, in its sole and absolute discretion, may agree to treat a lesser percentage of an interested party’s recovery from a third party as attributable to plan benefits. The amount so determined shall be binding on the plan and the interested party as the amount of plan benefits to which the plan has the Right of Recovery.

Limits on Plan Obligations

If the plan has a Right of Recovery, the plan shall not be obligated to pay any plan benefits with respect to the participant’s illness or injury until all of the following conditions are fulfilled to the complete satisfaction of the Plan Administrator in its sole and absolute discretion.

1. If the Plan Administrator desires to assert the plan’s right of subrogation, all interested parties (or someone legally qualified and authorized to act for an interested party) must sign all documents required by the Plan Administrator to assert such right.
2. If the Plan Administrator, in its sole and absolute discretion, decides not to assert the plan’s right of subrogation, all interested parties (or someone legally qualified and authorized to act for an interest party) shall agree in writing to the following conditions:
 - a. The interested party shall agree to include plan benefits in any claim or cause of action the interested party makes against a third party for the illness or injury (or any loss related thereto);
 - b. The interested party shall agree that the plan has an absolute Right of Recovery and a first priority lien upon any recovery made by the interested party related to the illness or injury for which plan benefits have or will be paid; and
 - c. The interested party shall agree not to settle a claim against a third party without prior written consent of the Plan Administrator.
3. All interested parties (or someone legally qualified or authorized to act for an interested party) shall agree in writing to cooperate fully with the plan in asserting and protecting its Right of Recovery, supply the Plan Administrator with any and all information necessary to assert and protect such Right of Recovery, and execute and deliver any and all instruments and papers in their original form.

Suspension of Plan Payment

The Plan Administrator, in its sole and absolute discretion, may suspend payment of plan benefits if any interested party has not executed or is not in compliance with the terms of any required written agreement. Payment of benefits pursuant to the plan before any required written agreement is obtained, or while an interested party is not in compliance with the terms of such a written agreement, shall not constitute a waiver by the plan of its Right of Recovery. Violation of any required written agreement shall be a violation of the terms of the plan document.

Waiver

The Plan Administrator, in its sole and absolute discretion, may agree to waive the plan's Right of Recovery. The plan's waiver of its Right of Recovery with respect to one claim shall not constitute a waiver of its Right of Recovery with respect to another claim; and the plan's waiver of its Right of Recovery with respect to one interested party shall not constitute a waiver of its Right of Recovery with respect to another interested party.

Notification of Potential Right of Recovery

An interested party shall notify the Plan Administrator, in writing, whenever an illness or injury arises that provides or may provide the plan a Right of Recovery. The plan shall be entitled to recover its attorney's fees and costs from an interested party if the plan takes legal action against the interested party to enforce its reimbursement rights.

NOTICE REGARDING WOMEN'S HEALTH AND CANCER RIGHTS ACT

Under this health plan, as required by the Women's Health and Cancer Rights Act of 1998, coverage will be provided to a person who is receiving benefits in connection with a mastectomy and who elects breast reconstruction in connection with the mastectomy for:

1. All stages of reconstruction of the breast on which a mastectomy has been performed
2. Surgery and reconstruction of the other breast to produce a symmetrical appearance
3. Prostheses, and
4. Treatment of physical complications of all stages of mastectomy, including lymphedemas.

This coverage will be provided in consultation with the attending physician and the patient, and will be provided in accordance with the plan design, limitations, copays, deductibles, and referral requirements, if any, as outlined in your plan documents.

If you have any questions about our coverage of mastectomies and reconstructive surgery, please contact the Member Services number on your ID card. For more information, you can visit this U.S. Department of Health and Human Services website, [CMS.gov](https://www.cms.gov), and this U.S. Department of Labor website, [DOL.gov/general/topic/health-plans/consumerinfhealth](https://www.dol.gov/general/topic/health-plans/consumerinfhealth).

NOTICE REGARDING NEWBORNS' AND MOTHERS' HEALTH PROTECTION ACT

Under this health plan, as required by the Newborns' and Mothers' Health Protection Act, the plan will not restrict benefits for any hospital length of stay in connection with childbirth for the mother or newborn child to less than 48 hours following a vaginal delivery or less than 96 hours following a Cesarean section. However, federal law generally does not prohibit the mother's or newborn's attending provider, after consulting with the mother, from discharging the mother or her newborn earlier than 48 hours (or 96 hours, as applicable). In any case, under federal law, plans and issuers may not require a provider to obtain authorization from the plan or the insurance issuer for prescribing a length of stay not in excess of 48 hours (or 96 hours, as applicable).

WELLNESS PROGRAMS

At BSWH, we empower you to live well. That's why we offer a variety of programs designed to support your mind, body, and spirit. Explore our well-being resources at [BSWHealth.com/Benefits/LiveWell](https://www.bswhealth.com/Benefits/LiveWell) to see all the ways we can support you..

GLOSSARY

Autism Spectrum Disorder — A neurobiological disorder that includes autism, Asperger's syndrome, or pervasive developmental disorder—not otherwise specified. A neurobiological disorder means an illness of the nervous system caused by genetic, metabolic, or other biological factors.

Custodial Care — Services and supplies that are primarily intended to help you meet personal needs. Custodial care can be prescribed by a physician or given by trained medical personnel. It may involve artificial methods such as feeding tubes, ventilators or catheters. Examples of custodial care include:

- ▶ Routine patient care such as changing dressings, periodic turning and positioning in bed, and administering medications
- ▶ Care of a stable tracheostomy (including intermittent suctioning)
- ▶ Care of a stable colostomy/ileostomy
- ▶ Care of stable gastrostomy/jejunostomy/nasogastric tube (intermittent or continuous) feedings
- ▶ Care of a stable indwelling bladder catheter (including emptying/changing containers and clamping tubing)
- ▶ Watching or protecting you
- ▶ Respite care, adult (or child) day care or convalescent care
- ▶ Institutional care, including room and board for rest cures, adult day care and convalescent care
- ▶ Help with daily living activities, such as walking, grooming, bathing, dressing, getting in or out of bed, toileting, eating or preparing foods
- ▶ Any services that a person without medical or paramedical training could be trained to perform
- ▶ Any service that can be performed by a person without any medical or paramedical training

Experimental or Investigational Treatment — A drug, device, procedure or treatment will be determined to be experimental or investigational if:

- ▶ There is insufficient outcomes data available from controlled clinical trials published in peer-reviewed literature to substantiate its safety and effectiveness for the illness or injury involved
- ▶ Approval required by the FDA has not been granted for marketing
- ▶ A recognized national medical or dental society or regulatory agency has determined, in writing, that it is experimental or investigational, or for research purposes
- ▶ It is a type of drug, device or treatment that is the subject of a Phase I or Phase II clinical trial or the experimental or research arm of a Phase III clinical trial, using the definition of “phases” indicated in regulations and other official actions and publications of the FDA and Department of Health and Human Services, or
- ▶ The written protocol or protocols used by the treating facility, the protocol or protocols of any other facility studying substantially the same drug, device, procedure or treatment or the written informed consent used by the treating facility or by another facility studying the same drug, device, procedure or treatment states that it is experimental or investigational, or for research purposes.

Homebound — We follow the Medicare definition/criteria to determine coverage eligibility.

- ▶ Medicare considers you homebound if you meet both of the following criteria.
 1. Due to illness or injury, need the aid of supportive devices such as crutches, canes, wheelchairs, and walkers; the use of specialized transportation; or the assistance of another person in order to leave their place of residence

OR

Your doctor believes that your health or illness could get worse if you leave your home.

AND

 2. It is difficult for you to leave your home and you typically cannot do so.
- ▶ Your doctor will decide whether you qualify as homebound when they write up your plan of care for the home health benefit. Whether or not you do depends on your doctor’s evaluation and knowledge of your condition over an extended period of time, not on a daily or weekly basis.
- ▶ Leaving home for medical treatment, religious services or to attend a licensed or accredited adult day care center does not put your homebound status at risk. Leaving home for short periods of time or for special non-medical events, such as a family reunion, funeral or graduation, will also not keep you from being considered homebound. Taking an occasional trip to the barber or beauty parlor is also allowed.

Mental Disorder — An illness commonly understood to be a mental disorder, whether or not it has a physiological basis, and for which treatment is generally provided by or under the direction of a behavioral health provider such as a psychiatric physician, psychologist or psychiatric social worker. Any of the following conditions is a mental disorder under this plan:

- ▶ Anorexia/bulimia nervosa
- ▶ Bipolar disorder
- ▶ Major depressive disorder
- ▶ Obsessive compulsive disorder
- ▶ Panic disorder
- ▶ Psychotic disorders/delusional disorder
- ▶ Schizo-affective disorder
- ▶ Schizophrenia

Recognized Amount — With respect to an item or service furnished by an out-of-network provider or emergency facility:

(1) Subject to paragraph (3) of this definition, in a State that has in effect a specified State law, the amount determined in accordance with such law.

(2) Subject to paragraph (3) of this definition, in a State that does not have in effect a specified State law, the lesser of: (i) The amount that is the qualifying payment amount (which is generally the median contracted rate, as determined in accordance with §2590.716–6); or (ii) The amount billed by the provider or facility.

(3) In a State that has an All-Payer Model Agreement under section 1115A of the Social Security Act that applies with respect to the plan, the out-of-network provider or emergency facility, and the item or service, the amount that the State approves under the All-Payer Model Agreement for the item or service.

Recognized Charge — Only that part of a charge which is less than or equal to the recognized charge is a covered benefit. For in-network providers, the recognized charge is the contracted rate agreed upon between the provider and BSWHP. For out-of-network providers, the recognized charge is based on the Usual & Customary rates reflective of market rates for the provider’s specialty and geographic area. In certain cases, the recognized charge may be the Qualifying Payment Amount (QPA) which is calculated as the median contracted rate for the same service in the same geographic area and provider type.

In some circumstances, BSWHP may have an agreement with a provider (either directly, or indirectly through a third party) that sets the rate that BSWHP will pay for a service or supply. In these instances, in spite of the methodology described above, the recognized charge is the rate established in such an agreement.

BSWHP may also reduce the recognized charge by applying BSWHP Reimbursement Policies. BSWHP Reimbursement Policies address the appropriate billing of services, taking into account factors that are relevant to the cost of the service.

Substance Abuse — A physical or psychological dependency, or both, on a controlled substance or alcohol agent [as defined on Axis I in the Diagnostic and Statistical Manual of Mental Disorders (DSM) published by the American Psychiatric Association, which is current as of the date services are rendered to you or your covered dependents]. This term does not include conditions not attributable to a mental disorder that are a focus of attention or treatment (the V codes on Axis I of DSM), such as an addiction to nicotine products or food, or caffeine intoxication.

Dental

The Dental Plan helps you pay for a wide range of dental services, from preventive care and cleanings to more extensive dental work, including crowns and dentures.

PLAN HIGHLIGHTS

- ▶ You have a choice of three dental plans:
 - Choice Plan – Preferred Provider Organization (DPPO), administered by Cigna
 - Choice Plus Plan – Preferred Provider Organization (DPPO), administered by Cigna
 - Cigna Dental Care Access – Cigna Dental Care HMO (DHMO), administered by Cigna
- ▶ DPPO plans cover preventive care at 100% along with basic care and major care. The Choice Plus DPPO covers dental implants and orthodontia for eligible children and adults.
- ▶ The plans differ in the amount you pay for coverage, how you go about getting care and what you pay when you need care.
- ▶ For the Choice and Choice Plus DPPO Plans, you can see any dentist you choose, but you'll save money if you use a Cigna network dentist.
- ▶ For DHMO, primary care dentist selection is required but can change at any time.

HOW THE CIGNA CHOICE & CHOICE PLUS PLANS WORK

The Cigna Choice Plan and Cigna Choice Plus Plan work the same way. You can go to any dentist you choose, but you will save money by going to one in the Cigna DPPO Network. You have to meet the same deductible for both PPO plans before the plan shares the cost of dental care with you. However, with the Cigna Choice Plan, you may pay a higher coinsurance and the annual maximum is lower. The Cigna Choice Plan does not cover orthodontia; the Cigna Choice Plus Plan covers orthodontia for eligible children and adults. The Plus plan also covers dental implants.

Here's how the Cigna DPPOs pay dental benefits:

- ▶ The coinsurance percentage under each plan applies whether you go to a in-network or out-of-network dentist.
- ▶ If you use in-network dentists, you pay discounted rates for services.
- ▶ If you go to an out-of-network dentist, benefits are paid based on reasonable and customary charges for services. If your dentist charges more than what Cigna deems reasonable and customary for the service in your geographic area, you must pay the difference between the reasonable and customary charge and what the dentist charges, in addition to your share of the coinsurance.

Under the PPO Dental Plans, you pay coinsurance (a percentage of the cost) for each treatment. Certain treatments are subject to

an annual deductible, which varies based on your level of coverage (employee only or employee plus one or more dependents).

The Summary of Benefits is listed on [pages 89 and 90](#). It shows your coinsurance amount for each service and excluded services. The following sections apply to both the Standard and Plus PPOs, except where otherwise noted.

Find a Network Dentist

To find a provider for either DPPO or DHMO, go online to MyCigna.com, click on "Find a Dentist," select your plan and enter your ZIP code.

Individual and Family Annual Deductibles

For DPPO, an individual annual deductible of \$50 applies to restorative and major care. The plans pay for services for each individual once that person has met the \$50 deductible. In addition, the plans will pay for services for all family members once the family's total expenses reach \$150.

Preventive care such as check-ups, cleanings and X-rays, and orthodontia are not subject to the annual deductible.

Emergency Dental Care

If you need emergency dental care, you are covered 24 hours a day, seven days a week, anywhere in the world. When a participating PPO dentist provides emergency services, your copay/coinsurance amount is based on a negotiated fee schedule. If a dentist outside the PPO network provides emergency care, the services will be subject to reasonable and customary charges as determined by Cigna. Covered emergency services may vary, based on state law.

DPPO Dental Plan Coverage Rules

Replacement Rule: The replacement of, addition to or modification of existing dentures, crowns, casts or processed restorations, removable bridges or fixed bridgework is covered only if one of the following terms is met:

- ▶ The replacement or addition of teeth is required to replace one or more teeth extracted after the existing denture or bridgework was installed. Dental plan coverage must have been in force for the covered person when the extraction took place.
- ▶ The existing denture, crown, cast or processed restoration, removable bridge or bridgework cannot be made serviceable and was installed at least ten years under the DPPO Dental Plans before its replacement and are not abutments to a partial denture, removable bridge or fixed bridge installed during the prior ten years under the DPPO Dental Plans.

- ▼ The existing denture is immediate and temporary to replace one or more natural teeth extracted while the person is covered and cannot be made permanent; replacement by a permanent denture is required. The replacement must take place within 12 months from the date of initial installation of the immediate temporary or permanent denture.

Tooth Missing But Not Replaced Rule: Coverage for the first installation of removable dentures, removable bridges and fixed bridgework is subject to the requirements that such dentures, removable bridges and fixed bridgework are (a) needed to replace one or more natural teeth that were removed while this coverage was in force for the covered person; and (b) are not abutments to a partial denture, removable bridge or fixed bridge installed during the prior ten years under the PPO Dental Plans.

The amount payable for the replacement of teeth that are missing when a person first becomes insured is 50% of the amount payable for the replacement of teeth that are extracted after a person has dental coverage.

This payment limitation no longer applies after 12 months of continuous coverage. This limit will not apply to any person who is a member of the Initial Employee group.

Alternate Treatment Rule: If more than one service can be used to treat a covered person's dental condition, Cigna, as the Dental Claims Administrator, may decide to authorize coverage

only for a less costly covered service provided that all of the following terms are met: The service must be listed on the Summary of Benefits,

- ▼ The service selected must be deemed by the dental profession to be an appropriate method of treatment, and
- ▼ The service selected must meet broadly accepted national standards of dental practice.

If treatment is being given by a participating dental provider and the covered person asks for a more costly covered service than one for which coverage is approved, the specific copayment for such service will consist of:

- ▼ The copayment for the approved less costly service, and
- ▼ The difference in cost between the approved less costly service and the more costly covered service.

No Guarantee of Results: All participant care and related decisions are the sole responsibility of participating providers. The insurance provider does not provide healthcare services and, therefore, cannot guarantee any results or outcomes.

Right to Review: Participants on their own behalf or on behalf of a covered family member may request an independent medical review when the participant believes that healthcare services have been improperly denied, modified or delayed by a participating dentist.

CIGNA CHOICE & CHOICE PLUS DPPO SUMMARY OF BENEFITS

Visits And Exams

Visit for Oral Examination*	Plan pays 100%
Prophylaxis, including Scaling and Polishing*	Plan pays 100% for adults and children
Fluoride*	Plan pays 100%
Sealants (permanent molars only)	Choice Plus DPPO pays 80%; Choice DPPO pays 50%

Endodontics

Root Canal Therapy, with X-rays and Cultures	Choice Plus DPPO pays 80%; Choice DPPO pays 50%, for anterior and bicuspid
Root Canal Therapy, Molar Teeth, with X-rays and Cultures	Choice Plus DPPO pays 80%; Choice DPPO pays 50%

Minor Restorations

Amalgam (silver) Fillings	Choice Plus DPPO pays 80%; Choice DPPO pays 50%
Composite Fillings (anterior teeth only)	Choice Plus DPPO pays 80%; Choice DPPO pays 50%
Stainless Steel Crowns	Choice Plus DPPO pays 80%; Choice DPPO pays 50%

Periodontics

Scaling and Root Planing*

Choice Plus DPPO pays 80%; Choice DPPO pays 50%

Gingivectomy (per tooth)

Choice Plus DPPO pays 80%; Choice DPPO pays 50%

Osseous Surgery

Choice Plus DPPO pays 80%; Choice DPPO pays 50%

Oral Surgery

Incision and Drainage of Abscess

Plan pays 50%

Uncomplicated Extractions

Choice Plus DPPO pays 80%; Choice DPPO pays 50%

Surgical Removal of Erupted Tooth

Choice Plus DPPO pays 80%; Choice DPPO pays 50%

Surgical Removal of Impacted Tooth (soft tissue)

Choice Plus DPPO pays 50%; Choice DPPO pays 50%

Surgical Removal of Impacted Tooth (partial bony)

Choice Plus DPPO pays 50%; Choice DPPO pays 50%

Surgical Removal of Impacted Tooth (full bony)

Choice Plus DPPO pays 50%; Choice DPPO pays 50%

Prosthodontics/Major Restorations

Inlays

Plan pays 50%

Onlays

Plan pays 50%

Crowns

Plan pays 50%

Full and Partial Dentures

Plan pays 50%

Denture Repairs

Plus PPO pays 80%; Choice DPPO pays 50%

Pontics

Plan pays 50%

Anesthesia

General Anesthesia

Plan pays 50%

Intravenous Sedation

Plan pays 50%

Space Maintainers

Choice Plus DPPO pays 80%; Choice DPPO pays 50%

Orthodontics

Not covered by Choice DPPO;
Choice Plus DPPO pays 50% up to \$2,000 lifetime maximum

Implants

Not covered by Choice DPPO;
Choice Plus DPPO pays 50%

Annual Maximum Benefit

Choice Plus DPPO \$2,500
Choice DPPO \$1,250

* Frequency and/or age limitations may apply to these services.

Preventive and Diagnostic Covered Services

- ▶ Oral exams, two exams per calendar year
- ▶ Full mouth or panoramic X-rays once every 60 months
- ▶ Bitewing X-rays, 2 sets per year, for all ages
- ▶ Cleaning of teeth (oral prophylaxis), two per year
- ▶ Topical fluoride treatment, two per year for eligible children to age 19
- ▶ Emergency palliative treatment to relieve tooth pain
- ▶ Periodontal maintenance where periodontal treatment (including scaling, root planing and periodontal surgery, such as gingivectomy, gingivoplasty, gingival curettage and osseous surgery) has been performed. Periodontal maintenance is limited to four times per calendar year, combined with routine cleanings.

Basic Covered Services

- ▶ Intraoral-periapical and extraoral X-rays
- ▶ Amalgam or resin fillings
- ▶ Replacement of an existing amalgam or resin filling but only if a new surface of decay is identified on that tooth
- ▶ Sedative filling
- ▶ Pulp capping (excluding final restoration) and therapeutic pulpotomy (excluding final restoration)
- ▶ Pulp therapy and apexification/recalcification
- ▶ Root canal treatment, once per tooth per lifetime. Retreatment is not allowed within 180 days of the root canal completion.
- ▶ Periodontal surgery, including gingivectomy and gingival curettage, is subject to dental review as applicable
- ▶ Simple extractions
- ▶ Surgical extractions or erupted teeth
- ▶ Space maintainers to age 19
- ▶ Sealants, permanent bicuspid or molar teeth only, once per tooth in any 36-month period for eligible children up to age 19
- ▶ Osseous surgery one per quadrant in 36-months limit
- ▶ Repair of denture
- ▶ Addition of teeth to partial removable denture to replace natural teeth removed while this dental coverage was effective for the person receiving such services
- ▶ Periodontal scaling and root planning is administered without frequency, but is subject to dental review as necessary
- ▶ Repair or re-cementing of cast restorations
- ▶ Injections or therapeutic drugs
- ▶ Occlusal adjustments without a frequency limit applied subject to dental review as necessary

Major Covered Services

- ▶ General anesthesia or intravenous sedation in connection with oral surgery, extractions or other covered services when the coverage provider determines such anesthesia is necessary in accordance with generally accepted dental standards
- ▶ Initial installation of full or removable dentures:
 - When needed to replace congenitally missing teeth, or
 - When needed to replace natural teeth that are lost while the person receiving such benefits was enrolled for dental coverage in the Dental Plan.
- ▶ Replacement of non-serviceable denture if such denture was installed more than five years prior to replacement
- ▶ Replacement of an immediate, temporary full denture with a permanent full denture if the immediate, temporary full denture cannot be made permanent and such replacement is done within 12 months of the installation of the immediate, temporary full denture
- ▶ Initial installation of cast restorations
- ▶ Replacement of any cast restorations with the same or a different type of cast restoration, but no more than one replacement for the same tooth surface within five years of a prior replacement
- ▶ Relining and rebasing of existing removable dentures:
 - If at least six months have passed since the installation of the existing denture, and
 - Not more than once in any 36-month period.
- ▶ Adjustment of dentures, if at least 6 months have passed since the installation of the denture
- ▶ Prefabricated resin crown will administer without frequency limitations, subject to dental review as applicable
- ▶ Prefabricated stainless steel crown will administer without frequency limitations, subject to dental review as applicable
- ▶ Core buildup, will administer without frequency limitations, subject to dental review as applicable
- ▶ Posts and cores, will administer without frequency limitations, subject to dental review as applicable
- ▶ Surgical (impacted) extractions & oral surgery except as mentioned elsewhere in this document
- ▶ Repair of implant (Choice Plus DPPO Only) - supported prosthetics, but subject to dental review as necessary
- ▶ Application of desensitizing medications where periodontal treatment (including scaling, root planning and periodontal surgery such as osseous surgery) has been performed
- ▶ Occlusal adjustments
- ▶ All implant services cannot be limited to 1 per 60 months. Implants and prosthetics over implants may be limited to 1 per 60 months.
- ▶ Bone replacement and graft for ridge preservation is subject to dental review as necessary.

- ▶ Sinus augmentation is not covered under the dental plan. It may be covered under the medical plan.
- ▶ Guided tissue regeneration (root canal treatment, including bone grafts and tissue regeneration procedures in conjunction with periradicular surgery, but not more than once in any 24-month period for the same tooth)

Orthodontic Covered Services (Choice Plus DPPO Only)

Payment of Orthodontic Covered Services:

- ▶ If orthodontic appliances are in place when coverage becomes effective, the Plan will pay monthly benefits for the remaining active treatment.
- ▶ Orthodontic treatment generally consists of initial placement of an appliance and periodic follow-up visits.
- ▶ The benefit payable for the initial placement will not exceed 20% of the Maximum Lifetime Benefit amount (\$2,000) for orthodontia.
- ▶ The benefit payable for periodic follow-up visits will be payable on a quarterly basis during the course of the orthodontic treatment (24-months) if:
 - Baylor Scott & White Health's Choice Plus DPPO dental coverage is in effect for the person receiving the orthodontic treatment each quarter, and
 - Proof is provided to the Dental Claims Administrator, that the orthodontic treatment is continuing.
- ▶ **Example:** If the orthodontic provider charges \$3,000 for the total treatment, the plan would pay the following over the 24-month period following the date of initial banding:
 - 20% at initial banding, less 50%
 - » Plan Lifetime Maximum of \$2,000 × 20% = \$400 × 50% = \$200
 - Remaining balance of \$2,800 to be paid to the orthodontic provider would then be allocated on a monthly basis and paid on a quarterly basis.
 - » $\$2,800 \div 24 \text{ months} = \116.67 per month
 - » $\$116.67 \times 3 \text{ months} = \$350; \$350 \times 50\% = \175 would be paid each quarter for a total of 8 quarters
 - The Plan would pay a total of \$200 at initial banding + $(\$175 \times 8 = \$1,400 \text{ total of quarterly payments}) = \$1,600$ in total

Expenses Not Covered by the DPPOs

The following benefit charges will not be paid by the DPPOs:

- ▶ Services that are not dentally necessary, those that do not meet generally accepted standards of care for treating the particular dental condition or that are deemed by the Dental Claims Administrator, to be experimental in nature
- ▶ Occlusal guards (night guards and bruxism [teeth grinding] guards)
- ▶ Services for which the plan participant would not be required to pay in the absence of dental coverage

- ▶ Services or supplies received by the plan participant or his/her eligible dependents in the plan before the dental coverage starts for that person
- ▶ Services not performed by a dentist except for those services of a licensed dental hygienist that are supervised and billed by a dentist, and are for:
 - Scaling and polishing of teeth, or
 - Fluoride treatments
- ▶ Services that are primarily cosmetic
- ▶ Services or appliances that restore or alter occlusion or vertical dimension
- ▶ Restoration of tooth structure damaged by attrition, abrasion or erosion unless caused by disease
- ▶ Restorations or appliances used for the purpose of periodontal splinting
- ▶ Counseling or instruction about oral hygiene, plaque control, nutrition and tobacco
- ▶ Personal supplies or devices including, but not limited to: Waterpiks, toothbrushes or dental floss
- ▶ Initial installation of a denture to replace one or more teeth that were missing before such person was insured for dental coverage, except for congenitally missing teeth
- ▶ Decorations or inscription of any tooth, device, appliance, crown or other dental work
- ▶ Missed appointments
- ▶ Services covered under other coverage provided by Baylor Scott & White Health
- ▶ Temporary or provisional restorations
- ▶ Temporary or provisional appliances
- ▶ Prescription drugs
- ▶ Services for which the submitted documentation indicated a poor prognosis
- ▶ Services, to the extent that such services or benefits for such services, are available under a government plan. Government plan means any plan, program or coverage that is established under the laws or regulations of any government. The term does not include any plan, program or coverage provided by a government as an employer or Medicare.
 - This exclusion will apply whether or not the person receiving the services is enrolled for the government plan. The Dental Plan will not exclude payment of benefits for such services if the government plan requires that dental coverage under the group policy be paid first.
- ▶ The following when charged by the dentist on a separate basis:
 - Claim form completion
 - Infection control such as gloves, masks and sterilization of supplies

- Local anesthesia, non-intravenous conscious sedation or analgesia such as nitrous oxide
- ▶ Dental services arising from accidental injury to the teeth and supporting structures, except for injuries to the teeth due to chewing or biting of food
- ▶ Caries susceptibility tests
- ▶ Precision attachments associated with fixed and removable prostheses
- ▶ Adjustment of a denture made within six months after installation by the same dentist who installed it
- ▶ Duplicate prosthetic devices or appliances
- ▶ Replacement of a lost or stolen appliance or crown, inlay/onlay or denture
- ▶ Replacement of an orthodontic device
- ▶ Study models, photographs and intraoral images
- ▶ TMJ
- ▶ Services or supplies that are covered in whole or in part:
 - Under any other part of this Dental Plan, or
 - Under any other plan of group benefits provided by or through your employer.
- ▶ Services and supplies to diagnose or treat a disease or injury that is not:
 - A non-occupational disease, or
 - A non-occupational injury.
- ▶ Services not listed in the Summary of Benefits that apply unless otherwise specified in the booklet-certificate
- ▶ Replacement of a lost, missing or stolen appliance, or those for replacement of appliances that have been damaged due to abuse, misuse or neglect
- ▶ Plastic, reconstructive, cosmetic surgery or other dental services or supplies that are primarily intended to improve, alter or enhance appearance. This applies whether or not the services and supplies are for psychological or emotional reasons. Facings on molar crowns and pontics will always be considered cosmetic.
- ▶ Services, procedures, drugs or other supplies that are determined by the Dental Claims Administrator to be experimental or still under clinical investigation by health professionals
- ▶ Dentures, crowns, inlays, onlays, bridgework or other appliances or services used for the purpose of splinting, to alter vertical dimension, to restore occlusion or correction attrition, abrasion or erosion
- ▶ Any of the following services:
 - An appliance, or modification of one, if an impression for it was made before the person became a covered person
 - A crown, bridge, cast or processed restoration if a tooth was prepared for it before the person became a covered person

- Root canal therapy if the pulp chamber for it was opened before the person became a covered person
- ▶ Services the Dental Plan defines as not necessary for the diagnosis, care or treatment of the condition involved. This applies even if they are prescribed, recommended or approved by the attending physician or dentist.
- ▶ Services intended for treatment of any jaw joint disorder unless otherwise specified in the booklet-certificate
- ▶ Orthodontic treatment unless otherwise specified in the booklet-certificate
- ▶ Treatment by anyone other than a dentist, except for scaling or cleaning of teeth and topical application of fluoride which may be done by a licensed dental hygienist. In this case, the treatment must be given under the supervision and guidance of a dentist.
- ▶ Services given by a non-participating dental provider to the extent that the charges exceed the amount payable for the services shown in the Summary of Benefits that applies
- ▶ A crown, cast or processed restoration unless:
 - It is treatment for decay or traumatic injury and teeth cannot be restored with a filling material, or
 - The tooth is an abutment to a covered partial denture or fixed bridge.
- ▶ Pontics, crowns, cast or processed restorations made with high noble metals unless otherwise specified in the booklet-certificate
- ▶ Surgical removal of impacted wisdom teeth only for orthodontic reasons unless otherwise specified in the booklet-certificate
- ▶ Services needed solely in connection with non-covered services
- ▶ Services done where there is no evidence of pathology, dysfunction or disease other than covered preventive services

Any exclusion above will not apply to the extent that coverage of the charges is required under any law that applies to the coverage.

Pre-treatment Estimate of Benefits

If you expect charges for planned dental work to be \$300 or more, you or your dentist can submit a written treatment plan outlining the results of the examination (including X-rays), the suggested treatment and estimated costs. This plan can be submitted on a standard claim form. The submission of a plan is at the discretion of you and your dentist.

After the Dental Claims Administrator, reviews the plan and considers alternate procedures, you will receive a pre-treatment estimate of benefits stating how much the plan will pay. However, this pre-treatment estimate of benefits is not a guarantee of payment. The amount of benefits paid by the plan depends on how much of your deductible has been paid and your maximum

benefit limits. Under the Alternate Benefit provision, benefits may be based on the cost of a service other than the service you choose. You are still required to submit proof once the dental service is completed for the plan to pay benefits.

HOW THE DHMO OPTION WORKS

If you decide to enroll in the DHMO option for the first time or add new dependents for coverage under this option, you need to select a primary care dentist. Please Note: You can choose a different DHMO dentist for yourself and each covered dependent.

With the DHMO Option...

Preventive care is covered at 100%.

Adult orthodontia is covered.

There are no annual deductibles.

There are no claim forms to file.

There are no lifetime limits on benefits (except orthodontia which has a **24 month** treatment plan limit).

You only receive benefits if you use a DHMO dentist; however, you can change your DHMO dentist during the year.

Please Note: requests to change your dentist will take effect on the first of the month following the date the request was made.

You and your dependents can each have different DHMO dentists.

You and your dependents will receive a DHMO ID card following your enrollment.

HOW THE DHMO OPTION PAYS BENEFITS

BENEFIT PROVISION	COVERAGE
Annual deductible	
Preventive	None
Restorative	None
Orthodontia	None
Preventive	100% coverage no copayment
Oral exams	100% coverage no copayment
Fluoride	100% coverage no copayment
Prophylaxis (cleaning)	100% coverage no copayment
Full mouth Xray	100% coverage no copayment
Bitewing Xray	100% coverage no copayment
Basic restorative care:	
Amalgam and anterior composite fillings	100% coverage no copayment
(posterior composite fillings, extractions, root canal, periodontal, oral surgery, anesthesia)	Copayments as defined in patient charge schedule
Major restorative (dentures, inlays, onlays, crowns, bridges)	Copayments as defined in patient charge schedule
Orthodontia for Adult and Children	Copayments as defined in patient charge schedule
Maximum Benefits	
Combined annual for preventive and restorative	No maximum
Lifetime for orthodontia	24 months of interceptive and/or comprehensive treatment (cases beyond 24 months or atypical cases require additional payment by the patient)

PATIENT CHARGE SCHEDULE

This Patient Charge Schedule lists the benefits of the Dental Plan including covered procedures and patient charges.

- ▶ This Patient Charge Schedule applies only when covered dental services are performed by your Network Dentist, unless otherwise authorized by Cigna Dental as described in your plan documents. The benefits of the Dental Plan are available only at your Dental Office, except in the case of an emergency or when Cigna Dental otherwise approves payment for out-of-network benefits. When your Network General Dentist determines that you need specialty care and a Network Specialty Dentist is not available, as determined by Cigna Dental, Cigna Dental will approve a referral to a non-Network Specialty Dentist. Not all Network Dentists perform all listed services and it is suggested to check with your Network Dentist in advance of receiving services.
- ▶ This Patient Charge Schedule applies to Specialty Care when an appropriate referral is made to a Network Specialty Periodontist or Oral Surgeon. You should verify with the Network Specialty Dentist that your treatment plan has been authorized for payment by Cigna Dental. Prior authorization is not required for specialty referrals for Pediatric, Orthodontic and Endodontic services. You may select a Network Pediatric Dentist for your child under the age of 13 by calling Customer Service at 877.505.5872 to get a list of Network Pediatric Dentists in your area. Coverage for treatment by a Pediatric Dentist ends on your child's 13th birthday; however, exceptions for medical reasons may be considered on an individual basis. Your Network General Dentist will provide care upon your child's 13th birthday.
- ▶ Procedures not listed on this Patient Charge Schedule are not covered and are the patient's responsibility at the dentist's usual fees.
- ▶ The administration of IV sedation, general anesthesia, and/or nitrous oxide is not covered except as specifically listed on this Patient Charge Schedule. The application of local anesthetic is covered as part of your dental treatment.
- ▶ Cigna Dental considers infection control and/or sterilization to be incidental to and part of the charges for services provided and not separately chargeable
- ▶ This Patient Charge Schedule is subject to annual change in accordance with the terms of the group agreement.
- ▶ Procedures listed on the Patient Charge Schedule are subject to the plan limitations and exclusions described in your plan book/certificate of coverage and/or group contract.
- ▶ All patient charges must correspond to the Patient Charge Schedule in effect on the date the procedure is initiated.
- ▶ The American Dental Association may periodically change CDT Codes or definitions. Different codes may be used to describe these covered procedures.

Code	Procedure Description	Patient Charge
Office visit fee – (per patient, per office visit in addition to any other applicable patient charges)		
	Office visit fee	\$5.00
Diagnostic/preventive – Oral evaluations are limited to a combined total of 4 of the following evaluations during a 12 consecutive month period: periodic oral evaluations (D0120), comprehensive oral evaluations (D0150), comprehensive periodontal evaluations (D0180), and oral evaluations for patients under 3 years of age (D0145).		
D9310	Consultation (diagnostic service provided by dentist or physician other than requesting dentist or physician)	\$12.00
D9430	Office visit for observation – No other services performed	\$6.00
D9450	Case presentation – Detailed and extensive treatment planning	\$0.00
D0120	Periodic oral evaluation – Established patient	\$0.00
D0140	Limited oral evaluation – Problem focused	\$0.00
D0145	Oral evaluation for a patient under 3 years of age and counseling	\$0.00
D0150	Comprehensive oral evaluation – New or established patient	\$0.00

Code	Procedure Description	Patient Charge
D0160	Detailed and extensive oral evaluation - Problem focused, by report (limit 2 per calendar year; only covered in conjunction with Temporomandibular Joint (TMJ) evaluation)	\$0.00
D0170	Re-evaluation – Limited, problem focused (established patient; not post-operative visit)	\$0.00
D0171	Re-evaluation – Post-operative office visit	\$0.00
D0180	Comprehensive periodontal evaluation – New or established	\$0.00
D0210	X-rays intraoral – Complete series of radiographic images (limit 1 every 3 years)	\$0.00
D0220	X-rays intraoral – Periapical – First radiographic image	\$0.00
D0230	X-rays intraoral – Periapical – Each additional radiographic image	\$0.00
D0240	X-rays intraoral – Occlusal radiographic image	\$0.00
D0250	X-rays extraoral – 2D projection radiographic image created using a stationary radiation source, and detector	\$0.00
D0251	Extra-oral posterior dental radiographic image (limit 1 per calendar year)	\$0.00
D0270	X-rays (bitewing) – Single radiographic image	\$0.00
D0272	X-rays (bitewings) – 2 radiographic images	\$0.00
D0273	X-rays (bitewings) – 3 radiographic images	\$0.00
D0274	X-rays (bitewings) – 4 radiographic images	\$0.00
D0277	X-rays (bitewings, vertical) – 7 to 8 radiographic images	\$0.00
D0330	X-rays (panoramic radiographic image) – (limit 1 every 3 years)	\$0.00
D0350	2D oral/facial photographic images obtained intra-orally or extra-orally	\$0.00
D0351	3D photographic image	\$0.00
D0368	Cone beam CT capture and interpretation for TMJ series including two or more exposures (limit 1 per calendar year; only covered in conjunction with Temporomandibular Joint (TMJ) evaluation)	\$240.00
D0415	Collection of microorganisms for culture and sensitivity	\$0.00
D0425	Caries susceptibility tests	\$0.00
D0431	Oral cancer screening using a special light source	\$50.00
D0460	Pulp vitality tests	\$0.00
D0470	Diagnostic casts	\$0.00
D0472	Pathology report – Gross examination of lesion (only when tooth related)	\$0.00
D0473	Pathology report – Microscopic examination of lesion (only when tooth related)	\$0.00

Code	Procedure Description	Patient Charge
D0474	Pathology report – Microscopic examination of lesion and area (only when tooth related)	\$0.00
D0486	Laboratory accession of brush biopsy sample, microscopic examination, preparation and transmission of written report	\$0.00
D1110	Prophylaxis (cleaning) – Adult (limit 2 per calendar year) Additional prophylaxis (cleaning) – In addition to the 2 prophylaxes (cleanings) allowed per calendar year	\$0.00 \$55.00
D1120	Prophylaxis (cleaning) – Child (limit 2 per calendar year) Additional prophylaxis (cleaning) – In addition to the 2 prophylaxes (cleanings) allowed per calendar year	\$0.00 \$45.00
D1206	Topical application of fluoride varnish (limit 2 per calendar year). There is a combined limit of a total of 2 D1206s and/or D1208s per calendar year. Additional topical application of fluoride varnish in addition to any combination of two (2) D1206s (topical application of fluoride varnish) and/or D1208s (topical application of fluoride - excluding varnish) per calendar year.	\$0.00 \$15.00
D1208	Topical application of fluoride - Excluding varnish (limit 2 per calendar year) There is a combined limit of a total of 2 D1208s and/ or D1206s per calendar year. Additional topical application of fluoride - Excluding varnish - In addition to any combination of two (2) D1206s (topical applications of fluoride varnish) and/or D1208s (topical application of fluoride - excluding varnish) per calendar year.	\$0.00 \$15.00
D1310	Nutritional counseling for control of dental disease	\$0.00
D1320	Tobacco counseling for the control and prevention of oral disease	\$0.00
D1330	Oral hygiene instructions	\$0.00
D1351	Sealant – Per tooth	\$12.00
D1352	Preventive resin restoration in a moderate to high caries risk patient – Permanent tooth	\$12.00
D1353	Sealant repair – Per tooth	\$8.00
D1354	Interim caries arresting medicament application	\$0.00
D1510	Space maintainer – Fixed – Unilateral	\$35.00
D1515	Space maintainer – Fixed – Bilateral	\$35.00
D1520	Space maintainer – Removable – Unilateral	\$45.00
D1525	Space maintainer – Removable – Bilateral	\$45.00
D1550	Re-cement or re-bond space maintainer	\$6.00
D1555	Removal of fixed space maintainer	\$6.00
D1575	Distal shoe space maintainer – Fixed – Unilateral	\$30.00

Code	Procedure Description	Patient Charge
Restorative (fillings, including polishing)		
D2140	Amalgam – 1 surface, primary or permanent	\$0.00
D2150	Amalgam – 2 surfaces, primary or permanent	\$0.00
D2160	Amalgam – 3 surfaces, primary or permanent	\$0.00
D2161	Amalgam – 4 or more surfaces, primary or permanent	\$0.00
D2330	Resin-based composite – 1 surface, anterior	\$0.00
D2331	Resin-based composite – 2 surfaces, anterior	\$0.00
D2332	Resin-based composite – 3 surfaces, anterior	\$0.00
D2335	Resin-based composite – 4 or more surfaces or involving incisal angle, anterior	\$0.00
D2390	Resin-based composite crown, anterior	\$45.00
D2391	Resin-based composite – 1 surface, posterior	\$70.00
D2392	Resin-based composite – 2 surfaces, posterior	\$80.00
D2393	Resin-based composite – 3 surfaces, posterior	\$95.00
D2394	Resin-based composite – 4 or more surfaces, posterior	\$105.00
<p>Crown and bridge – All charges for crowns and bridges (fixed partial dentures) are per unit (each replacement or supporting tooth equals 1 unit). Coverage for replacement of crowns and bridges is limited to 1 every 5 years.</p> <p>For single crowns, retainer (“abutment”) crowns, and pontics: The charges below include the cost of predominantly base metal alloy. You may be charged up to these additional amounts, based on the type of material the dentist uses for your restoration:</p> <ul style="list-style-type: none"> • No more than \$150.00 per tooth for any noble metal alloys, high noble metal alloys, titanium or titanium alloys • No more than \$75.00 per tooth for any porcelain fused to metal (only on molar teeth) • Porcelain/ceramic substrate crowns on molar teeth are not covered. <p>In addition, you may be charged up to these additional amounts:</p> <ul style="list-style-type: none"> • No more than \$100.00 per tooth if an indirectly fabricated (“cast”) post and core is made of high noble metal alloy • No more than \$150.00 per tooth/unit for crowns, inlays, onlays, post and cores, and veneers if your dentist uses same day in-office CAD/CAM (ceramic) services. Same day in-office CAD/CAM (ceramic) services refer to dental restorations that are created in the dental office by the use of a digital impression and an in-office CAD/CAM milling machine. <p>Complex rehabilitation – An additional \$125 charge per unit for multiple crown units/ complex rehabilitation (6 or more units of crown and/or bridge in same treatment plan requires complex rehabilitation for each unit – ask your dentist for the guidelines)</p>		
D2510	Inlay – Metallic – 1 surface	\$260.00
D2520	Inlay – Metallic – 2 surfaces	\$260.00
D2530	Inlay – Metallic – 3 or more surfaces	\$260.00
D2542	Onlay – Metallic – 2 surfaces	\$260.00
D2543	Onlay – Metallic – 3 surfaces	\$260.00

Code	Procedure Description	Patient Charge
D2544	Onlay – Metallic – 4 or more surfaces	\$260.00
D2610	Inlay – Porcelain/ceramic, 1 surface	\$240.00
D2620	Inlay – Porcelain/ceramic, 2 surfaces	\$240.00
D2630	Inlay – Porcelain/ceramic, 3 or more surfaces	\$240.00
D2642	Onlay – Porcelain/ceramic, 2 surfaces	\$240.00
D2643	Onlay – Porcelain/ceramic, 3 surfaces	\$240.00
D2644	Onlay – Porcelain/ceramic, 4 or more surfaces	\$240.00
D2650	Inlay – Resin-based composite, 1 surface	\$225.00
D2651	Inlay – Resin-based composite, 2 surfaces	\$225.00
D2652	Inlay – Resin-based composite, 3 or more surfaces	\$225.00
D2662	Onlay – Resin-based composite, 2 surfaces	\$225.00
D2663	Onlay – Resin-based composite, 3 surfaces	\$225.00
D2664	Onlay – Resin-based composite, 4 or more surfaces	\$225.00
D2710	Crown – Resin-based composite, indirect	\$225.00
D2712	Crown – 3/4 resin-based composite, indirect	\$225.00
D2720	Crown – Resin with high noble metal	\$260.00
D2721	Crown – Resin with predominantly base metal	\$225.00
D2722	Crown – Resin with noble metal	\$260.00
D2740	Crown – Porcelain/ceramic substrate	\$285.00
D2750	Crown – Porcelain fused to high noble metal	\$270.00
D2751	Crown – Porcelain fused to predominantly base metal	\$240.00
D2752	Crown – Porcelain fused to noble metal	\$270.00
D2780	Crown – 3/4 cast high noble metal	\$260.00
D2781	Crown – 3/4 cast predominantly base metal	\$225.00
D2782	Crown – 3/4 cast noble metal	\$260.00
D2783	Crown – 3/4 porcelain/ceramic	\$240.00
D2790	Crown – Full cast high noble metal	\$260.00
D2791	Crown – Full cast predominantly base metal	\$225.00

Code	Procedure Description	Patient Charge
D2792	Crown – Full cast noble metal	\$260.00
D2794	Crown – Titanium	\$260.00
D2799	Provisional crown	\$100.00
D2910	Re-cement or re-bond inlay, onlay, veneer or partial coverage restoration	\$0.00
D2915	Re-cement or re-bond indirectly fabricated or prefabricated post and core	\$0.00
D2920	Re-cement or re-bond crown	\$0.00
D2929	Prefabricated porcelain/ceramic crown - Primary tooth	\$130.00
D2930	Prefabricated stainless steel crown – Primary tooth	\$35.00
D2931	Prefabricated stainless steel crown – Permanent tooth	\$35.00
D2932	Prefabricated resin crown	\$45.00
D2933	Prefabricated stainless steel crown with resin window	\$45.00
D2934	Prefabricated esthetic coated stainless steel crown – Primary tooth	\$130.00
D2940	Protective restoration	\$6.00
D2941	Interim therapeutic restoration - Primary dentition	\$6.00
D2950	Core buildup – Including any pins	\$65.00
D2951	Pin retention – Per tooth – In addition to restoration	\$10.00
D2952	Post and core – In addition to crown, indirectly fabricated	\$65.00
D2953	Each additional indirectly prefabricated post – Same tooth	\$65.00
D2954	Prefabricated post and core – In addition to crown	\$40.00
D2957	Each additional prefabricated post – Same tooth	\$40.00
D2960	Labial veneer (resin laminate) – Chairside	\$250.00
D2971	Additional procedures to construct new crown under existing partial denture framework	\$65.00
D2980	Crown repair, necessitated by restorative material failure	\$18.00
D6210	Pontic – Cast high noble metal	\$260.00
D6211	Pontic – Cast predominantly base metal	\$225.00
D6212	Pontic – Cast noble metal	\$260.00
D6214	Pontic – Titanium	\$260.00
D6240	Pontic – Porcelain fused to high noble metal	\$250.00

Code	Procedure Description	Patient Charge
D6241	Pontic – Porcelain fused to predominantly base metal	\$220.00
D6242	Pontic – Porcelain fused to noble metal	\$250.00
D6245	Pontic – Porcelain/ceramic	\$220.00
D6250	Pontic – Resin with high noble metal	\$260.00
D6251	Pontic – Resin with predominantly base metal	\$225.00
D6252	Pontic – Resin with noble metal	\$260.00
D6253	Provisional Pontic	\$225.00
D6545	Retainer – Cast metal for resin bonded fixed prosthesis	\$225.00
D6600	Retainer inlay – Porcelain/ceramic, 2 surfaces	\$240.00
D6601	Retainer inlay – Porcelain/ceramic, 3 or more surfaces	\$240.00
D6602	Retainer inlay – Cast high noble metal, 2 surfaces	\$260.00
D6603	Retainer inlay – Cast high noble metal, 3 or more surfaces	\$260.00
D6604	Retainer inlay – Cast predominantly base metal, 2 surfaces	\$225.00
D6605	Retainer inlay – Cast predominantly base metal, 3 or more surfaces	\$225.00
D6606	Retainer inlay – Cast noble metal, 2 surfaces	\$260.00
D6607	Retainer inlay – Cast noble metal, 3 or more surfaces	\$260.00
D6608	Retainer onlay – Porcelain/ceramic, 2 surfaces	\$240.00
D6609	Retainer onlay – Porcelain/ceramic, 3 or more surfaces	\$240.00
D6610	Retainer onlay – Cast high noble metal, 2 surfaces	\$260.00
D6611	Retainer onlay – Cast high noble metal, 3 or more surfaces	\$260.00
D6612	Retainer onlay – Cast predominantly base metal, 2 surfaces	\$225.00
D6613	Retainer onlay – Cast predominantly base metal, 3 or more surfaces	\$225.00
D6614	Retainer onlay – Cast noble metal, 2 surfaces	\$260.00
D6615	Retainer onlay – Cast noble metal, 3 or more surfaces	\$260.00
D6624	Retainer inlay – Titanium	\$250.00
D6634	Retainer onlay – Titanium	\$220.00
D6710	Retainer crown – Indirect resin based composite	\$225.00
D6720	Retainer crown – Resin with high noble metal	\$260.00

Code	Procedure Description	Patient Charge
D6721	Retainer crown – Resin with predominantly base metal	\$225.00
D6722	Retainer crown – Resin with noble metal	\$260.00
D6740	Retainer crown – Porcelain/ceramic	\$220.00
D6750	Retainer crown – Porcelain fused to high noble metal	\$250.00
D6751	Retainer crown – Porcelain fused to predominantly base metal	\$220.00
D6752	Retainer crown – Porcelain fused to noble metal	\$250.00
D6780	Retainer crown – 3/4 cast high noble metal	\$260.00
D6781	Retainer crown – 3/4 cast predominantly base metal	\$225.00
D6782	Retainer crown – 3/4 cast noble metal	\$260.00
D6783	Retainer crown – 3/4 porcelain/ceramic	\$220.00
D6790	Retainer crown – Full cast high noble metal	\$260.00
D6791	Retainer crown – Full cast predominantly base metal	\$225.00
D6792	Retainer crown – Full cast noble metal	\$260.00
D6794	Retainer crown – Titanium	\$260.00
D6930	Re-cement or re-bond fixed partial denture	\$0.00
D6950	Precision attachment	\$195.00
Endodontics (root canal treatment, excluding final restorations)		
D3110	Pulp cap – Direct (excluding final restoration)	\$0.00
D3120	Pulp cap – Indirect (excluding final restoration)	\$0.00
D3220	Pulpotomy – Removal of pulp, not part of a root canal	\$12.00
D3221	Pulpal debridement (not to be used when root canal is done on the same day)	\$55.00
D3222	Partial pulpotomy for apexogenesis – Permanent tooth with incomplete root development	\$17.00
D3230	Pulpal therapy (resorbable filling) – Anterior, primary tooth (excluding final restoration)	\$40.00
D3240	Pulpal therapy (resorbable filling) – Posterior, primary tooth (excluding final restoration)	\$45.00
D3310	Anterior root canal – Permanent tooth (excluding final restoration)	\$100.00
D3320	Bicuspid root canal – Permanent tooth (excluding final restoraion)	\$150.00
D3330	Molar root canal – Permanent tooth (excluding final restoration)	\$305.00
D3331	Treatment of root canal obstruction – Nonsurgical access	\$105.00

Code	Procedure Description	Patient Charge
D3332	Incomplete endodontic therapy – Inoperable, unrestorable or fractured tooth	\$85.00
D3333	Internal root repair of perforation defects	\$105.00
D3346	Retreatment of previous root canal therapy – Anterior	\$165.00
D3347	Retreatment of previous root canal therapy – Bicuspid	\$215.00
D3348	Retreatment of previous root canal therapy – Molar	\$340.00
D3351	Apexification/recalcification – Initial visit (apical closure/calcific repair of perforations, root resorption, etc.)	\$95.00
D3352	Apexification/recalcification – Interim medication replacement (apical closure/calcific repair of perforations, root resorption, etc.)	\$80.00
D3353	Apexification/recalcification – Final visit (includes completed root canal therapy – Apical closure/calcific repair of perforations, root resorption, etc.)	\$80.00
D3410	Apicoectomy/periradicular surgery – Anterior	\$115.00
D3421	Apicoectomy/periradicular surgery – Bicuspid (first root)	\$115.00
D3425	Apicoectomy/periradicular surgery – Molar (first root)	\$115.00
D3426	Apicoectomy/periradicular surgery (each additional root)	\$75.00
D3427	Periradicular surgery without apicoectomy	\$115.00
D3430	Retrograde filling per root	\$75.00
D3450	Root amputation – Per root	\$115.00
D3920	Hemisection (including any root removal), not including root canal therapy	\$110.00
Periodontics (treatment of supporting tissues (gum and bone) of the teeth) Periodontal regenerative procedures are limited to 1 regenerative procedure per site (or per tooth, if applicable), when covered on the Patient Charge Schedule. The relevant procedure codes are D4263, D4264, D4266 and D4267. Localized delivery of antimicrobial agents is limited to 8 teeth (or 8 sites, if applicable) per 12 consecutive months, when covered on the Patient Charge Schedule.		
D4210	Gingivectomy or gingivoplasty – 4 or more teeth per quadrant	\$160.00
D4211	Gingivectomy or gingivoplasty – 1 to 3 teeth per quadrant	\$100.00
D4212	Gingivectomy or gingivoplasty to allow access for restorative procedure, per tooth	\$100.00
D4240	Gingival flap (including root planing) – 4 or more teeth per quadrant	\$185.00
D4241	Gingival flap (including root planing) – 1 to 3 teeth per quadrant	\$140.00
D4245	Apically positioned flap	\$200.00
D4249	Clinical crown lengthening – Hard tissue	\$155.00

Code	Procedure Description	Patient Charge
D4260	Osseous surgery – 4 or more teeth per quadrant	\$360.00
D4261	Osseous surgery – 1 to 3 teeth per quadrant	\$275.00
D4263	Bone replacement graft – Retained natural tooth - First site in quadrant	\$250.00
D4264	Bone replacement graft – Retained natural tooth - Each additional site in quadrant	\$115.00
D4265	Biologic materials to aid in soft and osseous tissue regeneration	\$95.00
D4266	Guided tissue regeneration – Resorbable barrier per site	\$215.00
D4267	Guided tissue regeneration – Nonresorbable barrier per site (includes membrane removal)	\$255.00
D4270	Pedicle soft tissue graft procedure	\$300.00
D4273	Autogenous connective tissue graft procedure (including donor and recipient surgical sites) first tooth, implant or edentulous tooth positio	\$75.00
D4274	Mesial/distal wedge procedure single tooth (when not performed in conjunction with surgical procedures in the same anatomical area	\$85.00
D4275	Non-autogenous connective tissue graft (including recipient site and donor material) first tooth, implant, or edentulous tooth position in graft	\$460.00
D4277	Free soft tissue graft procedure (including recipient and donor surgical sites), first tooth, implant or edentulous (missing) tooth position in graft	\$300.00
D4278	Free soft tissue graft procedure (including recipient and donor surgical sites), each additional contiguous tooth, implant or edentulous (missing) tooth position in same graft site	\$150.00
D4283	Autogenous connective tissue graft procedure (including donor and recipient surgical sites) – Each additional contiguous tooth, implant or edentulous tooth position in same graft site	\$38.00
D4285	Non-autogenous connective tissue graft procedure (including recipient surgical site and donor materials) – Each additional contiguous tooth, implant or edentulous tooth position in same graft site	\$230.00
D4341	Periodontal scaling and root planing – 4 or more teeth per quadrant (limit 4 quadrants per consecutive 12 months)	\$50.00
D4342	Periodontal scaling and root planing – 1 to 3 teeth per quadrant (limit 4 quadrants per consecutive 12 months)	\$40.00
D4346	Scaling in presence of generalized moderate or severe gingival inflammation – Full mouth, after oral evaluation (limit 1 per calendar year)	\$0.00
	Additional scaling in presence of generalized moderate or severe gingival inflammation – Full mouth, after oral evaluation (limit 2 per calendar year)	\$55.00
D4355	Full mouth debridement to allow evaluation and diagnosis (1 per lifetime)	\$50.00
D4381	Localized delivery of antimicrobial agents per tooth	\$60.00

Code	Procedure Description	Patient Charge
D4910	Periodontal maintenance (limit 4 per calendar year) (only covered after active therapy)	\$40.00
	Additional periodontal maintenance procedures (beyond 4 per calendar year)	\$70.00
	Periodontal charting for planning treatment of periodontal disease	\$0.00
	Periodontal hygiene instruction	\$0.00
Prosthetics (removable tooth replacement – dentures) - Includes up to 4 adjustments within first 6 months after insertion – Replacement limit 1 every 5 years. Characterization is considered an upgrade with maximum additional charge to the member of \$200.00 per denture.		
D5110	Full upper denture	\$225.00
D5120	Full lower denture	\$225.00
D5130	Immediate full upper denture	\$245.00
D5140	Immediate full lower denture	\$245.00
D5211	Upper partial denture – Resin base (including clasps, rests and teeth)	\$225.00
D5212	Lower partial denture – Resin base (including clasps, rests and teeth)	\$225.00
D5213	Upper partial denture – Cast metal framework (including clasps, rests and teeth)	\$240.00
D5214	Lower partial denture – Cast metal framework (including clasps, rests and teeth)	\$240.00
D5221	Immediate maxillary partial denture – Resin base (including any conventional clasps, rests and teeth)	\$225.00
D5222	Immediate mandibular partial denture – Resin base (including conventional clasps, rests and teeth)	\$225.00
D5223	Immediate maxillary partial denture – Cast metal framework with resin denture base (including any conventional clasps, rests and teeth)	\$240.00
D5224	Immediate mandibular partial denture – Cast metal framework with resin denture bases (including any conventional clasps, rests and teeth)	\$240.00
D5225	Upper partial denture – Flexible base (including clasps, rests and teeth)	\$165.00
D5226	Lower partial denture – Flexible base (including clasps, rests and teeth)	\$165.00
D5281	Removable unilateral partial denture – One piece cast metal including clasps and teeth)	\$225.00
D5410	Adjust complete denture – Upper	\$12.00
D5411	Adjust complete denture – Lower	\$12.00
D5421	Adjust partial denture – Upper	\$12.00
D5422	Adjust partial denture – Lower	\$12.00
D5850	Tissue conditioning – Upper	\$12.00

Code	Procedure Description	Patient Charge
D5851	Tissue conditioning – Lower	\$12.00
D5862	Precision attachment – By report	\$160.00
Repairs to prosthetics		
D5510	Repair broken complete denture base	\$40.00
D5520	Replace missing or broken teeth – Complete denture (each tooth)	\$40.00
D5610	Repair resin denture base	\$40.00
D5620	Repair cast framework	\$40.00
D5630	Repair or replace broken clasp - Per tooth	\$45.00
D5640	Replace broken teeth – Per tooth	\$40.00
D5650	Add tooth to existing partial denture	\$40.00
D5660	Add clasp to existing partial denture - Per tooth	\$45.00
D5670	Replace all teeth and acrylic on cast metal framework – Upper	\$200.00
D5671	Replace all teeth and acrylic on cast metal framework – Lower	\$200.00
Denture relining (limit 1 every 36 months)		
D5710	Rebase complete upper denture	\$75.00
D5711	Rebase complete lower denture	\$75.00
D5720	Rebase upper partial denture	\$75.00
D5721	Rebase lower partial denture	\$75.00
D5730	Reline complete upper denture – Chairside	\$45.00
D5731	Reline complete lower denture – Chairside	\$45.00
D5740	Reline upper partial denture – Chairside	\$45.00
D5741	Reline lower partial denture – Chairside	\$45.00
D5750	Reline complete upper denture – Laboratory	\$75.00
D5751	Reline complete lower denture – Laboratory	\$75.00
D5760	Reline upper partial denture – Laboratory	\$75.00
D5761	Reline lower partial denture – Laboratory	\$75.00
Interim dentures (limit 1 every 5 years)		
D5810	Interim complete denture – Upper	\$280.00

Code	Procedure Description	Patient Charge
D5811	Interim complete denture – Lower	\$280.00
D5820	Interim partial denture – Upper	\$95.00
D5821	Interim partial denture – Lower	\$95.00
Implant/abutment supported prosthetics – All charges for crowns and bridges (fixed partial dentures) are per unit (each replacement on a supporting implant(s) equals 1 unit). Coverage for replacement of crowns and bridges and implant supported dentures is limited to 1 every 5 years.		
<p>For single crowns, retainer (“abutment”) crowns, and pontics: The charges below include the cost of predominantly base metal alloy. You may be charged up to these additional amounts, based on the type of material the dentist uses for your restoration:</p> <ul style="list-style-type: none"> • No more than \$150.00 per tooth for any noble metal alloys, high noble metal alloys, titanium or titanium alloys • No more than \$75.00 per tooth for any porcelain fused to metal (only on molar teeth) • Porcelain/ceramic substrate crowns on molar teeth are not covered. <p>In addition, you may be charged up to these additional amounts:</p> <ul style="list-style-type: none"> • No more than \$100.00 per tooth if an indirectly fabricated (“cast”) post and core is made of high noble metal alloy • No more than \$150.00 per tooth/unit for crowns, inlays, onlays, post and cores, and veneers if your dentist uses same day in-office CAD/CAM (ceramic) services. Same day in-office CAD/CAM (ceramic) services refer to dental restorations that are created in the dental office by the use of a digital impression and an in-office CAD/CAM milling machine. 		
Complex rehabilitation on implant/abutment supported prosthetic procedures – An additional \$125 charge per unit for multiple crown units/complex rehabilitation (6 or more units of crown and/or bridge in same treatment plan requires complex rehabilitation for each unit – ask your dentist for the guidelines)		
D6058	Abutment supported porcelain/ceramic crown	\$625.00
D6059	Abutment supported porcelain fused to metal crown (high noble metal)	\$760.00
D6060	Abutment supported porcelain fused to metal crown (predominantly base metal)	\$580.00
D6061	Abutment supported porcelain fused to metal crown (noble metal)	\$760.00
D6062	Abutment supported cast metal crown (high noble metal)	\$710.00
D6063	Abutment supported cast metal crown (predominantly base metal)	\$525.00
D6064	Abutment supported cast metal crown (noble metal)	\$710.00
D6065	Implant supported porcelain/ceramic crown	\$625.00
D6066	Implant supported porcelain fused to metal crown (titanium, titanium alloy, high noble metal)	\$760.00
D6067	Implant supported metal crown (titanium, titanium alloy, high noble metal)	\$710.00
D6068	Abutment supported retainer for porcelain/ceramic fixed partial denture	\$560.00
D6069	Abutment supported retainer for porcelain fused to metal fixed partial denture (high noble metal)	\$740.00
D6070	Abutment supported retainer for porcelain fused to metal fixed partial denture (predominantly base metal)	\$560.00

Code	Procedure Description	Patient Charge
D6071	Abutment supported retainer for porcelain fused to metal fixed partial denture (noble metal)	\$740.00
D6072	Abutment supported retainer for cast metal fixed partial denture (high noble metal)	\$710.00
D6073	Abutment supported retainer for cast metal fixed partial denture (predominantly base metal)	\$525.00
D6074	Abutment supported retainer for cast metal fixed partial denture (noble metal)	\$710.00
D6075	Implant supported retainer for ceramic fixed partial denture	\$560.00
D6076	Implant supported retainer for porcelain fused to metal fixed partial denture (titanium, titanium alloy, high noble metal)	\$740.00
D6077	Implant supported retainer for cast metal fixed partial denture (titanium, titanium alloy, high noble metal)	\$710.00
D6085	Provisional implant crown	\$100.00
D6092	Re-cement implant/abutment supported crown	\$40.00
D6093	Re-cement implant/abutment supported fixed partial denture	\$40.00
D6094	Abutment supported crown (titanium)	\$710.00
D6110	Implant /abutment supported removable denture for edentulous arch – Maxillary	\$725.00
D6111	Implant /abutment supported removable denture for edentulous arch – Mandibular	\$725.00
D6112	Implant /abutment supported removable denture for partially edentulous arch – Maxillary	\$740.00
D6113	Implant /abutment supported removable denture for partially edentulous arch – Mandibular	\$740.00
D6114	Implant /abutment supported fixed denture for edentulous arch – Maxillary	\$725.00
D6115	Implant /abutment supported fixed denture for edentulous arch – Mandibular	\$725.00
D6116	Implant /abutment supported fixed denture for partially edentulous arch – Maxillary	\$740.00
D6117	Implant /abutment supported fixed denture for partially edentulous arch – Mandibular	\$740.00
D6194	Abutment supported retainer crown for fixed partial denture (titanium)	\$710.00
Oral surgery (includes routine postoperative treatment) - Surgical removal of impacted tooth – Not covered for ages below 15 unless pathology (disease) exists.		
D7111	Extraction of coronal remnants – Deciduous tooth	\$6.00
D7140	Extraction, erupted tooth or exposed root – Elevation and/or forceps removal	\$6.00
D7210	Extraction, erupted tooth – Removal of bone and/or section of tooth	\$40.00
D7220	Removal of impacted tooth – Soft tissue	\$65.00
D7230	Removal of impacted tooth – Partially bony	\$85.00

Code	Procedure Description	Patient Charge
D7240	Removal of impacted tooth – Completely bony	\$110.00
D7241	Removal of impacted tooth – Completely bony, unusual complications (narrative required)	\$135.00
D7250	Removal of residual tooth roots – Cutting procedure	\$50.00
D7251	Coronectomy - Intentional partial tooth removal	\$85.00
D7260	Oroantral fistula closure	\$135.00
D7261	Primary closure of a sinus perforation	\$135.00
D7270	Tooth stabilization of accidentally evulsed or displaced tooth	\$105.00
D7280	Exposure of an unerupted tooth (excluding wisdom teeth)	\$110.00
D7283	Placement of device to facilitate eruption of impacted tooth	\$110.00
D7285	Incisional biopsy of oral tissue – Hard (bone, tooth) (tooth related – not allowed when in conjunction with another surgical procedure)	\$0.00
D7286	Incisional biopsy of oral tissue – Soft (all others) (tooth related – not allowed when in conjunction with another surgical procedure)	\$0.00
D7287	Exfoliative cytological sample collection	\$50.00
D7288	Brush biopsy – Transepithelial sample collection	\$50.00
D7310	Alveoplasty in conjunction with extractions – 4 or more teeth or tooth spaces per quadrant	\$65.00
D7311	Alveoplasty in conjunction with extractions – 1 to 3 teeth or tooth spaces per quadrant	\$65.00
D7320	Alveoplasty not in conjunction with extractions – 4 or more teeth or tooth spaces per quadrant	\$85.00
D7321	Alveoplasty not in conjunction with extractions – 1 to 3 teeth or tooth spaces per quadrant	\$85.00
D7450	Removal of benign odontogenic cyst or tumor – Up to 1.25 cm	\$0.00
D7451	Removal of benign odontogenic cyst or tumor – Greater than 1.25 cm	\$0.00
D7471	Removal of lateral exostosis – Maxilla or mandible	\$100.00
D7472	Removal of torus palatinus	\$75.00
D7473	Removal of torus mandibularis	\$75.00
D7485	Reduction of osseous tuberosity	\$60.00
D7510	Incision and drainage of abscess – Intraoral soft tissue	\$40.00
D7511	Incision and drainage of abscess – Intraoral soft tissue complicated	\$40.00
D7520	Incision and drainage of abscess – Extraoral soft tissue	\$40.00

Code	Procedure Description	Patient Charge
D7521	Incision and drainage of abscess – Extraoral soft tissue – Complicated (includes drainage of multiple fascial spaces)	\$40.00
D7880	Occlusal orthotic device, by report - (limit 1 per 24 months; only covered in conjunction with Temporomandibular Joint (TMJ) treatment)	\$200.00
D7881	Occlusal orthotic device adjustment	\$12.00
D7910	Suture of recent small wounds up to 5cm	\$35.00
D7960	Frenulectomy – Also known as frenectomy or frenotomy – Separate procedure not incidental to another procedure	\$50.00
D7963	Frenuloplasty	\$50.00
<u>Orthodontics (tooth movement) - Orthodontic treatment (Maximum benefit of 24 months of interceptive and/or comprehensive treatment. Atypical cases or cases beyond 24 months require an additional payment by the patient.)</u>		
D8050	Interceptive orthodontic treatment of the primary dentition – Banding	\$485.00
D8060	Interceptive orthodontic treatment of the transitional dentition – Banding	\$485.00
D8070	Comprehensive orthodontic treatment of the transitional dentition – Banding	\$485.00
D8080	Comprehensive orthodontic treatment of the adolescent dentition – Banding	\$485.00
D8090	Comprehensive orthodontic treatment of the adult dentition – Banding	\$485.00
D8210	Removable appliance therapy	\$0.00
D8220	Fixed appliance therapy	\$0.00
D8660	Pre-orthodontic treatment examination to monitor growth and development	\$125.00
D8670	Periodic orthodontic treatment visit Children – Up to 19th birthday: 24-month treatment fee Charge per month for 24 months Adults: 24-month treatment fee Charge per month for 24 months	 \$1,608.00 \$67.00 \$2,592.00 \$108.00
D8680	Orthodontic retention – Removal of appliances, construction and placement of retainer(s)	\$295.00
D8681	Removable orthodontic retainer adjustment	\$0.00
D8693	Re-cement or re-bond fixed retainer	\$0.00
D8694	Repair of fixed retainers, includes reattachment	\$0.00
D8999	Unspecified orthodontic procedure – By report (orthodontic treatment plan and records)	\$290.00

Code	Procedure Description	Patient Charge
General anesthesia/IV sedation – General anesthesia is covered when performed by an oral surgeon when medically necessary for covered procedures listed on the Patient Charge Schedule. IV sedation is covered when performed by a periodontist or oral surgeon when medically necessary for covered procedures listed on the Patient Charge Schedule. Plan limitation for this benefit is 1 hour per appointment. There is no coverage for general anesthesia or IV sedation when used for the purpose of anxiety control or patient management.		
D9211	Regional block anesthesia	\$0.00
D9212	Trigeminal division block anesthesia	\$0.00
D9215	Local anesthesia	\$0.00
D9223	Deep sedation/general anesthesia – Each 15 minute increment	\$80.00
D9243	Intravenous moderate (conscious) sedation/analgesia – Each 15 minute increment	\$80.00
D9610	Therapeutic parenteral drug, single administration	\$15.00
D9612	Therapeutic parenteral drugs, 2 or more administrations, different medications	\$25.00
D9630	Drugs or medicaments dispensed in the office for home use	\$15.00
D9910	Application of desensitizing medicament	\$15.00
Emergency services		
D9110	Palliative (emergency) treatment of dental pain – Minor procedure	\$6.00
D9120	Fixed partial denture sectioning	\$0.00
D9440	Office visit – After regularly scheduled hours	\$40.00
D9940	Occlusal guard – By report (limit 1 per 24 months)	\$125.00
D9941	Fabrication of athletic mouthguard (limit 1 per 12 months)	\$110.00
D9942	Repair and/or reline of occlusal guard	\$40.00
D9943	Occlusal guard adjustment	\$0.00
D9951	Occlusal adjustment – Limited	\$45.00
D9952	Occlusal adjustment – Complete	\$70.00
D9975	External bleaching for home application, per arch; includes materials and fabrication of custom trays (all other methods of bleaching are not covered)	\$125.00
This may contain CDT Dental Procedure Codes and/or portions of, or excerpts from the Code on Dental Procedures and Nomenclature (CDT Code) contained within the current version of the “Dental Procedure Codes,” a copyrighted publication provided by the American Dental Association. The American Dental Association does not endorse any codes which are not included in its current publication.		

FILING CLAIMS

Claim forms are always required. Participating In-Network Dentists will file claims directly on your behalf to Cigna. If you visit an Out of Network Dentist and they do file the claim on your behalf directly with Cigna, it is always your responsibility.

When a claimant files a claim for Dental Insurance benefits described in this SPD, both the notice of claim and the required proof should be sent to us within 90 days of the date of a loss.

To file a claim for dental benefits, each dental bill should include all of the following:

- ▶ Employee name
- ▶ Employee Social Security number
- ▶ Patient name
- ▶ Date of service
- ▶ Type of service received
- ▶ Appropriate ADA procedure codes
- ▶ Itemized charges
- ▶ Name and tax identification number of dentist performing the service
- ▶ If appropriate, other insurance Explanation of Benefit (EOB) statement

Submit all claims to the address listed on your membership card. Plan benefits are paid directly to you unless you assigned payments to your dentist.

After you submit a claim to the Dental Claims Administrator, the carrier will review your claim and notify you of its decision to approve or deny your claim. This notification will be provided to you within 15 business days from the date the carrier receives your completed claim, except for situations when the carrier requires an extension of up to 15 additional calendar days because of matters beyond its control. If the carrier needs an extension, you will be notified prior to the expiration of the initial 15-business-day period with the reason why the extension is needed and when the carrier will make its determination.

If an extension is needed because you did not provide sufficient information or because you filed an incomplete claim, the time from the date of the notice requesting further information and an extension until the carrier receives the requested information does not count toward the time period for the claim decision. You will have 45 calendar days from the date you receive the notice to provide the requested information.

If Your Claim Is Denied

Disagreements about benefit eligibility or payment amounts can occasionally arise. In most cases, differences can be resolved quickly with a phone call.

The Dental Plan is responsible for the actual coverage and the dental care provided or arranged. All appeals regarding coverage must be made directly to the Dental Claims Administrator.

They have the final authority on matters relating to their benefit coverage. Contact them directly for:

- ▶ Appeal of denied claims
- ▶ Coordination of benefits between the claim administrator and any other dental or medical coverage you or a covered dependent may have
- ▶ Rights to reimbursement and subrogation when payments are available from other insurance sources or legal settlements (including auto insurance)
- ▶ Any other benefits or administrative issues

If you can't resolve the disagreement, formal appeal procedures are in place. See the [**Administrative & General Information**](#) section for details.

Treatments in Progress

In certain cases, dental benefits may continue to be payable after your coverage ends if you or a covered family member have dental treatment in progress.

If you are completing the installation of a prosthetic device after your dental coverage ends, the Dental Plan will continue to pay benefits for 31 calendar days if:

- ▶ The dentist prepares the abutment teeth or makes impressions before your insurance ends, and
- ▶ The device is installed within 31 calendar days of the date the insurance ends.

If you are completing the installation of a cast restoration after your dental coverage ends, the Dental Plan will continue to pay benefits for 31 calendar days if:

- ▶ The dentist prepares the tooth for the cast restoration before your insurance ends, and
- ▶ The cast restoration is installed within 31 calendar days of the date the insurance ends.

If you are completing root canal therapy after your dental coverage ends, the Dental Plan will continue to pay benefits for 31 calendar days if:

- ▶ The dentist opens into the pulp chamber before your insurance ends, and
- ▶ The treatment is finished within 31 calendar days of the date the insurance ends

GLOSSARY

Cast Restoration — An inlay, onlay or crown

Covered Percentage — The percentage of the cost for a covered service that the Dental Plan will pay after any required deductible is satisfied. For a covered service performed by an in-network dentist, it is the percentage of the maximum allowed charge that the Dental Plan will pay for such services. For a covered service performed by an out-of-network dentist, it is

the percentage of the reasonable and customary charge that the Dental Plan will pay for such services

Covered Service — A dental service used to treat the plan participant or the plan participant's dependents dental condition that is:

- ▶ Prescribed or performed by a dentist while such a person is insured for dental coverage
- ▶ Dentally necessary to treat the condition, and
- ▶ Described in the Summary of Benefits or Covered Expenses sections.

Deductible — The amount that the plan participant or his/her eligible dependent(s) must pay before the Dental Plan pays for covered services

Dental Hygienist — A person trained to:

- ▶ Remove calcareous deposits and stains from the surfaces of teeth, and
- ▶ Provide information on the prevention of oral disease.

The term does not include:

- ▶ You
- ▶ Your spouse, or
- ▶ Any member of your immediate family including your and /or your spouse's parents, children (natural, step or adopted), siblings, grandparents or grandchildren.

Dentally Necessary — A dental service or treatment that is performed in accordance with generally accepted dental standards as determined by the Dental Claims Administrator and is:

- ▶ Necessary to treat decay, disease or injury of the teeth, or
- ▶ Essential for the care of the teeth and supporting tissue of the teeth.

Dentist — Either of the following:

- ▶ A person licensed to practice dentistry in the jurisdiction where such services are performed, or
- ▶ Any other person whose services, according to applicable law, must be treated as dentist's services for purposes of the group policy. Each such person must be licensed in the jurisdiction where the services are performed and must act within the scope of the license. The person must also be certified and/or registered if required by such jurisdiction.

For the purposes of dental coverage, the term will include a physician who performs a covered service. The term does not include:

- ▶ You
- ▶ Your spouse, or
- ▶ Any member of your immediate family including your and /or your spouse's parents, children (natural, step or adopted), siblings, grandparents or grandchildren.

Dentures — Fixed partial bridgework, removable partial dentures and removable full dentures

Dependent(s) — Your spouse and/or child(ren)

In-Network Dentist — Also known as General or Specialty Dentist – A licensed dentist who has a signed agreement with Cigna Dental to provide general or specialized dental care services to plan members

Maximum Allowed Charge — The lesser of:

- ▶ The amount charged by the dentist, or
- ▶ The In-Network Dentist will be reimbursed based on the Contracted Rate and Out-of-Network Dentist will be reimbursed based on percentage of the Maximum Reimbursable Charge. The insured must pay the remaining balance up to the provider's actual charge.

Out-of-Network Dentist — A dentist who does not participate in the Preferred Provider Organization network

Reasonable and Customary Charge — The prevailing cost for a service or supply based on the level of fees normally charged by dental providers in a geographic area

Year or Yearly — For dental coverage, the 12-month period that begins on January 1.

Vision

The Vision Plan helps you pay for routine eye exams, glasses and contact lenses for you and your eligible dependents.

PLAN HIGHLIGHTS

- ▶ You can elect vision coverage for you and your eligible family members.
- ▶ The plan covers a routine eye exam once every calendar year, along with frames and lenses or contacts.
- ▶ Although you can use out-of-network providers, you get the greatest benefit from using a doctor or provider in the network.

HOW THE PLAN WORKS

The Vision Plan is administered by EyeMed and allows you to seek vision care through any provider you choose. However, you receive the highest level of benefits when you use a provider in the EyeMed network.

In-Network Services

To receive in-network services, simply identify yourself to the in-network provider as a member of the plan. You may use your ID card for this purpose or give the provider your name, employer name and your date of birth. The ID card provided to you may be used for all covered family members. When you visit one of EyeMed's in-network providers, EyeMed takes care of all the paperwork – there is nothing you need to do on your part.

You pay the provider directly for any copays or charges that exceed amounts covered by the plan.

Out-of-Network Services

To see an out-of-network provider, you will need to pay at the time of service and submit a claim form online for reimbursement. You will need to upload an itemized paid receipt with your name included on the document.

You will be reimbursed according to the schedule of allowances for out-of-network providers, less any required copays.

SUMMARY OF BENEFITS

Plan Features	In-Network	Out-of-Network Reimbursement*
Comprehensive Exam: Ophthalmologist (M.D.)	Covered in full after \$10 copay	Plan reimburses you up to \$45
Comprehensive Exam: Optometrist (O.D.)	Covered in full after \$10 copay	Plan reimburses you up to \$45
Retinal Imaging	Up to \$39	N/A
Exam Options – Contact		
• Standard Fit and Follow Up	\$25 copay; paid in full and two follow up visits	Plan reimburses you up to \$40
• Premium Fit and Follow up	\$25 copay; 10% of retail, then apply \$40 allowance	Plan reimburses you up to \$40
Frames (once per calendar year)	Plan reimburses you up to \$170; 20% off the remaining balance	Plan reimburses you up to \$65
Standard Lenses (per pair)	Covered in full after \$10 copay	<ul style="list-style-type: none"> • Plan reimburses you up to \$45 • Plan reimburses you up to \$65 • Plan reimburses you up to \$85 • Plan reimburses you up to \$85

Plan Features	In-Network	Out-of-Network Reimbursement*
Progressive Lenses (per pair) <ul style="list-style-type: none"> Progressive – Standard Progressive – Premium Tier 1 Progressive – Premium Tier 2 Progressive – Premium Tier 3 Progressive – Premium Tier 4 	\$65 copay \$95 copay \$105 copay \$125 copay \$185 copay	<ul style="list-style-type: none"> Plan reimburses you up to \$65 Plan reimburses you up to \$65 Plan reimburses you up to \$65 Plan reimburses you up to \$65 Plan reimburses you up to \$65
Contact Lenses** <ul style="list-style-type: none"> Medically Necessary Cosmetic/Elective 	<ul style="list-style-type: none"> Covered in full Plan reimburses you up to \$170 	<ul style="list-style-type: none"> Plan reimburses you up to \$210 Plan reimburses you up to \$136
Refractive Surgery (LASIK, radial keratotomy or photorefractive keratectomy)	15% off the retail price or 5% off the promotional price	No benefit
Diabetic Services (Available for Type 1 and 2 Diabetics)		
Medical Follow up Exam	\$0 copay	Plan reimburses you up to \$77
Retinal Imaging***	\$0 copay	Plan reimburses you up to \$59
Extended Ophthalmoscopy****	\$0 copay	Plan reimburses you up to \$15
Gonioscopy	\$0 copay	Plan reimburses you up to \$15
Scanning Laser	\$0 copay	Plan reimburses you up to \$33

* You are responsible to pay the out-of-network provider in full at time of service and then submit an out-of-network claim for reimbursement. You will be reimbursed up to the amount shown on the chart.

** For prescription contact lenses for only one eye, the Plan will pay one-half of the amount payable for contact lenses for both eyes.

*** Not covered if Extended Ophthalmoscopy is provided within 6 months.

**** Not covered if Retinal Imaging is provided within 6 months.

COVERED EXPENSES

The plan covers a wide range of vision care services and supplies. However, certain limitations may apply. This section outlines the expenses covered under the plan.

Routine Vision Exams

The plan provides benefits for one routine comprehensive eye exam (performed by an ophthalmologist or optometrist) per covered person in a calendar year.

Diabetic Eye Care Benefit

Members who have Type 1 or Type 2 diabetes are eligible to receive supplemental coverage for additional services from their vision Provider. With this benefit, you can obtain a vision evaluation every six months to monitor for signs of diabetic complications. Subject to provider determination and benefit frequency limitations, you may also receive the following diagnostic testing: retinal imaging, extended ophthalmoscopy, gonioscopy and laser scanning. If you have questions, please contact EyeMed's Customer Care Center.

Availability of diagnostic equipment and services varies by location. Members are encouraged to call their provider to confirm availability of services.

Retinal Imaging Benefit

Retinal imaging has been provided as a discount to your vision plan. Retinal imaging is a diagnostic tool that provides high-resolution, permanent digital records of your inner eye. Please consult with your Provider to determine if you are a candidate for retinal imaging.

Lenses and Frames

The plan covers one pair of standard lenses (single, bifocal, trifocal or lenticular) and one set of standard frames in a calendar year. Additional charges may apply for special lenses; see Limitations on [page 111](#) for more information.

Please note that benefits are provided for contact lenses or eye glass lenses in a calendar year — not both. For example, if you receive insured benefits for a complete pair of eyeglasses, frames and lenses, in May, you are then eligible to receive insured benefits

for eyeglasses or contact lenses the following January if you continue coverage.

In-Network Discount on Extra Pair of Eyeglasses

If you purchase an extra pair of eyeglasses or contacts during the year, participating in-network providers offer discounts. The savings are 40% off frames, 20% off lenses and coatings, and 15% off conventional contact lenses. These discounts are not available out of network.

Medically Necessary Contacts – Who Is Eligible?

- ▶ Aphakia (after cataract surgery without lens implants) — a pair of prescription single-vision or multifocal eyeglass lenses and frames may be provided, along with contact lenses prescribed for this reason
- ▶ When visual acuity cannot be corrected to 20/70 in the better eye except through the use of contact lenses (must be 20/60 or better)
- ▶ Anisometropia of 4.0 diopters or more, provided visual acuity improves to 20/60 or better in the weaker eye
- ▶ Keratoconus

The narrowing of visual fields due to high minus or high plus corrections is not considered a reason for medically necessary contact lenses.

If you choose to use an in-network provider, you pay no out-of-pocket costs for medically necessary contact lenses. If you choose to use an out-of-network provider, out-of-network limits apply.

Contact Lenses — Elective or Cosmetic

Elective or cosmetic contact lenses are those worn solely for cosmetic or convenience reasons. To be covered by the plan, contact lenses must come with a prescription for correcting a vision deficiency.

Contact Lenses Exam/Fitting Fee

Most providers charge a fee for the fitting of contact lenses. This fee is separate from the comprehensive eye examination and varies depending on the provider's fee structure policies. It also varies due to circumstances or complexities involving the physiological condition of the eyes, the lens prescription and the type of lenses used. The Contact Lens Fit and Follow-Up visits are available once a comprehensive eye exam has been completed. See the schedule of benefits for a full description of the benefit.

Refractive Surgery

The plan offers a 15% off retail and 5% off the promotional price for LASIK when you use a contracted, in-network provider for these procedures. No discounts or benefits are provided for out-of-network providers.

Hearing Discount Benefit with Amplifon Hearing Healthcare

EyeMed has partnered with Amplifon – the world's largest distributor of hearing aids and services – to add affordable hearing care to your EyeMed vision benefits package.

Members receive a 40% discount off hearing exams and a low price guarantee on discounted hearing aids. For additional information, call 1-877-203-0675.

Limitations

The following vision services require an additional charge over the covered benefit. You pay any additional charges directly to the provider. For example, standard-design bifocal lenses are a covered benefit, while blended (no-line) bifocals require an additional charge.

- ▶ Replacement frames and/or lenses
- ▶ Blended (no-line) and/or multifocal lenses
- ▶ Beveled and/or faceted lenses
- ▶ Coated lenses
- ▶ Polycarbonate lenses (excluding children under the age of 18 as this is covered at a \$0 copay)
- ▶ Oversized lenses
- ▶ Cosmetic lenses
- ▶ Frames that cost more than the plan allowance

EXPENSES NOT COVERED

The plan is designed to provide for your basic eye care needs. Generally, it does not cover items considered cosmetic or elective. There is no benefit coverage for the following products and services:

- ▶ Non-prescription eyewear
- ▶ Vision training
- ▶ Low-vision aids
- ▶ Orthoptics
- ▶ Eye exams required by an employer as a condition of employment
- ▶ Services and materials provided by another vision plan
- ▶ Conditions covered by workers' compensation
- ▶ Frame cases

FILING CLAIMS

If you are using an in-network provider, your provider will handle all claims and paperwork.

If you are using an out-of-network provider, you must pay the full cost at the time of service and then submit your original itemized bill or provider receipt, to the claims administrator.

Disagreements about benefit eligibility or payment amounts may arise occasionally. In most cases, differences can be resolved quickly with a phone call.

EyeMed — not Baylor Scott & White Health — is responsible for the actual coverage and the vision care provided or arranged and has the final authority on matters relating to vision benefit coverage. Contact EyeMed directly for:

- ▶ Appeal of denied claims
- ▶ Rights to reimbursement and subrogation when payments are available from other insurance sources or legal settlements (including auto insurance)
- ▶ Any other benefit or administrative issues

If you have questions regarding eligibility to participate in the plan, please contact PeoplePlace as soon as possible.

If you can't resolve the disagreement, please refer to Appealing a Denied Claim for claims appeal procedures.

GLOSSARY

Aphakia — Lack or loss of the lens of the eye

Acuity — Sharpness of vision

Anisometropia — A condition in which the refractive power of one eye differs from that of the other

Keratoconus — A degenerative condition characterized by conical protrusion of the cornea and irregular astigmatism

In-Network Provider — A doctor who participates in the EyeMed Vision Care INSIGHT network and has a contractual agreement with EyeMed to accept the maximum allowed charge as payment in full for a vision service

Keratotomy — Incision of the cornea

Ophthalmologist — A doctor of medicine specializing in ophthalmology, the branch of medicine dealing with the anatomy, functions and diseases of the eye

Optometrist — A licensed professional who practices optometry, the practice or profession of examining the eyes by means of suitable instruments or appliances, for defects in vision and eye disorders in order to prescribe corrective lenses or other appropriate treatment

Orthoptics — A method of exercising the eye and its muscles in order to cure strabismus or improve vision

Out-of-Network Provider — A vision care provider who does not participate in the EyeMed Vision Care INSIGHT network

Photorefractive Keratectomy — Laser eye surgery procedures intended to correct a person's vision, reducing dependency on glasses or contact lenses

Year or Yearly — For vision insurance, the 12-month period that begins on Jan. 1

Flexible Spending Accounts

Flexible spending accounts (FSAs) allow you to set aside tax-free money to pay for eligible healthcare and dependent care expenses.

PLAN HIGHLIGHTS

Baylor Scott & White Health offers three flexible spending accounts: a Healthcare FSA, a Limited Purpose Healthcare FSA and a Dependent Care FSA.

- ▶ The type of Healthcare FSA available to you depends on which medical plan you elect.
- ▶ You can use the money in your Healthcare FSA or Limited Purpose Healthcare FSA to pay for eligible healthcare expenses for you, your dependents and your adult children to age 26, even if they are not covered under a healthcare plan. Eligible expenses include expenses not covered by the plan and copays.
- ▶ You can use the money in your Dependent Care FSA to pay for eligible child care expenses so you and your spouse (if married) can work.
- ▶ Your contributions to the FSAs are deducted from your paycheck before federal and Social Security taxes are deducted, so your taxable income is less.
- ▶ You should estimate your expenses very carefully. Any unused money remaining in either account after the end of the grace period (typically, March 15th of the following year) is forfeited.

For information on additional benefit programs or details, see the [Administrative & General Information](#) section or individual benefit sections.

HOW THE ACCOUNTS WORK

Each of the accounts works basically the same way. You decide how much to contribute and contributions are deducted from your paycheck on a pre-tax basis each pay period. Then you use the money in your account to reimburse yourself for eligible expenses.

YOUR CONTRIBUTIONS

Contributions are deducted in equal amounts from 26 paychecks each year. Because contributions are made with pre-tax dollars, the average participating employee saves 15 to 28 cents on every \$1 contributed.

When you are hired or become eligible to receive benefits, the FSA contributions you elect are deducted from your paycheck beginning with the first available paycheck after your enrollment is effective. These contributions are made before federal income and Social Security taxes are withheld.

Once you choose to participate in an FSA, your contributions will be in effect for the rest of the calendar year unless you have a qualifying event. In this case, you may enroll or change the amount of your contribution. For more information on qualifying events, see the [A Guide to Your Benefits](#) section.

Go to optumbank.com to track your reimbursements and check your balances.

UNUSED CONTRIBUTIONS

Your expenses must be incurred during the plan year (January 1 through December 31). If you have an unused balance in your FSA at year-end, you may submit additional covered expenses incurred during the 2 1/2-month grace period from January 1 through March 15 of the following year. Any expense you incur during this grace period will be applied to use up your remaining account balance from the prior year. Any amount remaining in your FSA for the prior year after payment of allowable expenses incurred during the grace period will be forfeited. Forfeitures are used to help offset the plans' administrative expenses. All plan year and grace period claims must be submitted by the end of the run out period, typically April 30.

TRANSFERRING CONTRIBUTIONS

Your contributions to your Healthcare FSA and Dependent Care FSA are administered separately and cannot be transferred from one account to another.

How To Use the FSAs

1. Choose how much to contribute. Estimate your total healthcare and/or dependent care expenses for the upcoming year. Contributions are deducted from your paycheck in equal amounts throughout the year and are deposited to the appropriate FSA.
2. Enroll during annual enrollment, within 31 days of hire or within 31 days of a qualifying event. You cannot change your contribution amount after the initial deduction has been made, unless you have a qualifying event. Changes must correspond with the qualifying event.
3. Pay as you go and keep your receipts. You'll pay a copay or coinsurance at the time of service, then pay yourself back with pre-tax dollars.
4. Get reimbursed. You have several ways to file for reimbursement, depending on the type of expense. See [page 125](#) for more information.

How an FSA Can Save You Money

Since your FSA contributions are deducted from your paycheck before you pay federal income and Social Security taxes, participating in the FSAs reduces the amount you pay in taxes.

Suppose you make \$30,000 a year and contribute \$5,000 to a Dependent Care FSA throughout the year to pay for child care. Here's how much you could save:

	Using Pre-Tax Flexible Spending Accounts	Using After-Tax Dollars
Annual pay	\$30,000	\$30,000
What you put into the FSA	-\$5,000	\$0
Taxable pay	\$25,000	\$30,000
Taxes (15% federal, 7.65% Social Security)	-\$5,663	-\$6,795
After-tax expenses	\$0	-\$5,000
Take-home pay	\$19,337	\$18,205
Amount you save with the FSA*	\$1,132	\$0

* Based on the following taxes: 15% federal, 7.65% Social Security

HEALTHCARE FSA

The type of Healthcare FSA in which you may enroll is determined by your medical plan election, as follows:

Your Medical Option Election	Type of Healthcare FSA	What It Covers
SEQA/EQA, Premium, or no medical coverage	General Purpose Healthcare FSA	Eligible medical, pharmacy, dental and vision expenses
HDHP	Limited Purpose Healthcare FSA or General Purpose Healthcare FSA (only an option if you do not contribute or receive contributions to a Health Savings Account)	Dental and vision expenses only, until you meet your deductible, then medical and pharmacy expenses, too

Eligible expenses may be reimbursed from your Healthcare FSA only if they are not covered by any other plan, insurance or reimbursement account.

Annual Contribution Limit

Minimum	Maximum
\$100	\$3,300

Eligible Dependents

You may use your Healthcare FSA to reimburse yourself for eligible expenses you pay for you, your spouse, your eligible dependents and your adult children who will not attain age 27 by the end of the calendar year.

Your spouse, dependents and adult children do not have to be covered by you under any of Baylor Scott & White Health's medical, dental or vision plans for expenses incurred by them to be eligible for reimbursement from your FSA.

You may include the expenses of any person who is your dependent if you can claim an exemption as a dependent for him or her on your federal income tax return. A person generally qualifies as your tax dependent if he or she meets all three of the following requirements:

1. That person lives with you for the entire year as a member of your household or is one of the following:
 - Your spouse
 - Your child (including your legally adopted child or foster child), grandchild or great-grandchild
 - Your stepchild
 - Your brother, sister, stepbrother or stepsister
 - Your parent, grandparent or other direct ancestor, but not foster parent
 - Your stepfather or stepmother
 - A brother or sister of your father or mother
 - A son or daughter of your brother or sister
 - Your father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law or sister-in-law
 - Any other person who is a “qualifying relative” under Code Section 152(d)
2. That person is a U.S. citizen or resident
3. You provide more than 50% of that person's total support for the calendar year

You can continue to be reimbursed for expenses of your children after they are no longer your tax dependents, until they reach age 26.

Special Rules for the Medical HSA

The Healthcare FSA has a grace period from January 1 to March 15 to use funds remaining in the Healthcare FSA at the end of the calendar year. If you newly enroll in the HDHP option and you have funds remaining in a General Purpose Healthcare FSA from the prior year, you cannot contribute to an HSA until April 1st. For the 2024 plan year, which has a 12-month grace period from January 1 to December 31, if you newly enroll in the HDHP option and you have funds remaining in a General Purpose Healthcare FSA from the prior year, you cannot contribute to an HSA until the extended grace period has run.

Eligible Expenses

In general, you may use a General Purpose Healthcare FSA for any expenses that qualify as medical deductions on your federal income tax return. You may use a Limited Purpose Healthcare FSA for any dental and vision expenses that qualify as medical deductions on your federal income tax return until you meet your deductible. In addition to deductible medical expenses, you may also use a Healthcare FSA for the following medical expenses:

- ▶ Medical supplies, such as bandages, first aid kits, athletic braces, and diabetic supplies (a prescription is not necessary),
- ▶ Beginning with expenses incurred after December 31, 2019, certain over-the-counter medications and menstrual care products, and
- ▶ Beginning with expenses incurred on or after January 1, 2020, amounts paid for personal protective equipment, such as masks, hand sanitizer and sanitizing wipes, for the primary purpose of preventing the spread of COVID-19.

The services must be received in the same year in which you made the account contribution, or during the grace period, typically March 15 of the following year. Also, you cannot use the Healthcare FSA for expenses you had before you began participating in the account or after your participation stops, unless you continue coverage under COBRA on an after-tax basis.

Generally, expenses not paid by your insurance, such as deductibles, coinsurance, charges above recognized charges, etc., are eligible for reimbursement under your Healthcare FSA.

This section lists examples of qualifying healthcare expenses. For a complete list, visit [irs.gov](https://www.irs.gov) and download Publication 502 (Medical and Dental Expenses).

Acupuncture

You may include the amount you pay for acupuncture, provided it is necessary to treat a specific medical condition. If you do not submit an explanation of benefits as substantiation, then you must submit a note from an attending physician stating a medical condition exists and describing the length of the treatment plan.

Alcoholism

You may include amounts you pay for inpatient alcohol addiction treatment.

Ambulance

You may include amounts you pay for ambulance service.

Artificial Limb or Prosthesis

You may include the amount you pay for an artificial limb.

Braille Books and Magazines

You may include the amount of the cost of Braille books and magazines for use by a visually impaired person that is more than the price of regular printed editions.

Breast Pumps and Pump Supplies

Breast pumps and pump supplies are eligible medical expenses. Certain criteria must be met. Please contact your Plan Administrator for details.

Car

You may include the cost of special hand controls and other special equipment installed in a car for the use of a person with a disability. You may also include the amount of the cost of a car specially designed to hold a wheelchair that is more than the cost of a regular car. You must submit evidence of medical necessity (e.g., prescription, doctor's note) with the request for reimbursement. Note: The cost of the vehicle itself is not a qualified medical expense.

Chiropractors

You may include fees you pay to a chiropractor for healthcare. The chiropractic care must be necessary to treat a specific medical condition. If you do not submit an explanation of benefits as substantiation, then you must submit a note from an attending physician stating a medical condition exists and describing the length of the treatment plan.

Contact Lenses

You may include amounts you pay for contact lenses needed for healthcare reasons. You may also include the cost of equipment and materials for using contact lenses, such as saline solution and enzyme cleaner.

Cosmetic Surgery

You may include amounts you pay for cosmetic surgery ONLY if the surgery or procedure is necessary to correct a deformity arising from or directly related to 1) a congenital abnormality, 2) a personal injury resulting from an accident or trauma or 3) a disfiguring disease. Procedures such as face lifts, hair transplants, teeth whitening, hair removal (electrolysis) and liposuction generally are NOT qualifying healthcare expenses.

Crutches

You may include the amount you pay to buy or rent crutches.

Dental Treatment

You may include the amounts you pay for dental treatment. This includes fees paid to a dentist and fees for X-rays, fillings, braces, extractions and dentures.

Drug Addiction

You may include amounts you pay for inpatient drug addiction treatment.

Eyeglasses

You may include amounts you pay for eyeglasses and contact lenses needed for healthcare reasons. You may also include fees paid for eye examinations.

Guide Dog

You may include the cost of a guide dog for the visually impaired or hearing impaired. Amounts you pay for the care of the dog are also eligible healthcare expenses.

Hearing Aids

You may include the cost of a hearing aid and the batteries you buy to operate it.

Hospital Services

You may include amounts you pay for inpatient or outpatient care.

Laboratory Fees

You may include the amounts you pay for laboratory fees that are part of your healthcare.

Learning Disability

You may include tuition fees you pay to a special school for a child who has severe learning disabilities caused by a mental or physical handicap, including nervous system disorders. Your doctor must recommend that the child attend the school. Also see *Schools and Education, Special*.

You may also include a child's tutoring fees you pay on your doctor's recommendation. The tutoring must be performed by a teacher who is specially trained and qualified to work with children who have severe learning disabilities.

You must submit evidence of medical necessity (e.g., prescription, doctor's note) with the request for reimbursement.

Legal Fees

You may include legal fees paid to authorize treatment for mental illness. However, if part of the legal fees includes, for example, guardianship or estate management fees, you may not include that part as a healthcare expense.

Lodging

You may include the cost of meals and lodging at a hospital or similar institution. You may include the cost of lodging not provided in a hospital or similar institution while away from home if all of the following criteria are met:

- ▶ The lodging is primarily for and essential to healthcare.
- ▶ Healthcare is provided by a doctor in a licensed hospital or equivalent facility.
- ▶ The lodging is not lavish or extravagant under the circumstances.
- ▶ There is no significant element of personal pleasure, recreation or vacation in the travel away from home.

The amount may not exceed \$50 for each night for each person. Lodging may also include expenses for an individual traveling with the person receiving healthcare (for example, a parent traveling with a sick child). In this case, the limit is \$100 per night.

Medical Information Plan

You may include amounts paid to a plan that keeps your healthcare information by computer and provides information to your attending physician when needed.

Medical Services

You may include amounts you pay for legal medical services provided by physicians, surgeons, specialists or other licensed medical practitioners.

Medicines or Drugs

You may include amounts you pay for certain over-the-counter medicines incurred after December 31, 2019, and prescribed drugs.

Mentally Disabled, Special Home For

You may include the cost of keeping a mentally disabled person in a special home to help the person adjust from living in a mental hospital to community living. A psychiatrist must recommend the home and it must not be the home of a relative.

Nursing Home

You may include the cost of healthcare, including meals and lodging, for yourself, your spouse or your dependents, in a nursing home or home for the aged, if the main reason for being there is to receive healthcare. If the main reason for being in the nursing home or home for the aged is personal, you may include in healthcare expenses only the amount of the cost that is for healthcare or nursing care.

Nursing and Other Services

You may include amounts you pay for nursing and other services. This includes services connected with caring for the patient's condition, such as giving medication or changing dressings, as well as the bathing and grooming of the patient.

You may include in healthcare expenses Social Security tax, Federal Unemployment tax, Medicare tax and state employment taxes you pay for a nurse, attendant or other person who provides healthcare.

Orthodontia Services

If payments are made in installments, the orthodontist must allocate the payments to services currently provided. The orthodontist's contract allocating the expenses must be attached to the submitted claim form.

If payment is made in a lump sum on the first visit, please contact Baylor Scott & White Health's Corporate HR Benefits office for reimbursement instructions.

Operations or Surgery

You may include amounts you pay for legal operations that are not for unnecessary cosmetic surgery.

Oxygen

You may include amounts you pay for oxygen or oxygen equipment to relieve breathing problems caused by a medical condition.

Schools and Education, Special

You may include payments to a special school for a mentally or physically handicapped person if the main reason for using the school is its resources for relieving the disability. You may include, for example, the cost of a school that meets any of the following criteria:

- ▶ Teaches Braille to a visually-impaired child
- ▶ Teaches lip reading to a hearing-impaired child
- ▶ Gives remedial language training to correct a condition caused by a birth defect

Smoking Cessation Programs

You may include the costs of smoking cessation programs. Nicotine patches and gum are covered. For more information, refer to Medicines or Drugs earlier in the Eligible Expenses section.

Sterilization

You may include the cost of a legal sterilization performed to make a person unable to have children.

Telephone

You may include the cost and repair of special telephone equipment allowing a hearing-impaired person to communicate through a regular telephone.

Television

You may include the cost to modify a television to assist a hearing-impaired person (such as an adapter for a regular television) or purchase a specially equipped television. Note: Only the amount that exceeds the cost of the television without modification or special equipment is reimbursable.

Therapy or Counseling

You may include amounts you pay for therapy or counseling received as medical treatment. It must be necessary to treat a specific medical condition. If you do not submit an explanation of benefits as substantiation, then you must submit a note from an attending physician stating that a medical condition exists and describing the length of the treatment plan.

Transplants

You may include payments for surgical, hospital, laboratory and transportation expenses for a donor or a possible donor of a transplant.

Transportation

You may include certain amounts paid for transportation primarily for and essential to healthcare. You may include:

- ▶ Bus, taxi, train or plane fare, or ambulance service
- ▶ Actual car expenses, such as gas and oil. Do not include expenses for general repair, maintenance, depreciation and insurance. You may include \$.16 per mile for each mile you use your car for healthcare reasons
- ▶ Parking fees and tolls

- ▶ Parent's transportation expenses if a parent must go with a child who needs healthcare
- ▶ Transportation expenses of a nurse or other person providing healthcare to the patient
- ▶ Transportation expenses for regular visits to see a mentally ill dependent, if these visits are recommended as part of treatment
- ▶ Transportation expenses do not include:
 - ▶ Transportation expenses to and from work, even if your condition requires an unusual means of transportation
 - ▶ Transportation expenses for non-medical reasons only (e.g., you choose to travel to another city, such as a resort area)

Weight-Loss Program

You may include amounts you pay for weight-loss treatment if it is a treatment for a specific disease diagnosed by a physician (such as obesity, hypertension or heart disease). You cannot include membership dues for a gym, health club or spa. You must submit evidence of medical necessity (e.g., prescription, doctor's note) with the request for reimbursement.

Wheelchair

You may include amounts you pay for a wheelchair.

Wig

You may include the cost of a wig purchased upon the advice of a physician for the mental health of a patient who has lost all of his or her hair from disease.

X-ray

You may include amounts you pay for X-rays.

Ineligible Expenses

The following expenses are NOT qualifying healthcare expenses and may NOT be reimbursed through your Healthcare FSA. If you have any questions about eligible and ineligible expenses, go to optumbank.com.

- ▶ Baby-sitting, child care and nursing services for a normal, healthy child
- ▶ Controlled substances in violation of federal law
- ▶ Cosmetic surgery considered not medically necessary
- ▶ Dancing lessons
- ▶ Diaper services (For individuals with impairments or disabilities beyond infancy, or when recommended by a physician to relieve the effects of a medical condition, the cost of diapers is a qualified medical expense.)
- ▶ Electrolysis or hair removal (When recommended by a healthcare professional for a medical condition, the cost of hair removal or a hair transplant may be a qualified medical expense. Submit evidence of medical necessity (e.g., prescription, doctor's note) with the request for reimbursement.)

- ▶ Funeral expenses
- ▶ Hair transplants (When recommended by a healthcare professional for a medical condition, the cost of hair removal or a hair transplant may be a qualified medical expense. Submit evidence of medical necessity (e.g., prescription, doctor's note) with the request for reimbursement.)
- ▶ Health club dues (When recommended by a healthcare professional for a medical condition, dues paid to a health club, YMCA or YWCA are qualified medical expenses. Submit evidence of medical necessity (e.g., prescription, doctor's note) with the request for reimbursement. Note: Reimbursement is only for the individual membership and for the component that is related to the current plan year. Any dues that carry over to a subsequent year must be submitted for that plan year of coverage.)
- ▶ Household help
- ▶ Illegal operations and treatments
- ▶ Insurance premiums
- ▶ Maternity clothes
- ▶ Nutritional supplements, vitamins and herbal supplements unless purchased through a licensed physician's prescription
- ▶ Personal-use items (such as toothpaste)
- ▶ Swimming lessons (When recommended by a healthcare professional for a medical condition, fees paid for lessons may be qualified medical expenses. Submit evidence of medical necessity (e.g., prescription, doctor's note) with the request for reimbursement.)
- ▶ Weight-loss programs, except as described under Eligible Expenses
- ▶ Any healthcare expenses claimed on your tax return

DEPENDENT CARE FSA

The Dependent Care FSA allows you to set aside pre-tax dollars to pay for the care of your eligible dependents while you work. Through the Dependent Care FSA, you may be reimbursed tax-free for expenses such as day care for your child or for an elderly parent or spouse who is incapable of self-care. The expenses must be incurred during the plan year or during the grace period, typically January 1 to March 15 of the following year.

To qualify for reimbursement, the care must be necessary to allow you to work. If you are married, this means you must work and your spouse must work outside the home, attend school full time or be disabled.

Annual Contribution Limit

Minimum	Maximum
\$100	Lesser of: <ul style="list-style-type: none"> • \$5,000 (\$2,500 if you are married and file separate tax returns) • Your earned income or your spouse's earned income

The Dependent Care FSA limits are set by the federal government. If you participate in the Dependent Care FSA, you must make sure you comply with these federal limits. You may be responsible for additional taxes if your Dependent Care FSA contributions exceed these federal limits.

Changing Your Contributions

When you enroll in the Dependent Care FSA, your contribution election is effective for the rest of the calendar year, so plan your expenses carefully. You may change your participation only if you have a qualifying event (as described in the A Guide to Your Benefits section).

Dependents

Eligible dependents include:

- ▶ A dependent child under age 13 if you claim him or her as a deduction on your federal income tax return
- ▶ Your spouse who is physically or mentally unable to care for himself or herself and lives with you for more than half the year
- ▶ Other dependents of any age if they are physically or mentally unable to care for themselves and live with you for more than half the year

To qualify, you must pay more than half the cost of these dependents' support and claim them as dependents on your federal income tax return.

Tax Deduction

Day care expenses may qualify you for a tax credit on your income tax return. You don't have to itemize expenses on your income tax return to qualify for the tax credit. You cannot claim the tax credit and be reimbursed from your Dependent Care FSA for the same expenses. However, if your day care expenses are more than the available tax credit, you may be able to use both the tax credit and the Dependent Care FSA. In general, it's more advantageous for you to use the Dependent Care FSA rather than a tax credit.

If you participate in the Dependent Care FSA, you must file Form 2441 with your federal income 1040 tax return. Please see IRS Publication 503.

To understand how these tax issues may affect you, you should consult a financial planner.

Eligible Expenses

In general, dependent day care expenses must be for the well-being and protection of an eligible dependent. The care must be needed to allow you and your spouse to work or look for work (or allow you to work if your spouse is a full-time student or disabled). Here are some other qualifications for eligible expenses:

- ▶ Care may be provided in your home, someone else's home or at a day care facility
- ▶ The care provider can be a relative who is age 19 or older, as long as this person is not also considered your dependent
- ▶ Care provided outside your home qualifies if the eligible dependent regularly spends at least eight hours a day in your home (i.e., nursing home expenses are not eligible)
- ▶ Education expenses qualify if your child is not yet in kindergarten, and the amount of education expense is incidental and cannot be separated from the cost of caring for your child
- ▶ Before- and after-school care for children in kindergarten and higher grades
- ▶ Specialized day camp programs (music, soccer, etc.)
- ▶ Cost of transportation provided by a day care center or care provider, when itemized separately on the invoice, to and from where the care is provided
- ▶ Indirect expenses related to receiving the care (i.e., application fees, deposits and agency fees). Care must be shown to have been ultimately provided
- ▶ Payments that must occur to maintain the dependent in the care facility while the taxpayer is temporarily absent from work for a minor illness or vacation when the taxpayer must pay for dependent care on a weekly or monthly basis

Ineligible Expenses

This is a list of some ineligible expenses:

- ▶ Weekend or evening babysitting when you or your spouse are not working
- ▶ Overnight camp
- ▶ Schooling in kindergarten or higher
- ▶ Your cost to transport your dependent to day care
- ▶ Transportation cost for a care provider to come to your home
- ▶ Expenses for activities or lessons when a separate fee is charged through day care

Certain other expenses also do not qualify for reimbursement from the Dependent Care FSA. If you have any questions about eligibility or expenses, go to optumbank.com.

FILING CLAIMS

Under the FSA, you have the following reimbursement and payment options:

1. Debit Master Card – the Baylor Scott & White Health – Health Payment Card, an electronic payment card used to pay for expenses through the Healthcare FSA, Limited Purpose FSA and Dependent Care FSA
2. Online through the Expense Journal (carriers will proactively send “Patient Responsibility Amounts” or out-of-pocket expenses to Optum)
3. Mobile App (Optum Bank App)
4. Mail, Email or Fax

Mail: Optum PO Box 30516
Salt Lake City, UT 84130

Email: optumclaims@prod.sourcehov.com
(address is for submissions only;
non-response box)

Fax: 1-855-244-5016

Filing Online

To file a reimbursement request online, take the following steps:

- ▶ Go to optumbank.com, log into your account
- ▶ Go to the “I Want To” section and click on “File a Claim”
- ▶ Choose “Reimbursement” under expense type for an expense that was paid out-of-pocket

SPECIAL SUBSTANTIATION NOTE: Prior to submitting a request for reimbursement, please check the Expense Journal first. Optum receives claim substantiation from Baylor Scott & White Health’s carriers. They are: 1) Baylor Scott & White Health Plan (medical and Rx), 2) EyeMed (vision), and 3) Cigna (dental).

Any questions, please contact OptumBank customer service at 1-800-243-5543 (available 24 hours) or you can email: accountholderservices@optum.com.

** You must, however, provide documentation. For more information about the documentation requirements and payment guidelines, visit optumbank.com.*

Using Your Debit Card

Your card will only work at approved merchants and should only be used for eligible products and services. Always keep all of your FSA expense receipts, including receipts for items for which you used the debit card. Optum takes a number of steps to substantiate that your purchases are for eligible products and services without contacting you. However, there may be instances in which Optum cannot substantiate your purchase. In these circumstances, you will be asked to provide documentation to verify your expenses are eligible expenses. In some cases, use of your card may be “frozen” until you complete the requested verification steps. You will be notified when there are any questions about purchases you have made

with the card. Even if Optum does not request verification, the IRS may request verification of your FSA expenses, so be sure to save all of your FSA expense receipts, regardless of whether you submit them to Optum.

Approved merchants are generally healthcare providers and pharmacies—for example, physicians, ambulance services, hospitals, optometrists and opticians, dentists, labs, Walgreens, CVS Pharmacy, hearing aid sales, and chiropractors.

Even though it operates as a debit card, select the “Credit” option when using the card at an electronic card reader. There is no PIN number.

If Your Claim Is Denied

Disagreements about benefit eligibility or payment amounts may occasionally arise. In most cases, differences can be quickly resolved with a phone call.

If you have questions regarding a claim, eligibility or covered benefits, please contact PeoplePlace as soon as possible.

FSA claims may be denied for the following reasons:

- ▶ Expense not incurred within the current plan year or the grace period following the current plan year
- ▶ Expense not incurred within your dates of participation
- ▶ Expense not allowable according to IRS/plan regulations
- ▶ Dependent not eligible under IRS regulations
- ▶ Dependent’s name, date(s) and/or provider’s charges/ID number not clearly shown on documentation
- ▶ Document not signed by the participant and/or dated

You have the right to appeal the denial of your claim. Please see the All Other Claims section of the appeals procedures in the **Administrative & General Information** section for more details.

IF YOU LEAVE BAYLOR SCOTT & WHITE HEALTH

You may elect to continue your Healthcare FSA coverage with after-tax dollars under COBRA. See the Continuation Coverage for Healthcare FSA section ([page 16](#)) for more information. COBRA continuation is not available for the Dependent Care FSA. The balance in the Dependent Care FSA as of the date of your termination of employment may be used only for qualifying expenses incurred before your termination date.

GLOSSARY

Out-of-pocket Expenses — Any expense that an individual incurs that is not covered under a Baylor Scott & White Health Medical Plan.

Reimbursement — To make repayment for an expense incurred.

Life Insurance

Baylor Scott & White Health's Life Insurance Program offers financial protection for you and your family if you or a dependent die while covered under the plan.

PLAN HIGHLIGHTS

- ▶ You receive free Basic Life Insurance based on your eligible employee class and annual base pay, rounded to the next higher \$1,000
 - **Class 1** – Senior Executives – 3 times your annual compensation or \$1,500,000
 - **Class 2** – All benefit eligible employees (not eligible in another class) – 1 times your annual compensation or \$500,000
 - **Class 3** – Retirees (prior to December 31, 2015) – Flat \$5,000 or \$10,000
 - **Class 4** – Physicians – 1 times your annual compensation or \$1,000,000
- ▶ If you want an extra layer of protection, you may purchase Voluntary Life Insurance for yourself equal to 1, 2, 3, 4, 5, 6 or 7 times your annual base pay, rounded to the next higher \$1,000, up to a maximum of \$2,000,000 for Class 2 or \$5,000,000 for classes 1 and 4.
- ▶ You can also purchase Dependent Life Insurance for your spouse and/or children. Spouse Life Insurance is available in varying amounts up to \$250,000. Child Life Insurance is \$10,000 per child for each of your eligible children.
- ▶ If you become terminally ill, you may be able to receive part of your life insurance benefit while you are still living. See the *Accelerated Death Benefit* section for more information.

LIFE INSURANCE FOR YOU

Participating

If you're a regular, full-time employee or a part-time employee regularly scheduled to work at least 20 hours per week, you are immediately eligible to enroll in life insurance coverage. You may also cover your spouse and eligible dependent children under the plan. See the [A Guide to Your Benefits](#) section for more details about who can and cannot participate in the plan.

When you are hired or become eligible for benefits, you are automatically enrolled in Basic Life coverage. You may purchase additional coverage through the Voluntary Life program. You must elect Voluntary Life coverage within 31 days from the date of your employment or if later, the date of your initial eligibility. If you do not elect the coverage by the deadline date, you must wait until the next annual enrollment period to enroll in the plan, unless you experience a qualifying event. If you are not actively at work due to a physical or mental condition on the day your coverage would normally become

effective, coverage for you and your dependents starts as soon as you have been at work for one full day.

Each year during annual enrollment, you may change your coverage for the next calendar year. The election you make is effective the following Jan. 1 and remains in effect for the entire year. You cannot make changes to your elections during the year unless you experience a qualifying event. See the [A Guide to Your Benefits](#) section for more information about enrolling, qualifying events and when coverage begins and ends.

PAYING FOR COVERAGE

Your cost for coverage depends on the options you choose. Baylor Scott & White Health pays the full cost of Basic Life coverage but you pay the cost for Voluntary Life coverage. Prices may change each year.

When you enroll, your share of the cost for coverage will be deducted from your paycheck beginning with the first available paycheck after you enroll. Your cost is generally deducted from each paycheck during the year and is deducted on an after-tax basis. The amount deducted is part of your taxable wages before federal income and Social Security taxes are withheld. See the [A Guide to Your Benefits](#) section for more information about paying for benefits.

Your coverage amount and payroll deductions automatically change when your base salary changes. However, if you are not at work on the date your pay changes, your increase in coverage is delayed until you return to active work. "Actively at work" means you're performing all material and substantial duties of your regular job.

Basic Life Insurance

The Company pays the full cost for your Basic Life Insurance coverage. Your coverage is equal to a multiple of your annual base pay (defined below), rounded to the next higher \$1,000, up to the defined maximum based on your eligible life class.

Class	Maximum
Class 1	\$1,500,000
Class 2	\$500,000
Class 4	\$1,000,000

Any company-provided life insurance in excess of \$50,000 is considered to be taxable income by the Internal Revenue Service (IRS). The amount of taxable income for life insurance coverage in excess of \$50,000 is referred to as "imputed income."

What is Annual Base Pay?

“Annual Base Pay” means your gross annual income from your Employer in effect just prior to your date of loss. It includes your total income before taxes. It is prior to any deductions made for pre-tax contributions to a qualified deferred compensation plan, Section 125 plan, or flexible spending account. It does not include income received from commissions, bonuses, overtime pay, shift differential or any other extra compensation, or income received from sources other than your Employer.

If you are a commissioned employee with one or more years of service, “Annual Base Pay” also includes income actually received from commissions. Commissions are calculated for the period 9/1-8/31 of the previous year immediately prior to the date of loss. The calculated amount is frozen as of 8/31 and used to determine annual earnings for the following calendar year.

Voluntary Life Insurance

You may purchase additional life insurance coverage for you equal to:

- ▼ 1 times annual base pay
- ▼ 2 times annual base pay
- ▼ 3 times annual base pay
- ▼ 4 times annual base pay
- ▼ 5 times annual base pay
- ▼ 6 times annual base pay
- ▼ 7 times annual base pay

Not sure how much life insurance you need? Be sure to consider your home mortgage payments, college tuition and any other large expense your family might not be able to afford without your income.

How Voluntary Coverage is Rounded

Here are some examples of how your Voluntary Life Insurance is rounded if your pay is not an even multiple of \$1,000.

If your annual base pay is...	Your coverage is...						
	1x pay	2x pay	3x pay	4x pay	5x pay	6x pay	7x pay
\$19,500	\$20,000	\$39,000	\$59,000	\$78,000	\$98,000	\$117,000	\$137,000
\$24,100	\$25,000	\$49,000	\$73,000	\$97,000	\$121,000	\$145,000	\$169,000
\$32,600	\$33,000	\$ 66,000	\$98,000	\$131,000	\$163,000	\$196,000	\$229,000
\$41,800	\$42,000	\$ 84,000	\$126,000	\$168,000	\$209,000	\$251,000	\$293,000

Age Reduction

The amount of life insurance available to you and your spouse reduces at certain ages while insured:

- If you have reached age 65, but not age 70, you and your spouse's amount of life insurance will reduce to the greater of \$20,000 or 65% of the amount of life insurance you had prior to age 65.
- If you have reached age 70 or more, you and your spouse's amount of life insurance will reduce to the greater of \$20,000, or 50% of the amount you had prior to the first reduction.

No further increases in your or your spouse's amount of life insurance are available once you reach age 65.

Voluntary Life Insurance Maximum Coverage Amount

Your Voluntary Life insurance coverage through Baylor Scott & White Health cannot exceed the maximum coverage amount listed below based on your eligible class. If you want to increase your coverage amount after your initial enrollment, you may only increase it by one level of coverage, without Evidence of Insurability, each year. You may reduce your coverage to any level.

Class	Maximum
Class 1	\$5,000,000
Class 2	\$2,000,000
Class 4	\$5,000,000

DEPENDENT LIFE INSURANCE

You may elect Dependent Life Insurance for your spouse and eligible dependent children. Here's a look at your options:

For your dependent...	You may elect coverage in one of the following amounts...
Spouse	\$10,000, \$25,000, \$50,000, \$75,000, \$100,000, \$125,000, \$150,000, \$175,000, \$200,000, \$225,000, or \$250,000 not to exceed 100% of the employee approved amount
Child(ren)	\$10,000 per eligible child

Eligible Children

Eligible children include any child to age 26 who is:

- ▶ Your natural child
- ▶ Your stepchild born to the Employee's spouse
- ▶ Your legally adopted child, beginning with any waiting period pending finalization of child's adoption, or
- ▶ The legally adopted child of the Employee's spouse
- ▶ A child stillborn during the third trimester
 - Stillborn is an unintended death of the child prior to birth. Third trimester is the period beginning as of the 28th week of pregnancy until birth.
- ▶ Child for whom the Employee is the Court Appointed legal guardian
 - If your dependent child's life insurance coverage ends when he or she no longer meets the eligibility

requirements (for example, by turning age 26) you must contact PeoplePlace to drop dependent life insurance coverage. Your level of coverage will not change automatically.

- Each Dependent Child is automatically eligible for \$10,000 of coverage for 60 days from the Dependent Child's live birth, adoption or date of placement for adoption. To continue coverage, the employee must elect Dependent Child coverage within 31 days of the qualifying life event enrollment period. If coverage is not elected within this time frame, Dependent Child insurance coverage will terminate at the end of the 60-day period.

Any child age 26 or older and disabled* who:

- ▶ Is primarily dependent on you for financial support and maintenance and
- ▶ Became disabled before age 26 and was your dependent at that time and
- ▶ Incapable of self-sustaining employment by reason of mental or physical incapacity

** You must submit satisfactory proof of disability to New York Life Group Benefit Solutions.*

If you and your spouse both work for Baylor Scott & White Health and both are eligible for benefits, your spouse cannot be covered under Spouse Life coverage. Only one of you may enroll your child(ren) for Child Life coverage.

If you are not in Active Service on the date that coverage would normally begin, coverage will begin on the date you return to Active Service.

An Employee will be considered in Active Service with his employer on any day that is either of the following:

1. One of the Employer's scheduled work days on which the Employee is performing his regular duties on a full-time basis, either at one of the Employer's usual places of business or at some other location to which the Employer's business requires the Employee to travel;
2. A scheduled holiday, vacation day or period of Employer-approved paid leave of absence, other than sick leave, only if the Employee was in Active Service on the preceding scheduled workday.

A person other than an Employee is considered in Active Service if he is none of the following:

1. An Inpatient in a Hospital or receiving Outpatient care for chemotherapy or radiation therapy;
2. Confined at home under the care of Physician for Sickness or injury;
3. Totally Disabled.

EVIDENCE OF INSURABILITY

Evidence of Insurability (EOI) is an application process in which you provide information on the condition of your health or your dependent's health to be considered for certain types of insurance coverage. It is required if the amount of your Voluntary Life insurance exceeds the lesser of \$1,000,000 or 3x annual base pay.

EOI is required if the amount of your Spouse Voluntary Life insurance exceeds \$75,000.

EOI will also be required if you waive coverage when you were first eligible, or if you increase your coverage amount by 1x or more, unless there is a special offer, and this requirement is waived during annual enrollment.

CHOOSING A BENEFICIARY

When you become eligible for coverage, you must choose a beneficiary [a person(s), trust or estate] to receive plan benefits. If you name more than one beneficiary without specifying how they should share in the benefit, they will share equally. You may also name contingent beneficiaries in the event your beneficiary is not living at the time of your death.

You may change your beneficiary designation at any time by contacting PeoplePlace at 1-844-417-5223.

If there is no beneficiary on record or if no named beneficiary survives you, New York Life Group Benefit Solutions will pay benefits to the first surviving class of the following living relatives:

- ▶ Your spouse
- ▶ Your child(ren) (in equal shares)
- ▶ Your parent(s) (in equal shares)
- ▶ Your siblings (in equal shares)
- ▶ The executors or administrators of your estate

You are automatically the beneficiary for any Dependent Life Insurance you elect.

Stay Up to Date

It's a good idea to review your beneficiary designation from time to time, especially if you have a change in family status, such as marriage, divorce or the birth of a child.

ACCELERATED DEATH BENEFIT

If you are diagnosed with a terminal illness you can request an accelerated payment of your life insurance benefits. You may request that up to 75% of your Life Insurance be paid while you are still living. The maximum amount available for an accelerated benefit payment is \$500,000. Under the plan, you are considered terminally ill if your doctor determines you have an illness or physical condition, including a physical injury, that can reasonably

be expected to result in death in less than 12 months.

The benefit payable to your beneficiary when you die will be reduced by the amount of the accelerated benefit you receive. Any amount you receive through the accelerated benefit may be considered taxable income.

To request a living benefit payment, contact PeoplePlace to request an accelerated death benefits claim form. To be approved, you must provide New York Life Group Benefit Solutions with satisfactory proof of your life expectancy.

This accelerated benefit is designed to help pay the medical bills frequently associated with terminal illness. However, there are no restrictions on how the money can be used. You should consult a tax attorney for information on the tax treatment of this benefit.

FILING CLAIMS

You or your beneficiary should notify PeoplePlace, as soon as possible after a covered person dies. PeoplePlace will forward information to New York Life Group Benefit Solutions for processing. New York Life Group Benefit Solutions will mail instructions to the beneficiaries requesting written proof of death (Death Certificate from a government agency) and any additional information needed for processing.

When Benefits are Paid

If the claim is approved, benefits are payable as soon as administratively possible and issued in a "check book" method. This will allow you to use the benefit in a single lump sum or as needed. If you have not named a beneficiary or your beneficiary is not living when you die, benefits are paid according to the order shown in the *Choosing a Beneficiary* section or as mandated by state law.

If the beneficiary is a minor child, the life insurance benefits will be paid to the legal guardian or custodian of such child to be managed for the child's legal benefit until he or she reaches adulthood.

Any insured death benefit you or your beneficiary receive from the plan is generally not considered taxable income. Any benefit you receive through the living benefit may be considered taxable income. See your personal tax advisor for more information.

When Benefits are Not Payable

Voluntary and Dependent Life Insurance benefits are not payable where death is caused by, contributed to by, or results from:

- ▶ Suicide occurring within 24 months after your or your spouse's initial effective date of insurance; and
- ▶ Suicide occurring within 24 months after the date any increases or additional insurance become effective for you or spouse.
- The suicide exclusion will apply to any amounts of insurance for which you pay all or part of the premium. This also will apply to any amount that is subject to

evidence of insurability requirements and New York Life Group Benefit Solutions approves the evidence of insurability form and the amount you or your spouse applied for at that time.

If Your Claim is Denied

Disagreements about benefit eligibility or payment amounts may arise occasionally. In most cases, differences can be resolved quickly with a phone call. If you have questions regarding benefit payment amounts, please contact New York Life Group Benefit Solutions as soon as possible. If you have questions regarding eligibility to participate in the plan or amount of coverage, please contact PeoplePlace as soon as possible. If you can't resolve the disagreement, formal appeal procedures are in place. See the [**Administrative & General Information**](#) section for details.

IF YOU LEAVE BAYLOR SCOTT & WHITE HEALTH

If you leave Baylor Scott & White Health for any reason, including retirement, your life insurance coverage ends on the last day of the month in which you terminate. Your paycheck deductions for Voluntary, Spouse and Child(ren) Life Insurance coverage will continue and include any hours accredited through your final paycheck.

Converting Coverage to an Individual Policy

If you would like to continue your coverages, you may be eligible to convert your Basic and Voluntary Life Insurance coverage to an individual policy. To convert your coverage, you must apply for the coverage with New York Life Group Benefit Solutions and pay the initial premium within 62 days following the date your coverage through Baylor Scott & White Health ends. Coverage conversion is limited to the amount of coverage in effect at the time of conversion. Contact PeoplePlace for information on how to convert your life insurance coverage and for coverage details.

Electing Portability Coverage

Another option might be to "port" your coverage. If you leave Baylor Scott & White Health for any reason prior to retirement and/or prior to age 99 you are no longer benefit eligible, you may be eligible to continue your Basic Life Insurance, Voluntary Life Insurance and Dependent Life Insurance coverage under a group portability policy. To elect portability, you must apply for coverage with New York Life Group Benefit Solutions and pay the initial premium within 62 days following the date your coverage through Baylor Scott & White Health ends.

You may elect to port the amount of coverage you had on the date your employment ended.

Contact New York Life Group Benefit Solutions at 800-642-8238.

Accidental Death and Dismemberment Coverage

Accidental Death and Dismemberment (AD&D) coverage through New York Life Group Benefit Solutions gives you and your family financial protection if there is an injury or death due to an accident.

PLAN HIGHLIGHTS

- ▶ Baylor Scott & White Health provides Basic AD&D coverage to you, equal to a multiple of your annualized base pay, up to a maximum based on your eligible employee class:
 - **Class 1** – Senior Executives – 3 times your annual compensation or \$1,500,000
 - **Class 2** – All benefit eligible employees (not eligible in another class) – 1 times your annual compensation or \$500,000
 - **Class 3** – Physicians – 1 times your annual compensation or \$1,000,000
- ▶ You can choose to purchase additional AD&D coverage for yourself or your dependents.
- ▶ Special additional benefits may be available if a covered death occurs.

PARTICIPATING

If you're a regular, full-time employee or a part-time employee regularly scheduled to work at least 40 hours per pay period, you are immediately eligible to enroll in AD&D coverage. You may also cover your spouse and eligible dependent children under the plan. See the [A Guide to Your Benefits](#) section for more details about who can and cannot participate in the plan.

When you are hired or become eligible for benefits, you are automatically enrolled in Basic AD&D coverage. You must enroll in Voluntary AD&D coverage within 31 days from the date of your employment or if later, the date of your initial eligibility. If you do not enroll by the deadline date, you must wait until the next annual enrollment period to enroll in the plan, unless you experience a qualifying event. If you are not actively at work due to a physical or mental condition on the day your coverage would normally become effective, coverage for you and your dependents starts as soon as you have been at work for one full day.

Each year during annual enrollment, you may change your coverage for the next calendar year. The election you make is effective the following Jan. 1 and remains in effect for the entire year. You cannot make changes to your elections during the year unless you experience a qualifying event. See the [A Guide to Your Benefits](#) section for more information about enrolling, qualifying events and when coverage begins and ends.

PAYING FOR COVERAGE

Your cost for coverage depends on the options you choose. Baylor Scott & White Health pays the full cost of Basic AD&D coverage but you pay the cost for Voluntary AD&D coverage. Prices may change each year.

When you enroll, your share of the cost for coverage will be deducted from your paycheck beginning with the first available paycheck after you enroll. Your cost is generally deducted from each paycheck during the year and is deducted on an after-tax basis. The amount deducted is part of your taxable wages before federal income and Social Security taxes are withheld. See the [A Guide to Your Benefits](#) section for more information about paying for benefits.

Your coverage amount and payroll deductions automatically change when your base salary changes. However, if you are not at work on the date your pay changes, your increase in coverage will be delayed until you return to your regularly scheduled work.

BASIC AD&D INSURANCE

Basic AD&D coverage is free for you and equals a multiple of your annualized base pay (based on authorized hours in a primary position), rounded to the next higher \$1,000, up to the defined maximum based on your eligible life class.

Annualized Base Pay

"Annualized Base Pay" means your gross annual income from your Employer in effect just prior to your date of loss. It includes your total income before taxes. It is prior to any deductions made for pre-tax contributions to a qualified deferred compensation plan, Section 125 plan, or flexible spending account. It does not include income received from commissions, bonuses, overtime pay, shift differential or any other extra compensation, or income received from sources other than your Employer.

If you are a commissioned employee with one or more years of service, "Annualized Base Pay" also includes income actually received from commissions. Commissions will be based on the period of September 1st through August 31st of the previous year immediately prior to the date of the loss. The calculated amount will be frozen as of August 31st and will be used to determine your annual earnings for the following calendar year.

VOLUNTARY AD&D INSURANCE

You can purchase Voluntary AD&D coverage in order to provide extra AD&D coverage for yourself. The following Voluntary AD&D coverage options are available to you:

- ▶ 1 times annualized base pay
- ▶ 2 times annualized base pay
- ▶ 3 times annualized base pay
- ▶ 4 times annualized base pay
- ▶ 5 times annualized base pay
- ▶ 6 times annualized base pay
- ▶ 7 times annualized base pay

You pay a flat rate for each \$1,000 of Voluntary AD&D coverage you select. The maximum amount of Voluntary AD&D coverage you can have is:

- ▶ Class 1: \$5,000,000
- ▶ Class 2: \$2,000,000
- ▶ Class 3: \$5,000,000.

What is Annualized Base Pay?

"Annualized Base Pay" means your gross annual income from your Employer in effect just prior to your date of loss. It includes your total income before taxes. It is prior to any deductions made for pre-tax contributions to a qualified deferred compensation plan, Section 125 plan, or flexible spending account. It does not include income received from commissions, bonuses, overtime pay, shift differential or any other extra compensation, or income received from sources other than your Employer.

If you are a commissioned employee with one or more years of service, "Annual Base Pay" also includes income actually received from commissions. Commissions are calculated for the period 9/1-8/31 of the previous year immediately prior to the date of loss. The calculated amount is frozen as of 8/31 and used to determine annual earnings for the following calendar year.¹

AD&D INSURANCE

The chart below shows the death benefit for each eligible dependent. Your cost is a flat rate per \$1,000 of coverage.

For your dependent...	You may elect coverage in one of the following amounts...
Spouse	<p>\$10,000, \$25,000, \$50,000, \$75,000, \$100,000, \$125,000, \$150,000, \$175,000, \$200,000, \$225,000, or \$250,000</p> <p>Not to exceed 100% of the employee approved AD&D coverage at initial enrollment*</p>
Child(ren)	\$10,000 per eligible child

**After initial election, Spouse Voluntary AD&D may exceed 100% of the employee's basic and voluntary AD&D benefit.*

If you and your spouse both work for Baylor Scott & White Health and both are eligible for benefits, your spouse cannot be covered under Spouse AD&D coverage. Only one of you may enroll your child(ren) for Child AD&D coverage.

ELIGIBLE CHILDREN

Eligible children include any child from live birth to age 26 who is:

- ▶ Your natural child
- ▶ Your stepchild born to the Employee's spouse
- ▶ Your legally adopted child, beginning with any waiting period pending finalization of child's adoption,
- ▶ The legally adopted child of the Employee's spouse
- ▶ A child for whom you are required to provide medical support under court order, or
- ▶ Child for whom the Employee is the Court Appointed legal guardian
 - If your dependent AD&D insurance coverage ends when he or she no longer meets the eligibility requirements (for example, by turning age 26, you must contact PeoplePlace to drop dependent AD&D insurance coverage. Your level of coverage will not change automatically.

Any child age 26 or older and disabled* who:

- ▶ Is primarily dependent on you for financial support and maintenance and
- ▶ Incapable of self-sustaining employment by reason of mental or physical incapacity

** You must submit satisfactory proof of disability to New York Life Group Benefit Solution.*

DISABLED means that, as a result of an injury, a sickness or a disorder:

1. Inability of a covered person who is currently employed to do any type of work for which he is or may become qualified by reason of education, training or experience; or
2. Inability of a covered person who is not currently employed to perform all of the activities of daily living including eating, transferring, dressing, toileting, bathing, and continence, without human supervision or assistance

If you or your eligible dependent are not in active service on the date coverage would normally begin, coverage will begin on the later of the date you or your eligible dependent return to active service and the date the coverage would otherwise have become effective. This provision does not apply to a newborn child while dependent insurance is in effect.

AGE REDUCTION

The amount of AD&D insurance available to you and your spouse reduces at certain ages while insured:

- ▶ If you have reached age 65, but not age 70, you and your spouse's amount of AD&D insurance will reduce to the greater of \$20,000 or 65% of the amount of AD&D insurance you had prior to age 65.
- ▶ If you have reached age 70 or more, you and your spouse's amount of AD&D insurance will reduce to the greater of \$20,000 or 50% of the amount you had prior to the first reduction.
- ▶ No further increases in your or your spouse's amount of AD&D insurance are available once you reach age 65.

WHAT THE PLAN COVERS

The plan pays benefits if you or a covered family member either dies or experiences an eligible injury due to an accident while insured.

Who Receives Payment

If you or a covered family member experiences an eligible injury while insured, the plan pays a benefit to you. If you or a covered family member dies due to a covered accident, the plan pays a benefit to the appropriate beneficiary. You are automatically the beneficiary for any Family AD&D coverage you elect.

Naming a Beneficiary

You are required to name a death beneficiary when you first become eligible for coverage. Your beneficiary can be an individual(s), trustee or estate. You may name anyone as your beneficiary, and you may change your beneficiary at any time by going to PeoplePlace.

You are automatically the beneficiary in the case of the death of your covered dependents. This beneficiary designation may not be changed.

Covered Losses

The chart below shows the plan benefit paid if you or a covered family member suffers accidental injuries resulting in death or a covered loss within one year of an accident. If you experience more than one loss in an accident, you will receive the largest single amount payable. All coverage amounts are subject to applicable maximum dollar amounts.

For Loss of:	Plan Pays This Percentage of the Coverage Amount
Life	100%
Both hands or both feet	100%
Entire sight in both eyes	100%
One hand and one foot	100%
One hand and the entire sight in one eye	100%
One foot and the entire sight in one eye	100%
One hand or one foot	50%
Speech and hearing in both ears	100%
Entire sight in one eye	50%
Speech or hearing in both ears	50%
Quadriplegia (total paralysis of both upper and lower limbs)	100%
Paraplegia (total paralysis of both lower limbs)	75%
Hemiplegia (total paralysis of upper and lower limbs on one side of the body)	50%
Uniplegia	25%
Thumb and index finger of the same hand	25%
Uniplegia	25%

For Loss of:**Plan Pays This Percentage of the Coverage Amount****Four fingers (on the same hand)**

25%

All toes (on the same foot)

20%

Injuries due to exposure to the elements will be considered eligible injuries for payment of benefits if the exposure results from a covered accident. You or a covered dependent will be presumed to have died and a death benefit will be payable if the body is not found within one year after the wrecking, sinking or disappearance of a conveyance in which you, he or she was traveling, and would otherwise be covered.

ADDITIONAL BENEFITS

The Voluntary AD&D plan also pays a number of special benefits.

Education Benefit

Dependent Child(ren)

If you elect dependent AD&D coverage and then you die in a covered accident, your covered dependent child(ren) may receive some education benefits in addition to your AD&D benefits. Each covered dependent child may receive reimbursement for tuition if the child is:

- ▶ Currently enrolled as a full-time student in any institution of higher learning beyond the 12th grade, or
- ▶ Currently a 12th grade student and enrolls in an institution of higher learning within 365 days of the covered accident.

The annual benefit is payable for up to four years, provided the dependent remains in school. The annual benefit amounts are:

- ▶ 6% of the Employee's principal sum for Dependent Child coverage not to exceed \$6,000, up to four payments to a maximum of \$24,000
- ▶ If an employee's dependent child(ren) do not meet the requirements for the special education benefit within 365 days of the employee's death, they would receive the default benefit of \$1,000.

Spouse

If you elect Spouse Voluntary AD&D coverage and then die in a covered accident, your covered spouse may be eligible for the Spouse Training benefit. Eligible reimbursement includes the cost of any professional or trade-training program assisting the development of an independent source of support and maintenance. Your spouse must enroll in the program within three years following your date of death. The benefit amount is:

- ▶ 5% of the Employee's AD&D amount not to exceed \$5,000

Child Care Benefit

If a covered dependent is under age 13 and is enrolled in an accredited day care center within 90 days from the date of the covered accident, the plan will pay an annual day care benefit for up to four years. The annual benefit will be the lesser of these amounts:

- ▶ \$3,000 per child each year, or
- ▶ 5% of the AD&D coverage amount of the deceased parent.

Seat Belt Benefit

If you or your covered dependent sustains an injury in an automobile accident that results in payment of an AD&D benefit under this plan, an additional amount is paid if a police accident report states that the injured covered individual was wearing a seat belt when the accident occurred. The additional benefit for you is equal to 10% up to \$25,000 of your AD&D coverage.

Air Bag Benefit

If a seat belt benefit is payable, an air bag benefit is also payable if the injured person was:

- ▶ Positioned in a seat equipped with a factory-installed air bag, and
- ▶ Properly strapped in the seat belt when the air bag inflated.

The additional benefit is 5% up to \$5,000 of your AD&D coverage.

Coma Benefit

The plan pays a monthly benefit up to 1% of you or your dependent's AD&D coverage amount for each month up to 11 months if you or a covered family member remain in a coma after a 31-day waiting period if you or your covered family member meets both of the following conditions:

- ▶ Become comatose within 31 days of the date of the accident, and
- ▶ Remain continuously comatose for at least 31 days.

Accidental Burn and Disfigurement Benefit

The plan pays a benefit if a covered person suffers a covered injury that leaves them Disfigured, and that covered injury resulted directly and independently of all other causes from a covered accident. The Disfigurement must satisfy all of the conditions below. Disfigurement for purposes of this benefit means a spoiled or deformed appearance that can be corrected by means of reconstructive or cosmetic surgery.

- ▶ Reconstructive or cosmetic surgery is required to restore the covered person's physical abilities or correct Disfigurement, and must be performed within twelve months of the covered accident
- ▶ A Physician must determine that the burn satisfies all of the following:
 - Involves the minimum percentage shown in the Schedule of Benefits;

- Be classified as shown in the Schedule of Benefits; and
- Results in Disfigurement or loss of physical abilities

Bereavement and Trauma Counseling

The plan will pay for counseling sessions, up to the maximum benefit amount shown in the Schedule of Benefits and subject to the following conditions and exclusions, when the covered person or immediate family member (a person who is related to the covered person in any of the following ways: spouse, brother-in-law, sister-in-law, son-in-law, daughter-in-law, mother-in-law, father-in-law, parent, step-parent, brother, sister, step sibling, child or step-child) required bereavement and trauma counseling because the covered person suffered a covered loss that resulted directly and independently of all other causes from a covered accident. Such counseling must meet all of the following conditions:

- ▶ Covered bereavement and trauma counseling expenses must be incurred within one year from the date of the covered accident causing the covered loss
- ▶ Expense is charged for a bereavement or trauma counseling session for the covered person or one or more of his immediate family members
- ▶ Counseling is provided under the care, supervision or order of a physician
- ▶ A charge would have been made if no insurance existed

Covered bereavement and trauma counseling benefits do not include any expense for which the covered person is entitled to benefits under any Worker's Compensation Act or similar law.

When Benefits Are Not Payable

In addition to any benefit-specific exclusions, benefits will not be paid for any Covered Injury or Covered Loss which, directly or indirectly, in whole or in part, is caused by or results from any of the following unless coverage is specifically provided for by name in the Description of Benefits Section:

- ▶ Suicide, self destruction while sane, intentionally self-inflicted injury while sane, or self-inflicted injury while sane, or self-inflicted injury while insane
- ▶ Commission of or active participation in a riot or insurrection
- ▶ Commission or attempt to commit a felony or an assault
- ▶ Bungee jumping; parachuting; skydiving; parasailing; hang-gliding
- ▶ Flight in, boarding or alighting from an Aircraft or any craft designed to fly above the Earth's surface
 - being flown by the Covered Person or in which the Covered Person is a member of the crew
 - being used for:
 - » crop dusting, spraying or seeding, giving and receiving flying instruction, firefighting, sky writing, sky diving or hang-gliding, pipeline or power line inspection, aerial photography or exploration, racing, endurance tests, stunt or acrobatic flying

- » any operation that requires a special permit from the FAA, even if it is granted (this does not apply if the permit is required only because of the territory flown over or landed on)

- designed for flight above or beyond the earth's atmosphere
- an ultra-light or glider
- being used for the purpose of parachuting or skydiving
- being used by any military authority, except an Aircraft used by the Air Mobility Command or its foreign equivalent
- ▶ Sickness, disease, bodily or mental infirmity, bacterial or viral infection or medical or surgical treatment thereof, except for any bacterial infection resulting from an accidental external cut or wound or accidental ingestion of contaminated food
- ▶ a Covered Accident that occurs while engaged in the activities of active duty service in the military, navy or air force of any country or international organization. Covered Accidents that occur while engaged in Reserve or National Guard training are not excluded until training extends beyond 31 days
- ▶ in addition, benefits will not be paid for services or treatment rendered by a Physician, Nurse or any other person who is:
 - employed or retained by the Policyholder
 - providing homeopathic, aroma-therapeutic or herbal therapeutic services
 - living in the Covered Person's household
 - a parent, sibling, spouse or child of the Covered Person
- ▶ The use of any prescription or non-prescription drug, poison, fume, or other chemical substance unless used according to the prescription or direction of your or your dependent's physician. This exclusion will not apply to you or your dependent if the chemical substance is ethanol.
- ▶ Disease of the body or diagnostic, medical or surgical treatment or mental disorder as set forth in the latest edition of the Diagnostic and Statistical Manual of Mental Disorders
- ▶ Operating any type of vehicle while under the influence of alcohol or any drug, narcotic or other intoxicant including any prescribed drug for which the Covered Person has been provided a written warning against operating a vehicle while taking it. Under the influence of alcohol, for purposes of this exclusion, means intoxicated, as defined by the law of the state in which the Covered Accident occurred
- ▶ War, declared or undeclared, or any act of war

APPLYING FOR BENEFITS

You or your beneficiary should notify PeoplePlace, as soon as possible after a covered person dies. PeoplePlace will forward information to New York Life Group Benefit Solutions for processing. New York Life Group Benefit Solutions will mail instructions to the beneficiaries requesting written proof of death (Death Certificate from a government agency) and any additional information needed for processing.

If a claim is approved, plan benefits generally are paid in a lump sum.

If there is no beneficiary on record or if no named beneficiary survives you, your benefits will be paid to following individuals in the following order of priority:

- ▼ Your spouse
- ▼ Your child(ren) (in equal shares)
- ▼ Your parent(s) (in equal shares)
- ▼ Your siblings (in equal shares)
- ▼ The executors or administrators of your estate

The insurance carrier — not Baylor Scott & White Health — is responsible for the actual coverage and the AD&D benefits they provide or arrange. All appeals regarding benefits must be made directly to them. The insurance carrier has the final authority on matters relating to AD&D benefits. Contact the insurance carrier directly for:

- ▼ Appeal of denied claims
- ▼ Rights to reimbursement and subrogation when payments are available from other insurance sources or legal settlements (including auto insurance)
- ▼ Any other benefit or administrative issues

IF YOUR CLAIM IS DENIED

Disagreements about benefit eligibility or payment amounts can occasionally arise. In most cases, differences can be resolved quickly with a phone call.

If you have questions regarding benefit payment amounts or benefits covered, please contact the insurance carrier as soon as possible. If you have questions regarding eligibility to participate in the plan, please contact PeoplePlace as soon as possible.

If you can't resolve the disagreement, formal appeal procedures are in place for your use.

Appeal Process If a Benefit Is Denied

If all or part of a benefit is denied, you, your beneficiary or your legal representative must submit a written appeal of the denial directly to the insurance carrier. Please see the All Other Claims section of the appeals procedure in the [**Administrative & General Information**](#) section for more details.

Appeal Process If Eligibility for Participation Is Denied

If your claim is for a determination as to your eligibility or your dependent's eligibility to participate in the plan, you must submit it in writing to PeoplePlace. Your claim will be determined by the Benefit Plan Administrator of Baylor Scott & White Health. The decision of the Benefit Plan Administrator will be final and will not be subject to review. All determinations as to eligibility to participate in the plan made in connection with a claim for benefits under the plan will be made in accordance with the claims procedure described above. See the [**Administrative & General Information**](#) section for more information.

IF YOU LEAVE THE COMPANY

If you leave the Company, your AD&D coverage ends on the last day of the month in which you terminate employment. Your Voluntary AD&D paycheck deductions continue and include any hours accredited through your final paycheck.

Electing Conversion Coverage

If your employment or eligibility with the Company end or you are under the age of 70, you are eligible to continue your AD&D coverage under a conversion policy. Eligible dependents covered on this policy the day this coverage ceases may also port coverage to a group portability policy. This portability election does not require a medical examination. To port your coverage, you must apply for the ported group policy with the insurance carrier and pay the initial premium within 30 days following the date your coverage ends.

To elect portability, you must apply for coverage with New York Life Group Benefit Solutions and pay the initial premium within 62 days following the date your coverage through Baylor Scott & White Health ends.

You may apply for an amount of coverage that is:

- ▼ In \$1,000 increments;
- ▼ not less than \$25,000, regardless of the amount of insurance under the group policy; and
- ▼ Not more than the amount of insurance he had under the group policy, except as provided above, up to a maximum amount of \$250,000

Contact PeoplePlace for information on how to convert your coverage and for coverage details.

Short-term Disability and Long-term Disability Coverage

Disability benefits help protect your income if you have an illness or injury that keeps you from working.

PLAN HIGHLIGHTS

- ▶ If you enroll in the short-term disability benefit (may also be referred to as short-term leave) timely, you will be eligible for benefits as of your hire date.
- ▶ Short-term disability benefits begin after you have been absent from work for a non-occupational illness, injury or pregnancy for seven consecutive calendar days.
- ▶ You become eligible for long-term disability benefits after you have been disabled (as defined by the plan) for 180 consecutive days. Benefits may continue for as long as you remain totally disabled (as defined by the plan) up to normal retirement age. See the chart on [page 143](#).
- ▶ Baylor Scott & White Health pays the full cost of basic long-term disability coverage and you are automatically enrolled as of your hire date.
- ▶ In addition to the company paid basic long-term disability benefit, you may purchase voluntary short-term disability coverage (at the basic or buy-up level) and/or voluntary long-term disability buy-up coverage. You pay the full cost of both voluntary disability plans. Employees eligible for tracking-free time off (TFTO) are not eligible for the short-term disability 70% buy-up plan.
- ▶ Voluntary long-term disability buy-up is paid on an after-tax basis and short-term disability benefits are paid pre-tax.

- ▶ Continuously unable to perform the material and substantial duties of your regular occupation as a direct result of a non-work related injury, illness or pregnancy
- ▶ Unable to earn more than 80% of your covered earnings from working in your regular occupation
- ▶ Receiving appropriate care and treatment for your condition from a licensed medical provider.

If you are required to have a professional license or certification for your occupation, loss of the professional license or certification does not by itself qualify as a disability.

Additionally, STD coverage also provides a parental leave benefit. The parental leave benefit pays 100% of your covered earnings if you welcome a new child via birth, surrogacy or adoption. You must have elected STD coverage and be enrolled in the plan before the date of birth or placement to be eligible. You must be on parental leave to receive the parental leave benefit and the parental leave must be taken all at once on a continuous basis and be used within the first twelve (12) months of the child's birth or adoption.

Who Can Participate

See the [A Guide to Your Benefits](#) section for information about who can and cannot participate in the plan.

Benefit Amount and Overview

Your benefit amount will vary based on the benefit plan for which you are eligible, after you have satisfied a seven consecutive calendar day elimination period.

SHORT-TERM DISABILITY/LEAVE (STD)

Short-term disability (STD) coverage provides income replacement if you suffer a non-work related injury, illness or pregnancy that prevents you from performing the material and substantial duties of your regular occupation for more than seven consecutive calendar days. STD benefits are payable for up to 180 calendar days as long as you continue to be disabled. The date you are considered disabled is the first missed scheduled date of work due to a "disability" as defined by this Plan. For purposes of this plan, "disabled" means you are:

STD Plan Name	Benefit Percentage	Duration	Maximum Weekly Amount
STD Plan	60%	Day 8 – 180 (calendar days)	\$3,000
STD buy-up Plan*	70%	Day 8 – 180 (calendar days)	\$4,000

Physician STD buy-up Plan**	100%	Day 8 – 90 (calendar days)	N/A
	60%	Day 91 – 180 (calendar days)	
Parental Leave Plan***	100%	4 weeks	N/A

* Employees eligible for tracking-free time off (TFTO) are not eligible for the 70% STD plan. If you are enrolled in the 70% plan and you transition to TFTO, you will automatically be moved to the 60% plan. If you lose TFTO eligibility, you may contact PeoplePlace within 31 days of your change in eligibility to request an election into the 70% STD plan.

** Physician STD buy-up Plan provides 100% STD pay for the first 90 days and then benefits are paid at 60% for days 91 up to 180 dependent on provider certification and approval. Upon transition to the 60% benefit, STD cannot be supplemented with any time off programs.

*** Parental Leave Plan applies to any employee who is enrolled in STD coverage and initiates a continuous leave to bond with a new child via birth, surrogacy or adoption. This includes birthing parents, non-birthing parents and adoptive parents who legally adopts a child (not biologically related to either parent) under the age of 18. An employee must have elected STD coverage and be enrolled in the plan before the date of birth or placement to be eligible for the Parental leave benefits. Time must be taken all at once on a continuous basis and must be taken within the first twelve (12) months of the child's birth or adoption.

Birthing parents may be eligible for their elected STD benefit as applicable, if they are disabled during their medical leave for childbirth recovery following satisfaction of the seven (7) day elimination period. The parental benefit will begin following the end of medical leave for childbirth recovery and will continue for up to four(4) weeks, which will count toward the 180 calendar day maximum entitlement under the STD Plan, should additional disability time be required. Eligible employees may not receive more than 100% of the base salary when the parental and the short-term disability plan and long-term disability plan benefits are added together.

When STD Benefits Begin and How They Are Paid

You are eligible to begin receiving STD benefits on the eighth consecutive calendar day that you are disabled.

For any work you miss during the first seven consecutive calendar days you are disabled, you must use your Paid Time Off (PTO) benefit. You will only be paid during this seven day period to the extent of your unused PTO up to your standard hours. If PTO is not available or exhausted, this time may be absent without pay.

STD benefits are paid through the Baylor Scott & White Health time and attendance system for each scheduled day approved. STD benefits will be paid if your approved scheduled day falls on a holiday. Holiday PTO will not apply. If you are eligible for benefits for only part of a work week, your benefits will be prorated based on your work schedule reported at the time of your claim. These benefits are taxable when you receive them assuming you elected the STD coverage. If you receive an STD benefit less than 100% of your base pay, you are required to supplement that STD benefit with any available PTO. Practicing Physician Time Off (PPTO) cannot be used to supplement STD benefits.

When Benefits End

Your STD benefit payments end at the earliest of:

- ▶ The date you are no longer disabled as defined by the plan
- ▶ The date you fail to provide satisfactory proof of your continuing disability
- ▶ The date you are no longer under the continuing care of a doctor
- ▶ The end of the 180-day benefit period (which includes a seven calendar day waiting period prior to the commencement of benefits)
- ▶ The date the Plan is canceled
- ▶ The date You are no longer an eligible regular Full-Time Staff Member or Part-Time Staff Member
- ▶ The last day you are in active employment, or
- ▶ Your death

If you are still disabled after 180 days, you may be eligible to continue receiving disability payments through the Long-Term Disability (LTD) plan. See [page 141](#) for more information.

Disability Payments from Other Sources

Your STD plan is one of several sources that could pay benefits to you while you're disabled. Your STD benefit from this plan is based on the elected percentage (60%, 70%, 100%) of your pre-disability weekly base pay from Baylor Scott & White Health, reduced by any other sources of income you receive during your leave, including without limitation, state paid family leave benefits, wage replacement programs, or other voluntary short-term disability insurance. This means that, to the extent permitted by applicable law, the amount of your STD benefit under this plan will be offset or reduced by the amount of any other sources of income you receive during your leave so that your STD benefit from this plan, when added with such other sources of income, equals the elected percentage (60%, 70%, 100%) of the pre-disability weekly base pay you were earning from Baylor Scott & White Health before you became disabled. For example, the amounts you receive from the following sources may be deducted from your gross weekly STD benefit under this plan (this list is non-exhaustive):

- ▶ Baylor Scott & White Health Safe Choice
- ▶ Social Security disability benefits
- ▶ Secondary employment earnings
- ▶ Veterans Administration
- ▶ An occupational disease act or law
- ▶ Pay you receive from a rehabilitation program or modified work duty program

- ▶ No-fault auto motor vehicle coverage
- ▶ Any other state or government agency providing similar benefits
- ▶ Compensation you receive if you suffer a disability because of the act or omission of a Third Party*

*What are Baylor Scott & White's subrogation rights? If You:

1. suffer a Disability because of the act or omission of a Third Party;
2. become entitled to and are paid benefits under The Plan in compensation for lost wages; and
3. do not initiate legal action for the recovery of such benefits from the Third Party in a reasonable period of time; then We will be subrogated to any rights you may have against the Third Party and may, at our option, bring legal action against the Third Party to recover any payments made by us in connection with the Disability

What Is Not Covered

The STD plan does not pay benefits for a disability that results from:

- ▶ A cause other than an injury, sickness or pregnancy
- ▶ War or an act of war, insurrection or rebellion, whether declared or undeclared
- ▶ Service in the armed forces of any country, except for membership in the reserves or a call to active duty for a period of less than three months
- ▶ Commission of or attempt to commit a felony in the jurisdiction in which the act occurred
- ▶ Active participation in a riot
- ▶ Intentionally self-inflicted injury or illness, or attempted suicide, whether sane or insane
- ▶ Cosmetic surgery, except to correct congenital deformities or to treat a condition that results from injury or sickness (except where disability benefits are mandated by applicable law)
- ▶ Conditions that are not supported by objective medical findings, including tests, investigational treatments, procedures and clinical exams not generally accepted as standard medical practice for the disabling condition
- ▶ A disability for which you are not receiving appropriate care and treatment from a medical provider
- ▶ Working for another employer or from self-employment
- ▶ On-the-job injury or illness while you are working for Baylor Scott & White Health and all of its subsidiaries
- ▶ Pre-Existing Conditions. If you have a pre-existing condition: Benefits will not be payable under the STD Plan for any disability that results from or is caused or contributed to by a pre-existing condition. You have a pre-existing condition if:
 - You received medical treatment, medical advice, care or services including diagnostic measures, or took prescribed drugs or medicines in the three (3) months just prior to your effective date of coverage and the disability begins in the first 12 months after your effective date of coverage.
- ▶ You are exempt from limitations due to a pre-existing condition if you enroll in the plan within 31 days of hire

or eligibility or were enrolled in the plan prior to 1/1/2019.

If Your Disability Recurs

If during the first six months after the end of the initial disability period you return to working your full standard hours and within less than 30 consecutive calendar days experience a relapse of the same medical condition for which you were previously receiving STD benefits, you will not have to complete another waiting period; benefits will resume immediately and your current disability will be treated as a continuation of the same claim, subject to the same 180-day maximum period payable.

If you experience a relapse 30 days or more after you return to work, your current disability will be treated as a new claim with a new waiting period and a new 180-day maximum period payable.

After six months from the end of the initial disability period, any disability that occurs within less than 30 consecutive calendar days (whether or not related to the prior disability) will be eligible for STD benefits only if you are disabled for longer than the waiting period of seven consecutive calendar days.

If you experience a second disability that is unrelated to your prior disability and you return to work (full-time or part-time) for less than one full day, it will be treated as part of your previous disability and you will not be required to complete another waiting period. However, if you return to work for a full day or more, it will be considered a new disability and you will have to complete a new waiting period for benefits.

Postponing Enrollment

If you do not elect STD coverage when you are first eligible, you will have to wait until the next annual enrollment period or when you have a qualifying status change. In addition, you will be subject to the pre-existing condition exclusion, as defined in the "What Is Not Covered" section of this plan.

What if you have a work-related injury or illness?

The STD plan does not cover a work-related injury or illness. Disability due to a work-related injury or illness is covered by Baylor Scott & White Health Safe Choice. If you are approved for STD and you also receive benefits from Baylor Scott & White Health Safe Choice, or any other occupational disease act or law for the same disability, those benefits will offset your STD benefit, unless you are required to repay them and you do repay them. If there is uncertainty about whether your illness or injury is work-related, you may receive STD benefits while your claim is being evaluated, but if your claim is ultimately determined to be work-related and you receive work-related benefits, you must repay any STD benefits you received.

Filing Claims

To receive STD benefits in a timely manner, it's important to follow these steps:

1. Contact your manager immediately as soon as you know you will be absent from work. All department absence policies remain in effect while you receive STD benefits.
2. As soon as you know you will be absent from work, you need to make a request for a leave of absence from work and STD benefits by contacting the Absence Center at 844-511-5762, Monday through Friday, 7 a.m. to 7 p.m., Central Time. You may also visit [MySedgwick.com/BSWH](https://www.mysedgwick.com/BSWH)
3. When you file a claim for STD benefits, your physician or medical provider is required to provide information to substantiate your claim. You should contact your medical care provider so that he or she can provide an accurate and up-to-date health status report.
4. You must authorize your physician or medical provider to provide information about your medical condition to Baylor Scott & White Health. Your medical provider may require you to provide written authorization. Once you've filed your claim for STD benefits, contact your medical provider directly and tell him or her you have filed a claim and that a designated case manager will be requesting medical information from your provider's office. Claim processing may be suspended or delayed without medical information to support your claim. You may need to stay in touch with your medical provider's office until the necessary documentation has been submitted for review and a claim decision has been rendered.
5. Once your claim has been established, you can communicate directly with the Baylor Scott & White Health Absence Center.
6. Claims must be filed no later than 180 days after a covered loss occurs. Claims received outside of this timeframe will be denied, unless additional time is required by law or regulation. This time limit will not apply while the person making the claim lacks legal capacity.

Expecting a baby or scheduling surgery?

To file an STD claim if you're planning to be out for childbirth or a scheduled surgery, you should submit your claim within 30 days prior to your due date or surgery date.

STD Definitions

Appropriate Care and Treatment means the determination of an accurate and medically supported diagnosis of the employee's disability by a medical provider, and a plan established by a medical provider of ongoing medical treatment and care of the disability that conforms to generally accepted medical standards, including frequency of treatment and care.

Actively Employed or Active Employment means a Staff Member who is working for an Employer for earnings that are paid regularly and who is performing the Material and Substantial Duties of his or her regular occupation. You must be working at least the number of hours per week as required by Your Employer. Individuals whose employment status is being continued under a severance or termination agreement will not be considered in Active Employment.

Disability or Disabled means, with respect to a Staff Member, that due to an Illness or Injury or a pregnancy-related condition, such Staff Member cannot perform the Material and Substantial Duties of his or her Regular Occupation, and is under the regular care of a Doctor who is practicing within the scope of his or her license during the entire period of Disability. Disability must begin while You are Actively Employed and covered under the Plan.

Approved Leave of Absence means that Baylor Scott & White Health has excused you from work solely because you are absent in accordance with (i) the employee medical, family, or discretionary leave policies of Baylor Scott & White Health; or (ii) any Baylor Scott & White Health authorized leave designed to comply with the Family and Medical Leave Act or the Americans with Disabilities and ADA Amendment Act (ADAAA), as such are amended from time to time.

Elimination Period means a period of seven continuous calendar days which must be satisfied before You are eligible to receive benefits under the Plan.

Regular Occupation means the occupation you routinely perform at the time your disability begins. In evaluating the disability, the claims administrator will consider the duties of the occupation as it is normally performed in the general labor market in the national economy, which may differ from the work tasks that are performed for a specific employer or at a specific location.

Illness means any disorder of Your body or mind, but not an Injury. Disability must begin while You are Actively Employed and covered under the Plan.

Injury means a bodily injury that is the direct result of an accident and not related to any other cause. Disability must begin while You are Actively Employed and covered under the Plan.

Material and Substantial Duties means duties that:

- ▶ are normally required for the performance of Your Regular Occupation; and
- ▶ cannot be reasonably omitted or modified, except for example, if You are required to work on average in excess of 30 hours per week, You will be considered able to perform that requirement if You are working or have the capacity to work 30 hours per week.

You or Your means, or refers to, a person who satisfies all eligibility requirements for coverage under the Plan.

Medical Provider means a person who: (i) is legally licensed to practice medicine; or (ii) has a doctoral degree in Psychology

(Ph.D. or Psy.D.) whose primary practice is treating patients; or is a legally qualified medical practitioner according to the laws and regulations of the governing jurisdiction and (iii) is not related to You in any way, including but not limited to You, Your spouse, or a child, brother, sister, or parent of You or Your spouse. Such individual will not be recognized as a Doctor for a claim that You submit. You also cannot be under your own care if you are a physician. A licensed medical practitioner will be considered a Medical Provider:

- ▶ If applicable state law requires that such practitioner be recognized for the purposes of certification of disability; and
- ▶ The care and treatment provided by the practitioner is within the scope of his or her license.

What is “Current Salary”?

All non-commissioned employees and commissioned employees with less than 1 year of service: Covered Earnings means an Employee's gross annual income from the Employer in effect just prior to the date Disability begins. It includes the Employee's total income before taxes. It is income prior to any deductions made for pre-tax contributions to a qualified deferred Section 125 plan, or flexible spending account. It does not include income received as commissions, bonuses, overtime pay, shift differential or any other extra compensation, or income received from sources other than the Employer.

All commissioned employees with 1 or more years of service:

Covered Earnings means an Employee's gross annual income from the Employee's total income before taxes. It is income prior to any deductions made for pre-tax contributions to a qualified deferred compensation plan, Section 125 plan, or flexible spending account. It includes income received as commissions but not bonuses, overtime pay, shift differential or any other extra compensation, or income received from sources other than the Employer.

Commissions will be calculated for the period of September 1st through August 31st of the previous year just prior to the date Disability begins. The calculated amount will be frozen as of August 31st and used to determine the Employee's annual earnings for the following calendar year.

LONG-TERM DISABILITY (LTD)

Long-term disability (LTD) coverage through New York Life Group Benefit Solutions provides income replacement benefits if you are still disabled from an occupational or non-occupational illness or injury after the later of 180 days or the end of the short-term disability benefit. Basic LTD coverage is provided by Baylor Scott & White Health at no cost to you. You may purchase Voluntary LTD coverage if you want a higher level of protection.

Benefit Amounts and Overview

Basic LTD coverage replaces percentage of your current salary when combined with any other sources of disability payment you are eligible to receive. Baylor Scott & White Health pays the full cost of this coverage.

- ▶ For non-executive employees, the core benefit is 50% of current salary when combined with any other sources of disability payment.
- ▶ For executive-level employees and physicians, the core benefit is 60% of current salary when combined with any other sources of disability payment.

You have a Voluntary LTD coverage option which replaces an additional 10% of your pay. You pay the full cost of any Voluntary LTD coverage you elect. Your LTD benefits are coordinated with any other sources of income you may receive as a result of your disability so your total benefit from all sources does not exceed the benefit percentage you are eligible to receive.

Maximum Benefits

The maximum monthly benefit depends on your employment classification.

- ▶ For non-executive employees, the maximum monthly benefit is \$15,000.
- ▶ For executive-level employees and physicians, the maximum monthly benefit is \$25,000.

When LTD Benefits Are Paid

LTD benefits become payable if:

- ▶ You become disabled while you're covered under the plan
- ▶ You are under the regular care of a physician, and
- ▶ You remain continuously disabled (as defined by the plan) during and after the 180-day waiting period.

The waiting period is the later of 180 days or the end of the Short-term disability benefit. During this time, you may be eligible to receive STD benefits. Your disability is considered “continuous” if you temporarily recover and return to work for less than 30 consecutive days during the waiting period. However, the days you are back at work will not count toward the waiting period. Any increases in your monthly earnings during your return to work will not be considered when calculating your LTD benefit amount.

How LTD Benefits Are Paid

Before LTD benefits can be paid, your disability will need to be medically verified. This may mean a medical exam by a doctor selected by the insurance company, at the Company's expense.

Once the insurance company has all the necessary documentation and has approved your claim, you will receive monthly benefit payments that are paid within the month due. The insurance company will mail the check directly to you, or you may elect to have your check direct deposited into your bank account. While receiving benefit payments, you will no longer be required to make Voluntary LTD premium payments if you had previously elected this coverage.

If your LTD benefit is overpaid for any reason, the insurance company will determine how the overpayment is to be repaid. In this case, you will receive a form from the insurance company stating the reason for overpayment, the payment amount and the method for repayment.

Taxes on Your Benefits

Baylor Scott & White Health pays for your Basic LTD, which means you will pay income and Social Security taxes on any Basic LTD payments you receive. However, you pay the cost of Voluntary LTD on an after-tax basis. This means that you will not pay income or Social Security taxes on the Voluntary LTD portion of your benefit payment.

When Payments End

Benefits will end on the earliest of the following dates:

1. The date the Employee earns from any occupation, more than the percentage of Indexed Earnings set forth in the definition of Disability applicable to him or her at that time;
2. The date the Insurance Company determines he or she is not Disabled;
3. The end of the Maximum Benefit Period;
4. The date the Employee dies;
5. The date the Employee is no longer receiving Appropriate Care;
6. The date the Employee fails to cooperate with the Insurance Company in the administration of the claim. Such cooperation includes, but is not limited to, providing any information or documents needed to determine whether benefits are payable or the actual benefit amount due;
7. The date you reach the later of Social Security Normal Retirement Age (SSNRA) or the Maximum Age Limits in the chart below.

What does it mean to be "Disabled"?

For executives

You are disabled when the insurance company determines that:

- you are limited from performing the material and substantial duties of your regular occupation due to your sickness or injury; and
- you have a 20% or more loss in your indexed monthly earnings due to the same sickness or injury

The loss of a professional or occupational license or certification does not, in itself, constitute disability.

For physicians

You are disabled when the insurance company determines that either:

- you test positive for an Infectious Disease and solely as a result of the positive results, you are restricted by a state licensing board, other governing board, or your Employer's written employment policy from performing the material duties of your regular occupation or you are required to disclose your status to patients before performing certain procedures; and
- you have a 20% or more loss in your indexed monthly earnings due to the same positive results.

Or:

- you are limited from performing the material and substantial duties of your **specialty and sub specialty occupation** due to your sickness or injury; and
- you have a 20% or more loss in your indexed monthly earnings due to the same sickness or injury

The loss of a professional or occupational license or certification does not, in itself, constitute disability.

For all other employees

You are disabled when the insurance company determines that:

- you are limited from performing the material and substantial duties of your **regular occupation** due to your sickness or injury; and
- you have a 20% or more loss in your indexed monthly earnings due to the same sickness or injury.

After 24 months of payments, you are disabled when the insurance company determines that due to the same sickness or injury, you are unable to perform the duties of any gainful occupation for which you are reasonably fitted by education, training or experience.

The loss of a professional or occupational license or certification does not, in itself, constitute disability.

Age at Disability	Maximum Period of Payment
Age 62 or under	Your 65th birthday or the date the 42nd Monthly Benefit is payable, if later
63	The date the 36th Monthly Benefit is payable
64	The date the 30th Monthly Benefit is payable
65	The date the 24th Monthly Benefit is payable
66	The date the 21st Monthly Benefit is payable
67	The date the 18th Monthly Benefit is payable
68	The date the 15th Monthly Benefit is payable
69 or older	The date the 12th Monthly benefit is payable

If You Have More Than One Period of Disability

You will not have to satisfy another 180-day waiting period if you recover from a disability after the waiting period, return to work and the same or a related disability recurs within six months of your return-to-work date.

If you recover from your disability, return to work and have a new disability, this second condition will be treated separately. LTD benefits will begin after a new 180-day waiting period.

Disability Payments from Other Sources

Your LTD plan is one of several sources that could pay benefits while you're disabled. Your LTD benefit from this plan is based on the definition of "current salary", less any other sources of income you receive. It works together with other sources to replace your core benefit of 50% or 60%, as well as the additional 10%, of the pay you were earning before you became disabled if you have opted to enroll in the Voluntary LTD. The insurance company has the right to require proof that you, your spouse and dependent children have filed for all other income benefits for which you or they may be eligible. You will also be required to provide proof of any income you receive from any work while receiving disability payments.

New York Life Group Benefit Solutions does not provide formal written notice that the employee does not need to apply for Social Security Disability Benefits. The employee would apply through our vendor advocacy service that provides New York Life Group Benefit Solutions updates on the status of the SSDI claim. The

cases where an employee will not need to apply are: expected to return to work within a nine-month time frame, working part time and exceeding the maximum SSDI wage allowance per month, will reach full retirement age within 6 months, or they didn't meet the quarters earned to be eligible for SSDI. New York Life Group Benefit Solutions will refer the employee to apply for SSDI if something changes in their status by reaching out to them and starting the referral process so they can apply.

If you do not provide proof of other income sources, the insurance company may suspend or adjust benefits by an estimated amount.

This means that benefits you receive from the following sources may be deducted from your monthly LTD benefit:

- ▶ Any amounts received (or assumed to be received) by the employee or their dependents under:
 - the Canada and Quebec Pension Plans;
 - the Railroad Retirement act;
 - any local, state, provincial or federal government disability or retirement plan or law payable for Injury or sickness provided as a result of employment with the Employer;
 - any sick leave or salary continuation plan of the Employer;
 - any work loss provision in mandatory "No-Fault" auto insurance
- ▶ any Social Security disability or retirement benefits the Employee or any third party receives (or is assumed to receive*) on his or her own behalf or for his or her dependents; or which his or her dependents receive (or are assumed to receive*) because of his or her entitlement to such benefits
- ▶ any Retirement Plan benefits funded by the Employer. "Retirement Plan" means any defined benefit or defined contribution plan sponsored or funded by the Employer. It does not include an individual deferred compensation agreement; a profit sharing or any other retirement or savings plan maintained in addition to a defined benefit or other defined contribution pension plan, or any employee savings plan including a thrift, stock option or stock bonus plan, individual retirement account or 401(k) plan
- ▶ any proceeds payable under any group insurance or similar plan. If other insurance applies to the same claim for Disability, and contains the same or similar provision for reduction because of other insurance, the Insurance Company will pay for its pro rata share of the total claim. "Pro rata share" means the proportion of the total benefit that the amount payable under one policy, without other insurance, bears to the total benefits under all such policies

- any amounts received (or assumed to be received) by the Employee or his or her dependents under any workers' compensation, occupational disease, unemployment compensation law or similar state or federal law payable for Injury or Sickness arising out of work with the Employer, including all permanent and temporary disability benefits. This includes any damages, compromises or settlement paid in place of such benefits, whether or not liability is admitted
- any amounts paid because of loss of earnings or earning capacity through settlement, judgment, arbitration or otherwise, where a third party may be liable, regardless of whether liability is determined

It is your responsibility to contact the insurance company if there is a change in your disability income from other sources or if your dependents' Social Security benefits change.

Estimating Other Benefits

Unless you have completed and returned a reimbursement agreement to the insurance company regarding payments from other sources, the insurance company will estimate any other benefits it believes you are eligible to receive. Then, your payment from this plan is adjusted based on that estimated amount.

You will be reimbursed for any underpayment in your monthly benefit that results from this process. You are required to repay any overpayment as well. If you do not, the insurance company has the right to pursue legal action to recover the overpayment. You are responsible for the insurance company's legal fees and court costs if the court finds in the insurance company's favor.

If you are paid other income benefits in a lump sum or settlement, you must provide proof satisfactory to the insurance company of:

- The amount attributed to loss of income, and
- The period of time covered by the lump sum or settlement.

The insurance company will pro-rate the lump sum or settlement over this period of time. If you cannot or do not provide this information, the insurance company will assume the entire sum to be for loss of income, and the time period to be 24 months. The insurance company may make a retroactive allocation of any other retroactive income benefit. A retroactive allocation may result in an overpayment of your claim, which would require you to repay the amount of the overpayment you received.

LTD Benefit Payment Examples

Example 1: In this example, let's assume you have Basic LTD coverage only and you earn \$30,000 annually, or \$2,500 per month ($\$30,000 \div 12 \text{ months} = \$2,500$). Let's assume you are also eligible for a Social Security disability benefit equal to \$600 per month. Here's how your monthly benefit from Baylor Scott & White Health is calculated:

Monthly pay	\$2,500
LTD plan replacement percentage	x 50%
Total replacement amount	\$1250
Social Security disability payment	– \$600
Total LTD benefit from the insurance company	\$ 650

Example 2: Assume you elected Voluntary LTD coverage with the extra 10% benefit (60% total income replacement when combined with Basic LTD) and earn \$48,000 annually (\$4,000 monthly). You are eligible for a \$1,000 monthly benefit from Social Security disability. Here's how your monthly benefit from is calculated:

Monthly pay	\$4,000
LTD plan replacement percentage	x 60%
Total replacement amount	\$2,400
Social Security disability payment	– \$1,000
Total LTD benefit from the insurance company	\$1,400

What Is Not Covered and Limitations on Benefits

Certain events (listed below) may affect your LTD benefit amount.

If You Have a Pre-Existing Condition

Benefits will not be payable under the Basic or Voluntary LTD Policy for any disability that results from, or is caused or contributed to by a pre-existing condition. You have a pre-existing condition if:

For executives and physicians:

- You incurred expenses, received medical treatment, care or services including diagnostic measures, or took prescribed drugs or medicines in the 6 months just prior to your effective date of coverage and the disability begins in the first 12 months after your effective date of coverage.
- This also applies to any increase in your coverage made at annual enrollment or change in status.

For all other employees:

- ▶ You incurred expenses, received medical treatment, care or services including diagnostic measures, or took prescribed drugs or medicines in the 3 months just prior to your effective date of coverage and the disability begins in the first 12 months after your effective date of coverage.
- ▶ This also applies to any increase in your coverage made at annual enrollment or change in status.

If You Have a Mental Illness

If you are totally disabled due to a mental or emotional illness or disorder, including substance abuse, LTD benefits are payable as follows:

- ▶ Benefits may continue for as long as you are confined in a hospital or other facility licensed to provide medical care for the disabling condition, or
- ▶ If not confined, or after you are discharged and still disabled, for a total of 24 month(s) for all such disabilities during your lifetime.

The LTD plan does not pay benefits for a disability that is caused by, contributed to by, or resulting from:

- ▶ Pre-existing conditions
- ▶ War or an act of war, whether declared or undeclared
- ▶ Active participation in a riot
- ▶ Commission of a felony
- ▶ Loss or restriction of a professional license, occupational license or certification unless otherwise covered by the LTD plan
- ▶ Suicide, attempted suicide, or self-inflicted injury while sane or insane
- ▶ No benefit will be paid for any period of disability during which you are incarcerated.

Additionally, you will not receive benefit payments if:

- ▶ Baylor Scott & White Health is willing to make reasonable modifications to allow you to return to your regular job with a loss of income no greater than 20% of your pre-disability earnings, but you refuse to return to work.

Special Benefit Provisions

The LTD plan offers special benefits to help assist you financially in certain situations. Contact the insurance company for more information on these benefits:

- ▶ The **Worksite Modification Benefit** helps you and Baylor Scott & White Health identify worksite modifications that will allow you to return to work.
- ▶ The **Vocational Rehabilitation Service** helps provide job modification, retraining, placement or other activities so that you can find a job in another position or occupation. This benefit is available when your disability prevents you

from performing your regular occupation.

- ▶ **Social Security Assistance** provides an advocate to help you apply for and secure Social Security disability benefits when the insurance company determines that Social Security benefits may be available for you.
- ▶ Child Care Benefit, if:
 - You are a participant in an approved rehabilitation program and
 - You have a dependent child;
 - This benefit payable under this plan may be increased starting after the first 6 months of a disability. In no event will the increase in any one month be more than:
 - » \$350 for each dependent child; or
 - » \$1,000 per month for all dependent children expenses combined

Postponing Enrollment

If you do not elect Voluntary LTD when you are first eligible, you will have to wait until the next annual enrollment period or enroll when you have a qualifying change in status.

Filing Claims

It is important that you file your claim for LTD benefits before the end of the 180-day waiting period for benefits so the insurance company can make a timely decision. If you file an STD claim, the information from that claim will automatically be transferred to your LTD claim.

Written Proof of Loss

The insurance company will provide you with the necessary claim forms within 15 calendar days of being notified in writing of your disability. You and your doctor must complete and sign the claim form. You will have met the requirements for written proof of loss when the insurance company receives written information describing the occurrence, extent and nature of your disability (see below).

The following items, supplied at your expense, must be a part of your proof of loss. Failure to do so may delay, suspend or terminate your benefits.

- ▶ The date, cause and prognosis of your disability
- ▶ Proof that you are receiving appropriate and regular care for your condition from a doctor who is someone other than you or a member of your immediate family, whose specialty or expertise is the most appropriate for your disabling condition(s)
- ▶ Objective medical findings which support your disability, including restrictions and limitations that are preventing you from performing your regular occupation
- ▶ Appropriate documentation of your monthly earnings; if applicable, regular monthly documentation of your disability earnings. If you were contributing to the premium cost by electing Voluntary LTD coverage, Baylor Scott & White

Health must supply proof of your appropriate payroll deductions.

- ▶ The name and address of any hospital or healthcare facility where you have been treated for your disability, and
- ▶ If applicable, proof of incurred costs covered under other benefits included in this plan.

Continuing Proof of Disability

You may be asked to submit proof that you continue to be disabled and are continuing to receive care from a doctor at the insurance company's request. This will be at your expense and must be received within 30 calendar days of the request. Failure to do so may delay, suspend or terminate your benefits.

Required Authorization and Documentation

As part of your LTD benefits claim, you are required to supply the following:

- ▶ Signed authorization for the insurance company to obtain all reasonably necessary medical, financial or other non-medical information that supports your claim. Failure to submit this information may deny, suspend or terminate your benefits.
- ▶ Proof that you have applied for other disability income benefits such as Worker's Compensation or Social Security disability benefits, when applicable.
- ▶ Notification when you receive or are awarded other disability income. You must provide the insurance company with the nature of the income benefit, the amount received, the period to which the benefit applies and the duration of the benefit, if it is being paid in installments.

Fraud

Any person who files an application for insurance or statement of claim containing intentionally false information, or conceals for the purpose of misleading, information concerning any fact, commits an insurance fraud. This is a crime and may subject the person to criminal and civil penalties. Such penalties include, but are not limited to: fines, denial or termination of insurance benefits, recovery of any amounts paid, civil damages, criminal prosecution and confinement in state prison.

If Your Claim Is Denied

Disagreements about benefit eligibility or payment amounts may arise occasionally. In most cases, differences can be resolved quickly with a phone call. If you have questions regarding payment amounts, please contact the insurance company as soon as possible. If you have questions regarding eligibility to participate in the plan or amount of coverage, please contact PeoplePlace as soon as possible. If you can't resolve the disagreement, formal appeal procedures are in place. See the [Administrative & General Information](#) section for details.

Other Benefits

Baylor Scott & White Health offers you other benefits for protection and support, whether you're on the job or away from work.

PLAN HIGHLIGHTS

- ▶ The Employee Assistance Program (EAP) gives you access to advice about a variety of issues.
- ▶ Group Business Travel and Accident Benefits cover you if you are injured or die in an accident while traveling on company business.
- ▶ The Employee-Paid Legal Services Plan provides access to legal advice and representation at reduced costs.
- ▶ Employee-Paid Accident insurance helps you pay out-of-pocket costs that you may incur after an accidental injury.
- ▶ Employee-Paid Critical Illness insurance provides a cash benefit if you are diagnosed with certain critical illnesses.
- ▶ Employee-Paid Hospital Indemnity provides a cash benefit when you experience a covered hospital stay, for events like an in-patient procedure or childbirth.

For information on additional benefit programs or details, see the [Administrative & General Information](#) section or individual benefit sections of this booklet.

ACCIDENT INSURANCE

Summary of Benefits

Accident coverage provides a benefit according to the schedule below when a Covered Person suffers Covered Injuries or undergoes a broad range of medical treatments or care resulting from a Covered Accident.

Who is Eligible for Coverage

- ▶ **You:** Active Employees regularly working a minimum of 20 hours per week, who are United States citizens and permanent resident aliens, regularly working and residing in the United States and their U.S. citizen Spouse and Dependent Children who are residing in the United States.
You will be eligible for coverage immediately.
- ▶ **Your Spouse:** As long as you enroll for coverage yourself.
- ▶ **Your Child(ren):** Birth to 26; 26+ if disabled, as long as you enroll for coverage yourself.

Available Coverage

This Accident plan provides 24-hour coverage. The benefit amounts shown in this summary will be paid regardless of the actual expenses incurred. Benefits are only payable when all policy terms and conditions are met. Please read all the information in this summary to understand terms, conditions, state variations, exclusions and limitations applicable to these

benefits. See your Certificate of Insurance for more information.

NOTE: This insurance is NOT a substitute for comprehensive or major medical insurance coverage.

Accident Schedule of Benefits

Initial & Emergency Care	Benefit Amount Low Plan	Benefit Amount High Plan
Ground Ambulance/Air Ambulance	\$500/\$1,600	\$600/\$2,000
Emergency or Urgent Care Treatment	\$150	\$250
Diagnostic Exam (lab / X-ray or imaging)	\$100	\$200
Physician Office Visit	\$150	\$250
HOSPITALIZATION BENEFITS		
Hospital Admission	\$1,000	\$2,000
Hospital Stay (per day)	\$150	\$250
Intensive Care Unit Stay (per day)	\$300	\$500
FRACTURES AND DISLOCATIONS		
Per covered surgically-repaired fracture	\$400-\$6,000	\$600-\$12,000
Per covered non-surgically repaired fracture	\$200-\$3,000	\$300-\$6,000
Chip Fracture (percent of fracture benefit)	25%	25%
Per covered surgically-repaired dislocation	\$300-\$4,000	\$600-\$8,000
Per covered non-surgically repaired dislocation	\$150-\$2,000	\$300-\$4,000
FOLLOW-UP CARE		
Follow-up visit to the doctor, Emergency or Urgent Care	\$100	\$150
Follow-up physical therapy visits	\$25	\$50

Initial & Emergency Care	Benefit Amount Low Plan	Benefit Amount High Plan
ENHANCED ACCIDENT BENEFITS		
Examples:		
Small Lacerations (Less than or equal to 6 inches long and requires 2 or more sutures)	\$150	\$200
Large Lacerations (more than 6 inches long and requires 2 or more sutures)	\$600	\$800
Coma (non-included lasting 7 days with no response)	\$10,000	\$20,000
Concussion	\$250	\$500

Portability Feature

You, your spouse, and child(ren) can port 100% of your coverage at the time your coverage ends at the current rate.

Important Definitions and Policy Provisions

Coverage Type: Benefits are paid when a covered injury results, directly and independently of all other causes, from a Covered Accident.

Covered Accident: A sudden, unforeseeable, external event that results, directly and independently of all other causes, in a Covered Injury or Covered Loss and occurs while the Covered Person is insured under this Policy; is not contributed to by disease, sickness, mental or bodily infirmity; and is not otherwise excluded under the terms of this Policy.

Covered Injury: Any bodily harm that results directly and independently of all other causes from a Covered Accident.

Covered Person: An eligible person who is enrolled for coverage under this Policy.

Covered Loss: A loss that is from a Covered Accident suffered by the Covered Person within the applicable time period described in the Policy.

Hospital: An institution that is licensed as a hospital pursuant to applicable law; primarily and continuously engaged in providing medical care and treatment to sick and injured persons; managed under the supervision of a staff of medical doctors; provides 24-hour nursing services by or under the supervision of a graduate registered Nurse (R.N.); and has medical, diagnostic and treatment facilities with major surgical facilities on its premises, or available to it on a prearranged basis, and charges for its services. The term Hospital does not include a clinic, facility, or unit of a hospital for: rehabilitation,

convalescent, custodial, educational, or nursing care; or the aged, drug addicts or alcoholics.

When your coverage begins: Coverage begins on employee's coverage effective date. Accidents must happen on or after the coverage effective date to be eligible for benefits. Your coverage will not begin unless you are actively at work on the effective date. Coverage for all Covered Persons will not begin on the effective date if hospital, facility or home confined, disabled or receiving disability benefits or unable to perform activities of daily living.

When your coverage ends: Coverage ends on the earliest of the date you and your dependents are no longer eligible, the date the group policy is no longer in force, or the date for the last period for which required premiums are paid. Under certain circumstances, your coverage may be continued if you stop working. Be sure to read the Continuation of Insurance provisions in your Certificate.

30 Day Right To Examine Certificate: If a Covered Person is not satisfied with the Certificate for any reason, it may be returned within 30 days after receipt. Any premium that has been paid will be returned and the Certificate will be void as if it had never been issued.

Benefit Conditions and Limitations

This document provides only the highlights. All claims for a covered loss must meet specific Benefit Conditions and Limitations and are otherwise subject to all other terms set forth in the group policy.

Common Exclusions

These are the plan's Exclusions and Limitations:

1. Certain competitive or recreational activities, including but not limited to: ballooning, bungee jumping, parachuting, skydiving;
2. Any semi-professional or professional competitive athletic contest, including officiating or coaching, for which you receive any payment;
3. Act of war, riot, war;
4. Operating, learning to operate or serving as a pilot or crew member of any aircraft, whether motorized or not;
5. Assault, felony, illegal occupation, or other criminal act;
6. Bacterial infections that are not caused by a cut or wound from an accidental injury;
7. Care provided by immediate family members or any household member;
8. Elective or cosmetic surgery;
9. Nutritional supplements;
10. Suicide or attempt at suicide, intentionally self-inflicted injury, or any attempt at self-inflicted injury, or any form of intentional asphyxiation, except when resulting from a diagnosed disorder;

11. Violating any cellular device use laws of the state in which the accident occurred, while operating a motor vehicle;
12. Accidental injury sustained while intoxicated or under the influence of any drug intoxicant, including those prescribed by a physician that are misused.

Aetna will not pay any benefits for a service or supply rendered or received that are not specifically covered or not related to an accidental injury. The stay, visit or service must be on or after the effective date of coverage, while coverage is in force and take place in the United States or its territories.

Specific Benefit Exclusions & Limitations

- ▶ **Ground Ambulance/Air Ambulance:** Services must be provided from the scene of the Covered Accident or within 90 days of Covered Accident. *Limits:* payable once per Covered Accident, per Covered Person; only one benefit will be paid ground/air, whichever is greater.
- ▶ **Emergency Care Treatment:** Treatment must occur within 30 days of the Covered Accident. *Limits:* payable once per Covered Accident, per Covered Person. *Excludes:* treatment provided by an Immediate family member, clinic, or doctor's office.
- ▶ **Diagnostic Exam:** Lab tests, X-ray, MRI or CT scan
- ▶ **Physician Office Visit:** Must be diagnosed and treated by a Physician within 90 days of the Covered Accident. *Limits:* payable once per Covered Accident, per Covered Person; not payable if a Covered Person is eligible to receive a benefit under Emergency Treatment. *Excludes:* routine health examinations or immunizations for Covered Persons Age 60 and older, visits for Mental or Nervous Disorders, and visits by a surgeon while Confined to a Hospital.
- ▶ **Hospital Admission:** Inpatient admission must occur within 90 days of the Covered Accident due to such accident; *Limits:* payable once per Covered Accident. *Excludes:* treatment in an emergency room, provided on an outpatient basis, or for re-admission for the same Covered Accident.
- ▶ **Hospital Stay per day:** Must be admitted for at least 23 hours or admitted inpatient and confined within 180 days of the Covered Accident. *Limits:* 365 days per Covered Accident; not payable for hospital re-admission for same Covered Accident; if eligible for Hospital Stay Benefit and Initial Intensive Care Unit Benefit, only 1 benefit will be paid for the same Covered Accident, whichever is greater; Stays within 90 days for the same or a related Covered Accident are considered one Stay.
- ▶ **Intensive Care Unit Stay per day:** Must be admitted for at least 23 hours or admitted inpatient and confined within 30 days of the Covered Accident. *Limits:* 365 days per Covered Accident, 1 benefit per month; not payable for hospital re-admission for same Covered Accident; if eligible for Hospital Stay Benefit and Initial Intensive Care Unit Benefit, only 1 benefit will be paid for the same

Covered Accident, whichever is greater.

- ▶ **Fracture/Dislocation:** If more than one fracture, only one benefit will be paid, whichever is the greater amount. Maximum 3 per accident. Must be diagnosed and treated by a physician within 90 days of the Covered Accident.
- ▶ **Follow-up visit to the doctor/Follow-up physical therapy visits:** *Limits:* 10 benefits for each Covered Person per Covered Accident for physical therapy visits and four follow-up visits to the doctor. Must be examined, treated or prescribed by physician. Examination or treatment must be provided within 90 days and treatment must be completed within 365 days of the Covered Accident.
- ▶ **Large Lacerations:** Treatment by physician must be received within 72 hours of the Covered Accident. *Limits:* payable 1 time per Covered Person, Per Covered Accident; Multiple lacerations pay a maximum of 2 times the benefit.
- ▶ **Coma:** *Limits:* non-included coma payable 1 time per Covered Accident. Must be unconscious for 7 days or more with no response to external stimuli and requiring artificial respiratory or life support. Medically induced coma pays a similar benefit.
- ▶ **Concussion:** Must be diagnosed by a physician within 90 days of the Covered Accident. *Limits:* payable 1 time per Covered Accident.

CRITICAL ILLNESS INSURANCE

Summary of Benefits

Critical Illness insurance provides a cash benefit when a Covered Person is diagnosed with a covered critical illness or event after coverage is in effect. See State Variations (marked by *) below.

Who Can Elect Coverage

- ▶ **You:** Active Employees regularly working a minimum of 20 hours per week, who are United States citizens and permanent resident aliens, regularly working and residing in the United States and their U.S. citizen Spouse and Dependent Children who are residing in the United States. You will be eligible for coverage immediately.
- ▶ **Your Spouse:** As long as you enroll in coverage yourself.
- ▶ **Your Child(ren):** Birth to 26; 26+ if disabled, as long as you enroll in coverage yourself.

Available Coverage

The benefit amounts shown will be paid regardless of the actual expenses incurred. The benefit descriptions are a summary only. There are terms, conditions, state variations, exclusions and limitations applicable to these benefits. Please read all of the information in this Summary and your Certificate of Insurance for more information. All Covered Critical Illness Conditions must be due to disease or sickness. There is no

overall plan maximum or condition recurrence maximum for those conditions that can recur.

	Benefit Amount	Guaranteed Issue Amount
Employee	\$15,000, \$30,000	Up to \$30,000
Spouse	100% of employee amount	Up to \$30,000
Children	100% of employee amount including childhood conditions	Up to \$30,000

See “Guaranteed Issue” section below for more information.

Covered Conditions	Benefit Amount
CANCER CONDITIONS	
Skin Cancer	10% once per plan year

Covered Conditions	Initial Benefit Amount %	Recurrence % of Initial Benefit Amount
CANCER CONDITIONS		
Invasive Cancer	100%	100%
Carcinoma in Situ	25%	25%
VASCULAR CONDITIONS		
Heart Attack	100%	100%
Stroke	100%	100%
Coronary Artery Disease	100%	100%
NERVOUS SYSTEM CONDITIONS		
Advanced Alzheimer’s Disease	100%	Not Available
Amyotrophic Lateral Sclerosis (ALS)	100%	Not Available
Parkinson’s Disease	100%	Not Available
Multiple Sclerosis	25%	Not Available
INFECTIOUS CONDITIONS		
Bacterial Meningitis	25%	25%
Malaria	25%	25%
Tuberculosis	25%	25%
Necrotizing Fasciitis	25%	25%

Covered Conditions	Initial Benefit Amount %	Recurrence % of Initial Benefit Amount
Osteomyelitis	25%	25%
CHILDHOOD CONDITIONS*		
Cerebral Palsy	100%	Not Available
Cystic Fibrosis	100%	Not Available
OTHER SPECIFIED CONDITIONS		
Benign Brain Tumor	100%	100%
Blindness	100%	Not Available
Coma	100%	100%
End-Stage Renal (Kidney) Disease	100%	100%
Major Organ Failure	100%	100%
Paralysis	100%	100%
OCCUPATIONAL CONDITIONS		
Occupational Hepatitis B	100%	100%
Occupational Hepatitis C	100%	100%
Occupational HIV	100%	Not Available
Occupational Ebola	25%	25%

Wellness Treatment, Health Screening Test, or Preventive Care Benefit*	Benefit Amount
Examples includes (but are not limited to) routine gynecological exams, general health exams, mammography, and certain blood tests.	\$50 per day, limited to 1 per year

*For Childhood Conditions, the Initial Benefit Amount % listed above refers to the Employee's percentage amount. Please refer to the beginning of the Available Coverage section above for details on how much coverage is available for covered children.

Benefits	
Initial Critical Illness Benefit	Benefit for a diagnosis made after the effective date of coverage for each Covered Condition shown above. The amount payable per Covered Condition is the Initial Benefit Amount multiplied by the applicable percentage shown. Each Covered Condition will be payable one time per Covered Person.
Recurrence Benefit	Benefit for the diagnosis of a subsequent and same Covered Condition for which an Initial Critical Illness benefit has been paid. There is no limit on recurrence benefit for those conditions that can recur.
Skin Cancer Benefit	Pays benefit stated above.

Portability Feature

You can continue 100% of coverage for all Covered Persons at the time your coverage ends at the current rate.

Important Policy Provisions and Definitions

Covered Person: An eligible person who is enrolled for coverage under the Policy.

Covered Loss: A loss that is specified in the Policy in the Schedule of Benefits section and suffered by the Covered Person within the applicable time period described in the Policy.

When your coverage begins: Coverage begins on the later of the program's effective date, the date you become eligible, the first of the month following the date your completed enrollment form is received. Your coverage will not begin unless you are actively at work on the effective date. Coverage for all Covered Persons will not begin on the effective date if the covered person is confined to a hospital, facility or at home, disabled or receiving disability benefits or unable to perform activities of daily living.

When your coverage ends: Coverage ends on the earliest of the date you and your dependents are no longer eligible, the date the group policy is no longer in force, or the date for the last period for which required premiums are paid. For your dependent, coverage also ends when your coverage ends, when their premiums are not paid or when they are no longer eligible. Under certain circumstances, your coverage may be continued. Be sure to read the provisions in your Certificate about when coverage may continue.

30 Day Right To Examine Certificate: If a Covered Person is not satisfied with the Certificate of Insurance for any reason, it may be returned within 30 days after receipt. Any premium that has been paid will be returned and the Certificate will be void as if it had never been issued.

Benefit Reductions, Common Exclusions and Limitations

Exclusions

Benefits under the policy will not be payable for a diagnosis related to the following:

1. Act of war, riot, war;
2. Care provided by immediate family members or any household member;
3. Suicide or attempt at suicide, intentionally self-inflicted injury, or any attempt at self-inflicted injury, or any form of intentional asphyxiation, except when resulting from a diagnosed disorder;
4. Being under the influence of a stimulant (such as amphetamines), depressant, hallucinogen, narcotic or any other drug intoxicant, including those prescribed by a physician that are misused by the covered person, except when resulting from a diagnosed disorder; The critical illness date of diagnosis must be on or after the effective date of the certificate and while coverage is in force. The diagnosis must

be given or received in the United States or its territories.

Ex-Pat coverage outside of the US:

1. Ex-Pats located outside the US must have a US address to enroll in coverage.
2. For any claim that occurs outside the US:
 - Claim submission and all medical claims information must be in English.
 - Claim payments will be paid in US dollars.
 - Claim payments will only be made to a US bank account. No foreign bank accounts permitted.

Specific Benefit Exclusions and Limitations

The date of diagnosis must occur while coverage is in force and the condition definition must be satisfied.

Only one Initial Benefit will be paid for each Covered Condition per person. There is no separation period for different conditions. For subsequent diagnosis of the same condition there is a 30-day separation between diagnosis dates. There is no lifetime maximum on this plan.

- Skin Cancer, basal cell/squamous cell carcinoma or certain forms of melanoma.
- Invasive Cancer, uncontrolled/abnormal growth or spread of invasive malignant cells. Excludes pre-malignant conditions or conditions with malignant potential, carcinoma in situ, basal cell carcinoma, squamous cell carcinoma of the skin, unless metastatic disease develops, melanoma that is diagnosed as Clark's Level I or II or Breslow less than 0.75mm, or melanoma in situ, or prostate tumor that is classified as T-1a, b, or c, N-0, and M-0 on a TNM classification scale. If a subsequent instance of cancer is diagnosed, it will be verified that Physician treatment has been completed and there is no active primary malignant disease.
- Carcinoma in Situ, non-invasive malignant tumor. Excludes premalignant conditions or conditions with malignant potential, skin cancers (basal/squamous cell carcinoma or melanoma / melanoma in situ).
- Heart Attack includes the following that confirms permanent loss of heart muscle function: 1) EKG changes; 2) elevation of cardia enzyme.
- Stroke, cerebrovascular event—for instance, cerebral hemorrhage—confirmed by neuroimaging studies or with neurological deficits lasting 96 hours or more. Excludes transient ischemic attack (TIAs), brain injury related to trauma or infection, brain injury associated with hypoxia or anoxia, vascular disease affecting eye or optic nerve or ischemic disorders of the vestibular system.
- Coronary Artery Disease, heart disease/angina requiring coronary artery bypass surgery, as prescribed by a Physician. Excludes angioplasty (percutaneous coronary intervention) and stent implantation.

- ▶ Advanced Alzheimer's Disease, progressive degenerative disorder that attacks the brain's nerve cells resulting in the inability to perform 3 or more of the Activities of Daily Living.
- ▶ Amyotrophic Lateral Sclerosis (ALS aka Lou Gehrig's Disease), motor neuron disease resulting in muscular weakness and atrophy. Parkinson's Disease, progressive, degenerative neurologic disease with indicated signs of the disease.
- ▶ Multiple Sclerosis, disease involving damage to brain and spinal cord cells with signs of motor or sensory deficits confirmed by MRI. Bacterial Meningitis, bacterial infection in the brain and spinal cord. Excludes viral (aseptic) meningitis.
- ▶ Malaria, parasitic (mosquito-borne) disease resulting in infection. Excludes infection by the P. malariae, P. vivax, P. ovale. Tuberculosis, airborne infectious disease with indicated signs of the disease. Excludes latent or inactive Tuberculosis.
- ▶ Necrotizing Fasciitis (aka flesh-eating disease), bacterial infection in skin layers and tissue. Osteomyelitis, chronic bacterial infection that deteriorates bone/bone marrow.
- ▶ Cerebral Palsy, brain injury or abnormality occurring within 24 hours of birth resulting in developmental brain disorder. Cystic Fibrosis, progressive disorder that affects exocrine glands.
- ▶ Muscular Dystrophy, progressive disorder that interferes with formation of healthy muscles.
- ▶ Poliomyelitis, acute, infectious disease caused by the poliovirus with indicated signs of the disease. Excludes non-paralytic polio or post-polio syndrome.
- ▶ Benign Brain Tumor, non-cancerous abnormal cells in the brain.
- ▶ Blindness, irreversible sight reduction in both eyes; Best corrected single eye visual acuity less than 20/200 (E-Chart) or 6/60 (Metric) or with visual field reduction (both eyes) to 20 degrees or less.
- ▶ Coma, unconscious state lasting at least 96 continuous hours. Excludes any state of unconsciousness intentionally or medically induced from unconsciousness intentionally which the Covered Person is able to be aroused.
- ▶ End-Stage Renal (Kidney) Disease, chronic, irreversible function of both kidneys. Requires hemo or peritoneal dialysis.
- ▶ Major Organ Failure, includes liver, lung, pancreas, kidney, heart or bone marrow. Happens when transplant is prescribed or recommended and placed on UNOS registry. If the Covered Person has a combination transplant (i.e. heart and lung), a single benefit amount will be payable. Recurrence Benefit not payable for same organ for which a benefit was previously paid.
- ▶ Paralysis, complete, permanent loss of use of two or more limbs due to a disease. Excludes loss due to Stroke, Multiple Sclerosis and Cerebral Palsy.

Guaranteed Issue

Evidence of good health is never required to enroll.

HOSPITAL INDEMNITY INSURANCE

Summary of Benefits

Hospital Indemnity coverage provides a benefit according to the schedule below when a Covered Person incurs a hospital stay or undergoes a broad range of medical treatments or care resulting from a Covered Injury or Covered Illness including childbirth. An additional 25% benefit will be paid for services provided in a Baylor Scott and White facility.

Hospitalization Benefits*	Low / High
Hospital Admission* Limited to 1 day, 1 benefit(s) every 30 days.	\$625/\$1,000
ICU Admission* Limited to 1 day, 1 benefit every 30 days.	\$1,000/\$2,000
Rehabilitation Unit Stay Per day up to 365 days per year.	\$100/\$200
Hospital Stay* No elimination period. Up to 365 days per year.	\$150/\$200
Hospital Intensive Care Unit (ICU) Stay No elimination period. Up to 365 days per year.	\$300/\$400
Hospital Observation Stay* Payable one day per plan year.	\$200 for low and high plan
Newborn Admission Benefit* Same as regular admission.	\$500/\$1,000
Newborn Daily Stay* This benefit is payable to the employee even if child coverage is not elected. Maximum 365 days per benefit year.	\$150/\$200
ADDITIONAL CARE BENEFITS	
Substance Abuse Stay* Maximum 365 days per year.	\$125/\$100 per day
Mental Illness and Nervous Disorder Facility Care Stay* Maximum 365 days per year.	\$100/\$200 per day

* Additional 25% benefit paid if services provided in a Baylor Scott and White Health facility

Who is Eligible for Coverage

- ▶ **You:** Active Employees regularly working a minimum of 20 hours per week, who are United States citizens and permanent resident aliens, regularly working and residing in the United States and their U.S. citizen Spouse and Dependent Children who are residing in the United States. You will be eligible for coverage immediately.
- ▶ **Your Spouse:** As long as you enroll for coverage yourself.
- ▶ **Your Child(ren):** Birth to 26; 26+ if disabled, as long as you enroll for coverage yourself.

Available Coverage

The benefit amounts shown in this summary will be paid regardless of the actual expenses incurred and are paid on a per day basis unless otherwise specified. Benefits are only payable when all policy terms and conditions are met. Please read all the information in this summary to understand the terms, conditions, state variations, exclusions and limitations applicable to these benefits. See your Certificate of Insurance for more information.

Client Facilities (Tier 1)

Are those facilities owned, operated, or controlled by, and/or affiliated with or contracted to be a Tier 1 in-network provider by your employer. Please contact your Employer for a list of these facilities.

Portability Feature

You, your spouse, and child(ren) can port 100% of your coverage at the time your coverage ends at the current rate.

Benefit-Specific Conditions, Exclusions & Limitations (Hospital Indemnity)

Hospital Admission: Must be admitted as an Inpatient due to a Covered Injury or Covered Illness. Excludes: treatment in an emergency room, provided on an outpatient basis, or for re-admission for the same Covered Injury or Covered Illness (including chronic conditions).

Hospital Chronic Condition Admission: Must be admitted as an Inpatient due to a covered chronic condition and treatment for a covered chronic condition must be provided by a specialist in that field of medicine. Excludes: treatment in an emergency room, provided on an outpatient basis, or for re-admission for the same Covered Injury or Covered Illness (including chronic conditions).

Hospital Stay: Must be admitted as an Inpatient and confined to the Hospital, due to a Covered Injury or Covered Illness, at the direction and under the care of a physician. If also eligible for the ICU Stay Benefit, only 1 benefit will be paid for the same Covered Injury or Covered Illness, whichever is greater. Hospital stays within 90 days for the same or a related Covered Injury or Covered Illness is considered one Hospital Stay.

Intensive Care Unit (ICU) Stay: Must be admitted as an Inpatient and confined in an ICU of a Hospital, due to a Covered Injury or Covered Illness, at the direction and under the care of a physician. If also eligible for the Hospital Stay Benefit, only 1 benefit will be paid for the same Covered Injury or Covered Illness, whichever is greater. ICU stays within 90 days for the same or a related Covered Injury or Covered Illness is considered one ICU stay.

Hospital Observation Stay: Must be receiving treatment for a Covered Injury or Covered Illness in a Hospital, including an observation room, or ambulatory surgical center, for more than 24 hours on a non-inpatient basis and a charge must be incurred. This benefit is not payable if a benefit is payable under the Hospital Stay Benefit or Hospital Intensive Care Unit Stay Benefit.

Newborn Nursery Care Admission and Newborn Nursery Care Stay: Must be admitted as an Inpatient and confined in a hospital immediately following birth at the direction and under the care of a physician.

Benefit-Specific Conditions, Exclusions & Limitations (Additional Care Benefits)

Excludes routine health examinations or immunizations or for visits by a Physician or other licensed health care professional while confined to a hospital.

Some benefits require services to be performed, prescribed or recommended by a Physician

Substance Abuse Facility Care: Must be confined in such facility due to a Covered Injury or Covered Illness at the direction and under the care of a physician or licensed health care professional. Care must begin within 30 days of a 1-day(s) Hospital or ICU Stay. Benefits are not payable during same period as a Hospital, ICU stay or other Facility Stay. Facility stays or care provided within 90 days for the same or a related Covered Injury or Covered Illness is considered one stay or one period of care. Benefits for care beginning during the Benefit Waiting Period will payable after such period. For a Substance Abuse Facility, the facility must charge room and board for treatment services. The exclusions that apply to this benefit are in the Common Exclusions Section, except: (5) Voluntary ingestion of any narcotic, drug, poison, gas or fumes, unless prescribed or taken under the direction of a Physician and taken in accordance with the prescribed dosage; (6) Operating any type of vehicle while under the influence of alcohol or any drug, narcotic or other intoxicant including any prescribed drug for which the Covered Person has been provided a written warning against operating a vehicle while taking it. "Under the influence of alcohol", for purposes of this exclusion, means intoxicated, as defined by the law of the state in which the Covered Injury or Covered Illness occurred.

Mental Illness and Nervous Disorder Facility Care: Must be confined in such facility due to a Covered Injury or Covered Illness at the direction and under the care of a physician or

licensed health care professional. Care must begin within 30 days of a 1-day(s) Hospital or ICU Stay. Benefits are not payable during same period as a Hospital, ICU stay or other Facility Stay. Facility stays or care provided within 90 days for the same or a related Covered Injury or Covered Illness is considered one stay or one period of care. Benefits for care beginning during the Benefit Waiting Period will payable after such period. The exclusions that apply to this benefit are in the Common Exclusions Section, except: (1) Intentionally self-inflicted Injury, suicide or any attempt thereof while sane or insane.

Policy Provisions

When your coverage begins: Coverage begins on the later of the program's effective date, the date you become eligible, or the first of the month following the date your completed enrollment form is received. Your coverage will not begin unless you are actively at work on the effective date. Coverage for all Covered Persons will not begin on the effective date if hospital, facility or home confined, disabled or receiving disability benefits or unable to perform activities of daily living.

When your coverage ends: Coverage ends on the earliest of the date you and your dependents are no longer eligible, the date the group policy is no longer in force, or the date for the last period for which required premiums are paid. Under certain circumstances, your coverage may be continued if you stop working. Be sure to read the Continuation of Insurance provisions in your Certificate.

30 Day Right To Examine Certificate: If a Covered Person is not satisfied with the Certificate for any reason, it may be returned within 30 days after receipt. Any premium that has been paid will be returned and the Certificate will be void as if it had never been issued.

Benefit Conditions and Limitations

This document provides only the highlights. All claims for a covered loss must meet specific Benefit Conditions and Limitations and are otherwise subject to all other terms set forth in the group policy.

Common Exclusions

In addition to any benefit specific exclusions, no payments will be made for losses caused directly or indirectly, in whole or in part, by:

1. Certain competitive or recreational activities, including but not limited to: Ballooning, bungee jumping, parachuting, skydiving;
2. Any semi-professional or professional competitive athletic contest, including officiating or coaching, for which you receive any payment;
3. Act of war, riot, war;
4. Operating, learning to operate or serving as a pilot or crew member of any aircraft, whether motorized or not;
5. Assault, felony, illegal occupation, or other criminal act;

6. Care provided by a spouse, parent, child, sibling or any other household member;
7. Cosmetic services and plastic surgery, with certain exceptions;
8. Custodial Care;
9. Hospice services, except as specifically provided in the Benefits under your plan section of the certificate;
10. Self-harm, suicide, except when resulting from a diagnosed disorder or covered under mental health or substance abuse coverage indicated above in the schedule;
11. Violating any cellular device use laws of the state in which the accident occurred, while operating a motor vehicle;
12. Experimental or investigational drugs, devices, treatments, or procedures unless covered under mental health or substance abuse coverage indicated above in the schedule;
13. Education, training or retraining services or testing;
14. Exams except as specifically provided in the Benefits under your plan section of the certificate;
15. Dental and orthodontic care and treatment;
16. Family planning services;
17. Any care, prescription drugs, and medicines related to infertility;
18. Nutritional supplements, including but not limited to: food items, infant formulas, vitamins;
19. Outpatient cognitive rehabilitation, physical therapy, occupational therapy, or speech therapy for any reason;
20. Vision-related care.

Ex-Pat coverage outside of the US:

1. Ex-Pats located outside the US must have a US address to enroll in coverage.
2. For any claim that occurs outside the US:
 - Claim submission and all medical claims information must be in English.
 - Claim payments will be paid in US dollars.
 - Claim payments will only be made to a US bank account. No foreign bank accounts permitted.

Important Definitions

Covered Illness: A physical or mental disease or disorder including pregnancy and complications of pregnancy that results in a covered loss. A Covered Illness includes medically-necessary quarantine in a hospital in conjunction with medically-necessary preventive treatment due to an identifiable exposure to a life-threatening contagious and infectious disease.

Covered Injury: Any bodily harm that results in a covered loss.

Covered Person: An eligible person, as defined in the Schedule of Benefits, who is enrolled and for whom Evidence of Insurability, where required, has been accepted by Us, required premium

has been paid when due, and coverage under this Policy remains in force.

Elimination Period: The continuous period of time that must be satisfied before a benefit shown in the Schedule of Benefits is payable. An Elimination Period may be satisfied during the Policy's Benefit Waiting Period.

Mental Illness and Nervous Disorder: Neurosis, psychoneurosis, psychopathy, psychosis, or mental or emotional disease or disorder of any kind, regardless of cause, without demonstrable organic disease, where improvement can reasonably be anticipated with therapy.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

The Baylor Scott & White Health EAP is a free, confidential service available to you and your family members. This program provides brief, solution-focused counseling and referrals for a variety of work and life issues. You and your family members can access the program 24 hours a day, 365 days a year.

The EAP is available free of charge to all Baylor Scott & White Health employees and their eligible dependents. You can receive up to five face-to-face visits per issue with an EAP provider each year at no cost to you. You must call the Employee Assistance Program (EAP) line at 1-877-622-4327 prior to seeking treatment.

Telephone consultations with financial and legal advisors are also offered free of charge. You may receive referrals to community resources and other programs, if appropriate. Your personal information is not shared with Baylor Scott & White Health. The EAP benefit is fully paid by Baylor Scott & White Health.

Eligibility

When you are hired, you are automatically enrolled in the EAP. Your spouse and eligible dependent children are also immediately eligible to participate, and you may access your benefits at any time. See the [A Guide to Your Benefits](#) section for more details about who is eligible to participate in the program.

Paying for Coverage

Baylor Scott & White Health pays for the entire cost of your EAP participation; you pay nothing. Additionally, you and your eligible dependents pay nothing for services provided directly by the EAP, provided that you call the EAP line prior to seeking treatment and use a network provider. You may receive referrals for additional services outside of the EAP, and certain services may be covered under the Baylor Scott & White Health Medical Plan. However, you are responsible for the cost of any additional services.

Plan Benefits

Help for personal challenges, big and small. Keeping your work and personal life in balance can sometimes be tricky. Stressful situations can affect your health, well-being and ability to focus

on what's important. That's when you can pick up the phone and speak confidentially to a master's-level consultant who can help you or a family member to:

- ▶ Speak with financial experts by phone regarding issues such as budgeting, controlling debt, teaching children to manage money, investing for college, and preparing for retirement
- ▶ Work through complex, sensitive issues such as personal or work relationships, depression or grief, or issues surrounding substance abuse
- ▶ Get a referral to a local attorney for a free, 30-minute in-person or telephonic legal consultation

You'll have access to an attorney for state-specific legal information and services. If you decide to retain the attorney, you may be eligible to receive a 25% discount on additional services (with the exception of employment law). You also have unlimited website access at [My.Cigna.com](https://mycigna.com) where you can:

- ▶ Find resources for childcare, elder care, pet care and more
- ▶ View videos and online seminars, as well as listen to podcasts
- ▶ Find information on parenting, retirement, finances, education and more

Privacy Information

Any and all contact you or your dependents have with the EAP is strictly confidential. Employee names, records and other confidential information are not shared with the Company.

Using Your Benefits

Expert assistance and referral is just a phone call away at 1-877-622-4327. You may make your toll-free call anytime — 24 hours a day, 365 days a year.

When you call the EAP, you will speak with a trained professional who will discuss your question, problem or concern. The counselor will help you find the right resources to meet your needs.

Depending on your situation, the EAP counselor may refer you to an EAP affiliate in your community for up to five in-person visits, link you to available resources in your community or give you counseling over the phone. You pay nothing for these services and file no claims.

LEGAL SERVICES PLAN

Introduction

This Legal Services Plan was established to provide personal legal services for eligible employees of Baylor Scott & White Health, their spouses and dependent children. Dependent children are your natural or adopted child; Your stepchild; or a child who resides with You; and who, in each case, is under age 26. The term also includes your grandchild who is under age 26 and who was able to be claimed by you as a Dependent for Federal Income Tax purposes at the time you applied for the Legal Services Plan. This summary provides information

about the benefits available under the Plan and how to obtain those benefits. Eligibility for this benefit is addressed in the *A Guide to Your Benefits* section.

MetLife Legal Plans, Inc. has been selected to provide for legal plan benefits. The services will be provided through a panel of carefully selected Participating Law Firms. Lawyers in this network are called Plan Attorneys. These arrangements are described in detail in this summary. If you have any questions that are not answered in this summary, please contact MetLife Legal Plans at 800-821-6400 or PeoplePlace. Portability is available on this plan any time after termination, no time limits apply.

How to Get Legal Services

Web Site

To use this Legal Service Plan, visit the MetLife Legal Plans' web site at members.legalplans.com and create an account with the email of your choice, personal or work, and password to begin setting up your account. Once you do this, you will be asked to provide some personal information, including your full name, address and the employer or organization offering the legal plan to confirm your eligibility. On this page you can choose the following options:

- ▶ How Do I Use the Plan?
- ▶ Covered Services
- ▶ Attorney Locator
- ▶ Obtain Case Number
- ▶ Life Guide
- ▶ Self-Help Documents/Forms

Client Service Center

You may also use this Legal Service Plan by calling MetLife Legal Plans' Client Service Center at 1-800-821-6400 Monday - Friday 8 a.m. to 8 p.m., Eastern Time. Be prepared to give the last four digits of your Social Security or Membership Number and Zip Code. If you are a spouse or an eligible dependent child of an eligible person, you will need the last four digits of the Social Security or Membership Number and Zip Code of the employee through whom you are eligible. The Client Service Representative who answers your call will:

- ▶ Verify your eligibility for services;
- ▶ Make an initial determination of whether and to what extent your case is covered (the Plan Attorney will make the final determination of coverage);
- ▶ Give you a Case Number, which is similar to a claim number (you will need a new Case Number for each new case you have);
- ▶ Give you the telephone number of the Plan Attorney most convenient to you; and answer any questions you have about the Legal Plan.

You then call the Plan Attorney to schedule an appointment at a time convenient to you. Evening and Saturday appointments

may be available.

If you choose, you may select your own attorney. Also, where there are no Participating Law Firms, you will be asked to select your own attorney. In both of these circumstances, MetLife Legal Plans will reimburse you for these non-Plan attorneys' fees in accordance with a set fee schedule.

For services to be covered, you or your eligible dependents must have obtained a Case Number, retained an attorney and the attorney must begin work on the covered legal matter while you are an eligible member of the legal plan.

What Services Are Covered

You and your eligible dependents are entitled to receive certain personal legal services. The available benefits are very comprehensive, but there are limitations and other conditions that must be met. Please take time to read the description of benefits carefully. All benefits are available to you and your spouse and dependents, who are referred to below as Participant(s), unless otherwise noted or you are enrolled in a Single or Employee Only plan.

Advice and Consultation

Advice and Consultation may take place in the Plan Attorney's office or by telephone conference if both parties agree.

This service provides the opportunity to discuss with an attorney any personal legal problems that are not specifically excluded. The Plan Attorney will explain the Participant's rights, point out his or her options and recommend a course of action. The Plan Attorney will identify any further coverage available under the Plan, and will undertake representation if the Participant so requests. If representation is covered by the Plan, the Participant will not be charged for the Plan Attorney's services. If representation is recommended, but is not covered by the plan, the Plan Attorney will provide a written fee statement in advance. The Participant may choose whether to retain the Plan Attorney at his or her own expense, seek outside counsel, or do nothing. There are no restrictions on the number of times per year a Participant may use this service; however, for a noncovered matter, this service is not intended to provide the Participant with continuing access to a Plan Attorney in order to seek advice that would allow the Participant to undertake his or her own representation.

Consumer Protection

Consumer Protection Matters

This service covers the Participant as a plaintiff, for representation, including trial, in disputes over consumer goods and services where the amount being contested exceeds the small claims court limit in that jurisdiction and is documented in writing. This service does not include disputes over real estate, construction, insurance or collection activities after a judgment.

Small Claims Assistance

This service covers counseling the Participant on prosecuting a

small claims action; helping the Participant prepare documents; advising the Participant on evidence, documentation and witnesses; and preparing the Participant for trial. The service does not include the Plan Attorney's attendance or representation at the small claims trial, collection activities after a judgment or any services relating to post-judgment actions.

Personal Property Protection

This service covers counseling the Participant over the phone or in the office on any personal property issue such as consumer credit reports, contracts for the purchase of personal property, consumer credit agreements or installment sales agreements. Counseling on pursuing or defending small claims actions is also included. The service also includes reviewing any personal legal documents and preparing promissory notes, affidavits and demand letters.

Debt Matters

Personal Bankruptcy or Wage Earner Plan

This service covers the Plan Member and spouse in pre-bankruptcy planning, the preparation and filing of a personal bankruptcy or Wage Earner petition, and representation at all court hearings and trials. This service is not available if a creditor is affiliated with the Sponsor or Employer, even if the Plan Member or spouse chooses to reaffirm that specific debt.

Debt Collection Defense

This benefit provides Participants with an attorney's services for negotiation with creditors for a repayment schedule and to limit creditor harassment, and representation in defense of any action for personal debt collection, tax agency debt collection, foreclosure, repossession or garnishment, up to and including trial if necessary. It includes a motion to vacate a default judgment. It does not include counter, cross- or third-party claims; bankruptcy, any action arising out of family law matters including support and post decree issues; or any matter where the creditor is affiliated with the sponsor or employer.

Identity Restoration

This service provides the Participant and their enrolled family members with access to full-service Identity Restoration support provided by Aura's U.S.-based White Glove Fraud Resolution Specialists. Fraud experts will work with Participants to navigate bureaus and financial institutions, make phone calls, and complete forms to quickly restore your identity and secure your assets and information. Aura's experienced agents will take care of the heavy lifting, saving the Participant countless hours of their precious time. Services are fully covered.

Tax Audits

This service covers reviewing tax returns and answering questions the IRS or a state or local taxing authority has concerning the Participant's tax return; negotiating with the agency; advising the Participant on necessary documentation; and attending an IRS or a state or local taxing authority audit. The service does not include prosecuting a claim for the return of overpaid taxes or the preparation of any tax returns.

Defense of Civil Lawsuits

Administrative Hearing Representation

This service covers Participants in defense of civil proceedings before a municipal, county, state or federal administrative board, agency or commission. It includes the hearing before an administrative board or agency over an adverse governmental action. It does not apply where services are available or are being provided by virtue of an insurance policy. It does not include family law matters, post judgment matters or litigation of a job-related incident.

Civil Litigation Defense

This service covers the Participant in defense of an arbitration proceeding or civil proceeding, including pet liability and school hearings before a municipal, county, state or federal administrative board, agency or commission, or in a trial court of general jurisdiction. It does not apply where services are available or are being provided by virtue of an insurance policy. It does not include family law matters, post judgment matters, matters with criminal penalties or litigation of a job-related incident. Services do not include bringing counterclaims, third party or cross claims.

Incompetency Defense

This service covers the Participant in the defense of any incompetency action, including court hearings when there is a proceeding to find the Participant incompetent.

Document Preparation

Affidavits

This service covers preparation of any affidavit in which the Participant is the person making the statement

Deeds

This service covers the preparation of any deed for which the Participant is either the grantor or grantee.

Demand Letters

This service covers the preparation of letters that demand money, property or some other property interest of the Participant, except an interest that is an excluded service. It also covers mailing them to the addressee and forwarding and explaining any response to the Participant. Negotiations and representation in litigation are not included.

Mortgages

This service covers the preparation of any mortgage or deed of trust for which the Participant is the mortgagor. This service does not include documents pertaining to business, commercial or rental property.

Promissory Notes

This service covers the preparation of any promissory note for which the Participant is the payor or payee.

Document Review

This service covers the review of any personal legal document of the Participant, such as letters, leases or purchase agreements.

Elder Law Matters

This service covers counseling the Participant over the phone or in the office on any personal issues relating to the Participant's parents as they affect the Participant. The service includes reviewing documents of the parents to advise the Participant on the effect on the Participant. The documents include Medicare or Medicaid materials, prescription plans, leases, nursing home agreement, powers of attorney, living wills and wills. The service also includes preparing deeds involving the parents when the Participant is either the grantor or grantee; and preparing promissory notes involving the parents when the Participant is the payor or payee.

Family Law

Divorce, Dissolution and Annulment (Contested and Uncontested)

This service is available to the Plan Member only, not to a spouse or dependents. This service includes preparing and filing all necessary pleadings, motions and affidavits, drafting settlement or separation agreements, and representation at the hearing or trial, whether the Plan Member is a plaintiff or a defendant. This service does not include disputes that arise after a decree is issued.

Name Change

This service covers the Participant for all necessary pleadings and court hearings for a legal name change.

Prenuptial Agreement

This service covers representation of the plan member and includes the negotiation, preparation, review and execution of a Prenuptial Agreement between the plan member and his or her fiancé/partner prior to their marriage or legal union (where allowed by law). The fiancé/partner must have separate counsel or must waive his or her right to representation. It does not include subsequent litigation arising out of a Prenuptial Agreement.

Protection from Domestic Violence

This service covers the participating employee only, not the spouse or dependents, as the victim of domestic violence. It provides the plan member with representation to obtain a protective order, including all required paperwork and attendance at all court appearances. The service does not include representation in suits for damages, defense of any action, or representation for the offender.

Adoption and Legitimization (Contested and Uncontested)

This service covers all legal services and court work in a state or federal court for an adoption for the Participant and spouse. Legitimization of a child for the Participant and spouse, including reformation of a birth certificate, is also covered.

Guardianship or Conservatorship (Contested and Uncontested)

This service covers establishing a guardianship or conservatorship over a person and his or her estate when the plan member or spouse is appointed as guardian or conservator. It includes obtaining a permanent and/or temporary guardianship or conservatorship, gathering any necessary medical evidence,

preparing the paperwork, attending the hearing and preparing the initial accounting. This service does not include representation of the person over whom guardianship or conservatorship is sought, or any annual accountings after the initial accounting or terminating the guardianship or conservatorship once it has been established.

Immigration

Immigration Assistance

This service covers advice and consultation, preparation of affidavits and powers of attorney, review of any immigration documents and helping the Participant prepare for hearings.

Personal Injury

Personal Injury (25% Network Maximum)

Subject to applicable law and court rules, Plan Attorneys will handle personal injury matters (where the Participant is the plaintiff) at a maximum fee of 25% of the gross award. It is the Participant's responsibility to pay this fee and all costs. If the Participant's suit is unsuccessful, no payment is due from the Participant.

Insurance Claims

This service provides the Participant with assistance in making insurance claims with the Participant's own carrier, provided the carrier is not affiliated with the Plan Member's Sponsor or Employer. Litigation of coverage issues is included. Litigation of damages is not included.

Caregiving Support & Services

Family First provides personalized solutions to solve employees most urgent caregiving challenges. Family First combines 30 years of hands-on experience, a multi-disciplinary team of experts and an artificial intelligence engine that analyzes data from millions of people to ensure employees and their loved ones have the caregiving solutions they need. Our comprehensive approach addresses physical and mental health, family dynamics, financial challenges, clinical and home care needs, and offers guidance around difficult decision-making all of which helps deliver a unique, personalized experience and better outcomes for families. Learn more at family-first.com/metlife-legal or call (800) 214-5410.

Real Estate Matters

Boundary or Title Disputes

This service covers negotiations and litigation arising from boundary or title disputes involving a Participant's primary residence, where coverage is not available under the Participant's homeowner or title insurance policies. The service includes filing to remove a mechanic's lien.

Eviction and Tenant Problems (Tenant Only)

This service covers the Participant as a tenant for matters involving leases, security deposits or disputes with a residential landlord. The service includes eviction defense, up to and including trial. It does not include representation in disputes with other tenants or as a plaintiff in a lawsuit against the landlord,

including an action for return of a security deposit.

Security Deposit Assistance (Tenant Only)

This service covers counseling the Participant as a tenant in recovering a security deposit from the Participant's residential landlord; reviewing the lease and other relevant documents; and preparing a demand letter to the landlord for the return of the deposit. It also covers assisting the Participant in prosecuting a small claims action; helping prepare documents; advising on evidence, documentation and witnesses; and preparing the Participant for the small claims trial. The service does not include the Plan Attorney's attendance or representation at small claims trial, collection activities after a judgment or any services relating to post judgment actions.

Home Equity Loans

This service covers the review or preparation of a home equity loan on the Participant's primary residence.

Property Tax Assessment

This service covers the Participant for review and advice on a property tax assessment on the Participant's primary residence. It also includes filing the paperwork; gathering the evidence; negotiating a settlement; and attending the hearing necessary to seek a reduction of the assessment.

Refinancing of Home

This service covers the review or preparation, by an attorney representing the Participant, of all relevant documents (including the refinancing agreement, mortgage and deed, and documents pertaining to title, insurance, recordation and taxation) that are involved in refinancing of or in obtaining a home equity loan on a Participant's residence. The benefit also includes attendance of an attorney at closing. This benefit includes obtaining a permanent mortgage on a newly constructed home. It does not include services provided by any attorney representing a lending institution or title company. The benefit does not include the refinancing of a property that is held for any rental, business, investment or income purpose.

Sale or Purchase of Home

This service covers the review or preparation, by an attorney representing the Participant, of all relevant documents (including the construction documents for a new home, the purchase agreement, mortgage and deed, and documents pertaining to title, insurance, recordation and taxation) that are involved in the purchase or sale of a Participant's primary residence or of a vacant property to be used for building a primary residence. The benefit also includes attendance of an attorney at closing. It does not include services provided by any attorney representing a lending institution or title company. The benefit does not include the sale or purchase of a second home, vacation property, rental property, property held for business or investment or leases with an option to buy.

Zoning Applications

This service provides the Participant with the services of a lawyer to help get a zoning change or variance for the Participant's primary residence. Services include reviewing the

law, reviewing the surveys, advising the Participant, preparing applications, and preparing for and attending the hearing to change zoning.

Reproductive Assistance Law Coverage – Twenty Hour Maximum

This service covers the Plan Member and/or spouse for the first twenty hours of legal services and court work related to reproductive assistance matters. Reproductive assistance matters may include, but shall not be limited to, as permitted by law, surrogacy, egg donation, sperm donation, gamete donation, embryo donation and embryo adoption. This service includes reviewing and preparing any necessary agreements or documents, the preparation and filing of any pleadings or other documentation to obtain any necessary orders or decrees, and representation at any hearing or other proceeding related to the matter as may be required by law. This service does not include representation of any party other than the Plan Member and/or spouse, even if the Plan Member and/or spouse may be required to pay that party's legal fees or expenses. It is the Plan Member and/or spouse's responsibility to pay fees beyond the first twenty hours.

Traffic and Criminal Matters

Juvenile Court Defense

This service covers the defense of a Participant and a Participant's dependent child in any juvenile court matter, provided there is no conflict of interest between the Participant and child. In that event the service provides an attorney for the Participant only including service for Parental Responsibility.

Traffic Ticket Defense (No DUI)

This service covers representation of the Participant in defense of any traffic ticket including traffic misdemeanor offenses, except driving under influence or vehicular homicide, including court hearings, negotiation with the prosecutor and trial.

Restoration of Driving Privileges

This service covers the Participant with representation in proceedings to restore the Participant's driving license.

Habeas Corpus

This service covers the Participant for the preparation of all paperwork needed, and attendance at the hearing to pursue a habeas corpus proceeding to obtain the release of a Participant who is being unlawfully imprisoned.

Misdemeanor Defense

This service covers representation for Participants in defense of any criminal misdemeanor charge except those relating to traffic or driving under influence charges. Representation includes court hearings, negotiation with the prosecutor and trial. It does not include representation of a felony charge that is subsequently reduced to a misdemeanor. This service also does not cover any post-sentencing proceeding, probation violation hearing or appeals by either party

Wills and Estate Planning

Living Wills

This service covers the preparation of a living will for the Participant.

Powers of Attorney

This service covers the preparation of any power of attorney or healthcare proxy when the Participant is granting the power.

Probate Proceedings

This service provides representation for the Plan Member or spouse when the Plan Member or spouse is probating an estate and has been appointed executor or administrator. The service includes all of the court proceedings to transfer probate assets from the decedent to the heirs; the correspondence necessary to transfer non-probate assets such as proceeds from insurance policies, joint bank accounts, stock accounts or a house; and any tax filings. This service does not include prosecuting or defending any litigation including a will contest.

Wills and Codicils

This service covers the preparation of a simple or complex will for the Participant. The creation of any testamentary trust is covered. The benefit includes the preparation of codicils and will amendments. It does not include tax planning.

Attorney Services for Non-Covered Matters - Four Hours Maximum

For non-covered matters that are not otherwise excluded, this benefit provides four hours of attorney time and services per year. The Participant is responsible to pay fees beyond the 4 hours. No more than a combined maximum total of four hours of attorney time and service are provided for the member, spouse and qualified dependents annually.

Services Available to Parents

Identity Restoration

This service provides the Participant and their enrolled family members with access to full-service Identity Restoration support provided by Aura's U.S.-based White Glove Fraud Resolution Specialists. Fraud experts will work with Participants to navigate bureaus and financial institutions, make phone calls, and complete forms to quickly quickly restore your identity and secure your assets and information. Aura's experienced agents will take care of the heavy lifting, saving the Participant countless hours of their precious time. Services are fully covered.

Promissory Notes

This service covers the preparation of any promissory note for which the Participant is the payor or payee.

Deeds

This service covers the preparation of any deed for which the Participant is either the grantor or grantee.

Mortgages

This service covers the preparation of any mortgage or deed of trust for which the Participant is the mortgagor. This service

does not include documents pertaining to business, commercial or rental property.

Living Wills

This service covers the preparation of a living will for the Participant.

Powers of Attorney

This service covers the preparation of any power of attorney when the Participant is granting the power.

Wills and Codicils

This service covers the preparation of a simple or complex will for the Participant. The creation of any testamentary trust is covered. The benefit includes the preparation of codicils and will amendments. It does not include tax planning.

Affidavits

This service covers preparation of any affidavit in which the Participant is the person making the statement.

Demand Letters

This service covers the preparation of letters that demand money, property or some other property interest of the Participant, except an interest that is an excluded service. It also covers mailing them to the addressee and forwarding and explaining any response to the Participant. Negotiations and representation in litigation are not included.

Document Review

This service covers the review of any personal legal document of the Participant, such as letters, leases or purchase agreements.

Exclusions

Excluded services are those legal services that are not provided under the plan. No services, not even a consultation, can be provided for the following matters:

- ▶ Employment-related matters, including company or statutory benefits
- ▶ Matters involving the employer, MetLife® and affiliates, and plan attorneys
- ▶ Matters in which there is a conflict of interest between the employee and spouse or dependents in which case services are excluded for the spouse and dependents
- ▶ Appeals and class actions
- ▶ Farm and business matters, including rental issues when the Participant is the landlord
- ▶ Patent, trademark and copyright matters
- ▶ Costs or fines
- ▶ Frivolous or unethical matters
- ▶ Matters for which an attorney-client relationship exists prior to the Participant becoming eligible for plan benefits

Plan Confidentiality, Ethics and Independent Judgement

Your use of the Plan's legal services is confidential. The Plan

Attorney will maintain strict confidentiality of the traditional lawyer-client relationship. Your employer will know nothing about your legal problems or the services you use under the Plan. The Plan Administrator will have access only to limited statistical information needed for orderly administration of the Plan.

No one will interfere with your Plan Attorney's independent exercise of professional judgment when representing you.

All attorneys' services provided under the Plan are subject to ethical rules established by the courts for lawyers. The attorney will adhere to the rules of the Plan and he or she will not receive any further instructions, direction or interference from anyone else connected with the Plan. The attorney's obligations are exclusively to you. The attorney's relationship is exclusively with you. MetLife Legal Plans, Inc., or the law firm providing services under the Plan, is responsible for all services provided by their attorneys.

You should understand that the Plan has no liability for the conduct of any Plan Attorney. You have the right to file a complaint with the state bar concerning attorney conduct pursuant to the Plan. You have the right to retain at your own expense any attorney authorized to practice law in this state.

Plan attorneys will refuse to provide services if the matter is clearly without merit, frivolous or for the purpose of harassing another person. If you have a complaint about the legal services you have received or the conduct of an attorney, call MetLife Legal Plans at 1-800-821-6400. Your complaint will be reviewed and you will receive a response within two business days of your call.

Other Special Rules

In addition to the coverages and exclusions listed, there are certain rules for special situations. Please read this section carefully.

What if other coverage is available to you?

If you are entitled to receive legal representation provided by any other organization such as an insurance company or a government agency, or if you are entitled to legal services under any other legal plan, coverage will not be provided under this Plan. However, if you are eligible for legal aid or Public Defender services, you will still be eligible for benefits under this Plan, so long as you meet the eligibility requirements.

What if you are involved in a legal dispute with your dependents?

You may need legal help with a problem involving your spouse or your children. In some cases, both you and your child may need an attorney. If it would be improper for one attorney to represent both you and your dependent, only you will be entitled to representation by the Plan Attorney. Your dependent will not be covered under the Plan.

What if you are involved in a legal dispute with another employee?

If you or your dependents are involved in a dispute with another eligible employee or that employee's dependents, MetLife Legal Plans will arrange for legal representation with independent and separate counsel for both parties.

What if the court awards attorneys' fees as part of a settlement?

If you are awarded attorneys' fees as a part of a court settlement, the Plan must be repaid from this award to the extent that it paid the fee for your attorney.

Denials of Coverage

If you are denied coverage by MetLife Legal Plans or by any Plan Attorney, you may appeal by sending a letter to:

MetLife Legal Plans, Inc.
Director of Administration
Eaton Center 1111 Superior Avenue
Cleveland, Ohio 44114-2507

The Director will issue MetLife Legal Plans' final determination within 60 days of receiving your letter. This determination will include the reasons for the denial with reference to the specific Plan provisions on which the denial is based and a description of any additional information that might cause MetLife Legal Plans to reconsider the decision, an explanation of the review procedure and notice of the right to bring a civil action under Section 502(a) of ERISA.

BUSINESS TRAVEL ACCIDENT BENEFITS

You are covered by Baylor Scott & White Health's Business Travel and Accident Benefits for additional financial protection if you are injured or die in an accident while traveling on company business. Group Business Travel and Accident coverage is in addition to Workers' Compensation insurance or Occupational Injury Plan benefits that Baylor Scott & White Health provides. This benefit is also in addition to your Accidental Death and Dismemberment (AD&D) Insurance provided by Baylor Scott & White Health (up to \$50,000) and any Voluntary AD&D benefit you elect. This plan is provided by Baylor Scott & White Health at no cost to you. References to "Baylor Scott & White Health" include Baylor Scott & White Health and any corporation under the control of Baylor Scott & White Health that has adopted this plan.

The Business Travel and Accident plan offers:

- ▶ A death benefit if you die, within one year of an accident, while on Business Travel for Baylor Scott & White Health
- ▶ A dismemberment benefit if you should lose a limb, within one year of an accident, while on Business Travel for Baylor Scott & White Health

- ▼ A disability income benefit if you should become temporarily totally disabled, within 30 calendar days of an accident, while on Business Travel for Baylor Scott & White Health
- ▼ Accidental Medical Expense benefit if you suffer an injury while on Business Travel for Baylor Scott & White Health

Eligibility

You are automatically covered, as a Covered Person by this plan if you are:

- ▼ **Class 1 Employees:** All Full-Time Employees of Baylor Scott & White Health scheduled to work 30 hours or more per week.
- ▼ **Class 2:** All Non-Employee members of the Board of Trustees of Baylor Scott & White Health.
- ▼ **Class 3 Employees:** All Part Time Employees of the Neonatal & PT Labor & Delivery Transport Teams on file with Baylor Scott & White Health.
- ▼ **Class 4:** All Short Haul Truck Drivers on file with Baylor Scott & White Health.
- ▼ **Class 5:** All Spouse and Dependent Child(ren) of a Primary Insured.
- ▼ **Class 6:** All Eligible Dependent Children who are traveling with an insured on the business and authorization of Baylor Scott & White Health.

Effective and Termination Dates

You are automatically ineligible for this plan if:

- ▼ You terminate employment with Baylor Scott & White Health
- ▼ You are no longer in an eligible group as described above, or
- ▼ Baylor Scott & White Health terminates this plan

Termination of coverage will not affect a claim for a covered loss that occurred while this plan's coverage was in force.

Covered Travel

This plan covers you while on Business Travel for Baylor Scott & White Health. Business Travel means travel by you when you are:

- ▼ Away from your regular place of employment
- ▼ At the authorization and direction of Baylor Scott & White Health
- ▼ On business for Baylor Scott & White Health, and
- ▼ For periods of 365 days or less.

This plan covers you on trips when you leave your residence or place of regular employment (whichever occurs last) for the purpose of going on the trip.

Coverage under this plan ends when you return from the trip to your residence or place of regular employment (whichever occurs first).

Plan Benefits

Hazards

The Principal Sum amount payable for a loss will be reduced if an Insured Person is age 70 or older on the date of the accident causing the loss with respect to any Benefit provided by the Policy where the amount payable for the loss is determined as a percentage of his/her Principal Sum. The amount payable for the Insured Person's loss under that Benefit is a percentage of the amount that would otherwise be payable. Please refer to the Policy for specific details Principal Sums for each class as referenced in the Eligibility section.

Class	Hazard	Principal Sum
1	Business Only While traveling on the Business of the Policyholder, including a Sojourn or Personal Deviation taken during the course of the Trip.	Five (5) times Annual Salary, rounded to the next highest \$1,000 if not already an even multiple thereof, to a maximum of \$1,500,000.
1	Policyholder Aircraft While riding as a Passenger in any Policyholder owned or leased aircraft.	Five (5) times Annual Salary, rounded to the next highest \$1,000 if not already an even multiple thereof, to a maximum of \$1,500,000.
1	Specified Trip or Specified Type of Trip During the course of any Trip made by such person as specifically described On File with the Coverage is applicable to Class I Insureds while they are attending meetings with the Board of Trustees while on the premises of and at the authorization of the Policyholder.	Five (5) times Annual Salary, rounded to the next highest \$1,000 if not already an even multiple thereof, to a maximum of \$1,500,000.
1	On Premise Violent Crime Due to a covered Criminal Act of Violence while on premise of the Policyholder.	Five (5) times Annual Salary, rounded to the next highest \$1,000 if not already an even multiple thereof, to a maximum of \$1,500,000.
1	Extraordinary Commuting Commuting by automobile or other means of transportation, but only when it is necessary to use such means of transportation because of discontinuance of service due to strike or major breakdown of one or more public transportation systems.	Five (5) times Annual Salary, rounded to the next highest \$1,000 if not already an even multiple thereof, to a maximum of \$1,500,000.
1	On-Premise Bomb Scare As a result of a bomb scare which is directed at the Policyholder or its property or assets.	Five (5) times Annual Salary, rounded to the next highest \$1,000 if not already an even multiple thereof, to a maximum of \$1,500,000.
1	Hijacking- Business Only Due as a result of a hijacking of any land, water or air conveyance, except a private automobile, while on the Business of the Policyholder.	Five (5) times Annual Salary, rounded to the next highest \$1,000 if not already an even multiple thereof, to a maximum of \$1,500,000.
1	War Risk, Business Only Extends coverage as a result of a declared or undeclared war in certain countries. Coverage is not extended in the United States of America or the Insured Person's country of permanent residence. Advance notice must be reported to the Policyholder for travel into the following countries: Afghanistan, Russia, Ukraine as recognized by the United Nations, Belarus, Israel (including the West Bank, Gaza Strip and Golan Heights), Iraq, Lebanon and Pakistan.	Five (5) times Annual Salary, rounded to the next highest \$1,000 if not already an even multiple thereof, to a maximum of \$1,500,000.
2	Business Only While traveling on the Business of the Policyholder, including a Sojourn or Personal Deviation taken during the course of the Trip.	\$250,000

Class	Hazard	Principal Sum
2	Policyholder Aircraft While riding as a Passenger in any Policyholder owned or leased aircraft.	\$250,000
2	24 Hour Violent Crime On A Trip – Business Only While traveling on the Business of the Policyholder, including a Sojourn or Personal Deviation taken during the course of the Trip.	\$250,000
2	On-Premise Bomb Scare As a result of a bomb scare which is directed at the Policyholder or its property or assets.	\$250,000
2	Hijacking – Business Only Due as a result of a hijacking of any land, water or air conveyance, except a private automobile, while on the Business of the Policyholder.	\$250,000
2	War Risk, Business Only Extends coverage as a result of a declared or undeclared war in certain countries. Coverage is not extended in the United States of America or the Insured Person's country of permanent residence. Advance notice must be reported to the Policyholder for travel into the following countries: Afghanistan, Russia, Ukraine as recognized by the United Nations, Belarus, Israel (including the West Bank, Gaza Strip and Golan Heights), Iraq, Lebanon and Pakistan.	\$250,000
3	Policyholder Aircraft While riding as a Passenger in any Policyholder owned or leased aircraft.	Five (5) times Annual Salary, rounded to the next highest \$1,000 if not already an even multiple thereof, to a maximum of \$500,000.
3	24 Hour Violent Crime On A Trip – Business Only While traveling on the Business of the Policyholder, including a Sojourn or Personal Deviation taken during the course of the Trip.	Five (5) times Annual Salary, rounded to the next highest \$1,000 if not already an even multiple thereof, to a maximum of \$500,000.
3	Occupational Accident While on the Business of the Policyholder, including a Sojourn or Personal Deviation taken during the course of the Trip, and while On-Premises of the Policyholder.	Five (5) times Annual Salary, rounded to the next highest \$1,000 if not already an even multiple thereof, to a maximum of \$500,000.
3	Commuting Everyday travel between the Insured Person's residence and regular place of employment with the Policyholder, where his or her purpose in being at such place of employment is to perform assigned duties relating to such employment for which compensation is received.	Five (5) times Annual Salary, rounded to the next highest \$1,000 if not already an even multiple thereof, to a maximum of \$500,000.
3	Hijacking – Business Only Due as a result of a hijacking of any land, water or air conveyance, except a private automobile, while on the Business of the Policyholder.	Five (5) times Annual Salary, rounded to the next highest \$1,000 if not already an even multiple thereof, to a maximum of \$500,000.

Class	Hazard	Principal Sum
3	War Risk, Business Only Extends coverage as a result of a declared or undeclared war in certain countries. Coverage is not extended in the United States of America or the Insured Person's country of permanent residence. Advance notice must be reported to the Policyholder for travel into the following countries: Afghanistan, Russia, Ukraine as recognized by the United Nations, Belarus, Israel (including the West Bank, Gaza Strip and Golan Heights), Iraq, Lebanon and Pakistan.	Five (5) times Annual Salary, rounded to the next highest \$1,000 if not already an even multiple thereof, to a maximum of \$500,000.
4	Policyholder Aircraft While riding as a Passenger in any Policyholder owned or leased aircraft.	Five (5) times Annual Salary, rounded to the next highest \$1,000 if not already an even multiple thereof, to a maximum of \$1,500,000.
4	24-Hour Violent Crime On A Trip – Business Only While traveling on the Business of the Policyholder, including a Sojourn or Personal Deviation taken during the course of the Trip.	Five (5) times Annual Salary, rounded to the next highest \$1,000 if not already an even multiple thereof, to a maximum of \$1,500,000.
4	Occupational Accident While on the Business of the Policyholder, including a Sojourn or Personal Deviation taken during the course of the Trip, and while On-Premises of the Policyholder.	Five (5) times Annual Salary, rounded to the next highest \$1,000 if not already an even multiple thereof, to a maximum of \$1,500,000.
4	Commuting Everyday travel between the Insured Person's residence and regular place of employment with the Policyholder, where his or her purpose in being at such place of employment is to perform assigned duties relating to such employment for which compensation is received.	Five (5) times Annual Salary, rounded to the next highest \$1,000 if not already an even multiple thereof, to a maximum of \$1,500,000.
4	Hijacking – Business Only Due as a result of a hijacking of any land, water or air conveyance, except a private automobile, while on the Business of the Policyholder.	Five (5) times Annual Salary, rounded to the next highest \$1,000 if not already an even multiple thereof, to a maximum of \$1,500,000.
4	War Risk, Business Only Extends coverage as a result of a declared or undeclared war in certain countries. Coverage is not extended in the United States of America or the Insured Person's country of permanent residence. Advance notice must be reported to the Policyholder for travel into the following countries: Afghanistan, Russia, Ukraine as recognized by the United Nations, Belarus, Israel (including the West Bank, Gaza Strip and Golan Heights), Iraq, Lebanon and Pakistan.	Five (5) times Annual Salary, rounded to the next highest \$1,000 if not already an even multiple thereof, to a maximum of \$1,500,000.
5	Policyholder Aircraft While riding as a Passenger in any Policyholder owned or leased aircraft.	\$50,000

Class	Hazard	Principal Sum
5	War Risk, Business Only Extends coverage as a result of a declared or undeclared war in certain countries. Coverage is not extended in the United States of America or the Insured Person's country of permanent residence. Advance notice must be reported to the Policyholder for travel into the following countries: Afghanistan, Russia, Ukraine as recognized by the United Nations, Belarus, Israel (including the West Bank, Gaza Strip and Golan Heights), Iraq, Lebanon and Pakistan.	\$50,000
5	Family Relocation Trip – Insured Dependents Only Extends coverage to a Dependent during the course of any family relocation trip that is authorized by, or taken at the direction of, the Policyholder and/or must be paid in whole or in part by the Policyholder.	\$50,000
5	Family Accompanying the Insured – Insured Dependents Only Extends coverage to a Dependent while they are accompanying or on their way to join the Insured during an authorized Trip, when the trip is authorized by and/or paid in whole or in part by the Policyholder.	\$50,000
6	Policyholder Aircraft While riding as a Passenger in any Policyholder owned or leased aircraft.	\$25,000
6	War Risk, Business Only Extends coverage as a result of a declared or undeclared war in certain countries. Coverage is not extended in the United States of America or the Insured Person's country of permanent residence. Advance notice must be reported to the Policyholder for travel into the following countries: Afghanistan, Russia, Ukraine as recognized by the United Nations, Belarus, Israel (including the West Bank, Gaza Strip and Golan Heights), Iraq, Lebanon and Pakistan.	\$25,000
6	Family Relocation Trip – Insured Dependents Only Extends coverage to a Dependent during the course of any family relocation trip that is authorized by, or taken at the direction of, the Policyholder and/or must be paid in whole or in part by the Policyholder.	\$25,000
6	Family Accompanying the Insured – Insured Dependents Only Extends coverage to a Dependent while they are accompanying or on their way to join the Insured during an authorized Trip, when the trip is authorized by and/or paid in whole or in part by the Policyholder.	\$25,000

Accidental Dismemberment and Paralysis Benefits

If you are injured in an accident that results in a covered loss, within one year after the accident, this plan will pay the percentage of the Principal Sum shown below for the following:

Accidental Loss* of:	% of Principal Sum
Life	100%
Both Hands or Both Feet	100%
Sight of Both Eyes	100%
One Hand and One Foot	100%

Accidental Loss* of:	% of Principal Sum
One Hand and Sight of One Eye	100%
One Foot and Sight of One Eye	100%
Speech and Hearing in Both Ears	100%
One Hand or One Foot	50%
Sight of One Eye	50%
Speech or Hearing in Both Ears	50%
Hearing in One Ear	25%
Thumb and Index Finger of Same Hand	25%
Paralysis	% of Principal Sum
Hemiplegia Complete and irreversible paralysis of both an upper and lower limb on one side of the body.	100%
Paraplegia Complete and irreversible paralysis of both upper or both lower limbs.	100%
Quadriplegia Complete and irreversible paralysis of both upper and lower limbs on both sides of the body.	100%
Uniplegia Complete and irreversible paralysis of one lower limb or one upper limb.	25%

* "Loss" of a hand or foot means complete severance through or above the wrist or ankle joint. "Loss" of sight of an eye means total and irrecoverable loss of the entire sight in that eye. "Loss" of hearing in an ear means total and irrecoverable loss of the entire ability to hear in that ear. "Loss" of speech means total and irrecoverable loss of the entire ability to speak. "Loss" of thumb and index finger means complete severance through or above the metacarpophalangeal joint of both digits.

The accident must result from an insured hazard and covered loss must occur within one year after the accident. If you sustain more than one loss as a result of the same accident, only one amount (the largest) will be paid.

Additional Benefits

This plan will pay additional benefits for the following (See Policy for additional Terms and Conditions that may apply):

- Accident Expense Benefit** – If an Insured Person suffers an Injury that within 30 days of the date of the accident that caused the Injury requires the Insured Person to be treated by a Physician. Usual and Customary Charges incurred for Covered Accident Medical Services up to a maximum of \$5,000 incurred within 52 weeks after the date of the accident causing the Injury.
- Attendor Benefit** – If a Repatriation of Remains benefit becomes payable under the Policy, the Company will also pay for expenses reasonably incurred for one person (referred to as the Attendor) to accompany the deceased Insured Person's remains from the place where death occurred to the deceased Insured Person's place of primary residence, but not to exceed the cost of one round-trip economy airfare ticket. The Company will also pay for the Attendor's lodging and meals for up to 7 days, but (a) only while the Attendor is away from his or her place of primary residence in connection with accompanying the deceased Insured Person's remains as described above, and (b) not to exceed \$300 per day for lodging and meals. Travel Guard Group, Inc. must make all arrangements and must authorize all expenses in advance for this benefit to be payable.
- Bedside Visitor Benefit** – If the Insured Person is confined to a Hospital or other medical facility for 4 days or more due to an Illness, which begins while coverage under the Policy is in force, or Injury;

- The Company will pay for expenses reasonably incurred to bring one person chosen by the Insured Person to and from the Hospital or other medical facility where the Insured Person is confined if the place of confinement is outside a 100- mile radius from the Insured Person's place of primary residence; but not to exceed the cost of one round-trip economy airfare ticket.
- The Company will also pay for lodging and meals for up to 7 days for such person in the area of such place of confinement, but (a) only while the Insured Person remains so confined, and (b) not to exceed \$200 per day for lodging and \$100 per day for meals.
- Travel Guard Group, Inc. must make all arrangements and must authorize all expenses in advance for this benefit to be payable.

▼ **Bereavement and Trauma Counseling Benefit** – If the Insured Person suffers a covered accidental death, accidental dismemberment or paralysis or coma the Company will pay benefits for Covered Bereavement and Trauma Counseling Expenses for the Insured Person and all of his or her immediate family members for up to 10 sessions combined, with a maximum of \$300 per session. The expenses must be incurred within one year of the date of the accident.

▼ **Carjacking Benefit** – The Company will pay a benefit when the Insured Person suffers one or more losses for which benefits are payable under the Accidental Death Benefit, Accidental Dismemberment and Paralysis Benefit, Coma Benefit as a result of a Carjacking of an Automobile while the Insured Person is operating, or riding as a passenger in, (including getting in or out of) such Automobile. The amount payable is \$25,000. Only one benefit is payable for all losses as a result of the same Carjacking.

▼ **Coma Benefit** – If Injury renders an Insured Person Comatose within 365 days of the date of the accident that caused the Injury, and if the Coma continues for a period of 30 consecutive days, the Company will pay a monthly benefit of 1% of the Insured Person's Principal Sum.

- This benefit is payable monthly for 11 months if the Insured Person remains Comatose due to that Injury. If the Insured Person remains Comatose through the 11th month, any residual portion of that Insured Person's Principal Sum will become payable on the first day of the 12th month during which the Insured Person remains Comatose. If the Insured Person ceases to be Comatose due to the Injury any time during the first 11 months, the monthly benefit will end.
- No benefit is provided for the first 30 days of Coma. No benefit is payable after the date the total amount of monthly Coma benefits paid for all Injuries caused by the same accident equals 100% of the Principal Sum.
- The Company will pay benefits calculated at a rate of 1/30th of the monthly benefit for each day for which the

Company is liable when the Insured Person is Comatose for less than a full month. Only one benefit is provided for any one month of Coma, regardless of the number of Injuries causing the Coma.

▼ **Day Care Benefit (Not applicable to Class(es) V & VI)** – Helps pay covered day care expenses equal to the least of: 1) the actual cost of care; 2) 10% of the Insured's Principal Sum; or 3) \$10,000 on behalf of Eligible Dependent Children under age 13, who are enrolled or who are subsequently enrolled in a Day Care Center within 365 days of the Insured's covered accidental death.

- The benefit is not payable for any period of enrollment in a Day Care Center before the date of the accident that caused the Insured Person's death.
- The benefit is not payable for any period of enrollment after the earlier of: (1) the date the Child reaches 13 years of age; or (2) the date four (4) years after the later of the date of the Insured's death or the date the Child first enrolls in a Day Care Center.
- If there is no Child eligible for the benefit within 365 days after the date of the Insured's death, the Company will pay a one-time lump sum benefit of \$5,000 to the Insured's designated beneficiary.

▼ **Elder Survivor Benefit (Not applicable to Class(es) V & VI)** – If an Insured suffers accidental death such that an Accidental Death benefit is payable under the Policy, the Company will pay a benefit to or on behalf of any Elder Dependent of the Insured on the date of the accident causing the Insured's death and on the date of the Insured's death if such Elder Dependent survives after the date of the Insured's death.

- The benefit payable is a lump sum benefit of \$10,000.
- If there is no Elder Dependent eligible for the benefit within 365 days after the date of the Insured's death, the Company will pay a one-time lump sum benefit of \$5,000 to the Insured's designated beneficiary.

▼ **Emergency Evacuation Benefit** – Pays for Covered Emergency Evacuation Expenses if an Insured Person suffers an Injury or Emergency Sickness while he or she is at least 100 miles from home and the Injury or Emergency Sickness warrants a medically necessary emergency evacuation, up to a maximum of \$2,500,000.

- Also provides benefits for reasonable expenses incurred following a covered Emergency Evacuation to return home those eligible dependent Children traveling with the Insured Person; and to bring one person chosen by the Insured Person to and from the medical facility where the Insured Person is confined.
- All arrangements must be made through Travel Guard Group, Inc.

▼ **Home Alteration and Vehicle Modification Benefit** – Pays Covered Home Alteration and Vehicle Modification Expenses incurred within one year of the date of the

accident, up to a maximum of \$50,000, if the Insured Person suffers a covered accidental dismemberment or paralysis for which an Accidental Dismemberment and Paralysis benefit is payable under the Policy.

- ▼ **Physical Therapy Benefit** – If an Insured Person suffers an accidental dismemberment or paralysis for which an Accidental Dismemberment and Paralysis benefit is payable under the Policy, the Company will pay Covered Physical Therapy Expenses that are due to the Injury causing the loss.

 - The Covered Physical Therapy Expenses must be incurred within one year after the date of the accident causing the Injury.
 - The amount payable for this benefit is \$100 for each Medically Necessary Physical Therapy Session, for up to ten (10) sessions for treatment of all losses caused by the same accident.
 - Covered Physical Therapy Expenses do not include any expenses for or resulting from an Injury for which the Insured Person is entitled to benefits paid or payable by Workers' Compensation or other similar law.
- ▼ **Psychological Therapy Benefit** – If Injury to the Insured Person results within 365 days of the date of the accident that caused the Injury, in an accidental dismemberment for which an Accidental Dismemberment benefit is payable under the Policy, the Company will pay covered psychological therapy expenses that are due to the Injury causing the dismemberment.

 - The Covered Psychological Therapy Expenses must be incurred within one year after the date of the accident causing the Injury.
 - The amount payable for this benefit is the lesser of: 1) 10% of the Insured Person's Principal Sum; or 2) \$50,000.
 - Covered Psychological Therapy Expenses do not include any expenses for or resulting from an Injury for which the Insured Person is entitled to benefits paid or payable by Workers' Compensation or other similar law.
- ▼ **Rehabilitation Benefit** – If an Insured Person suffers an accidental dismemberment or paralysis for which an Accidental Dismemberment and Paralysis benefit is payable under the Policy, the Company will reimburse the Insured Person for Covered Rehabilitative Expenses that are due to the Injury causing the dismemberment or paralysis. This benefit reimburses Covered Rehabilitation Expenses, up to a maximum of \$50,000, incurred within two years of and as a result of an Injury causing a covered dismemberment or paralysis under the Policy.
- ▼ **Repatriation of Remains Benefit** – Pays benefits for covered expenses to return the Insured Person's body to his or her home if the Insured Person suffers a covered loss of life due to Injury or Emergency Sickness while at least 100 miles from home, up to a maximum of \$2,500,000.

All arrangements must be made through Travel Guard Group, Inc.

- ▼ **Seat Belt and Air Bag Benefit** – Pays a benefit of the lesser of 1) 10% of the Insured Person's Principal Sum; or 2) \$50,000 if the Insured Person is protected by a seat belt when he/she suffers a covered accidental death under the Policy while operating or riding as a passenger in a private passenger automobile. However, if it cannot be determined that a properly fastened, original, factory installed seat belt was being used at the time of the accident causing the Injury, a default benefit of \$2,000 will be payable. If the Insured Person is also protected by an air bag that inflates on impact, an additional benefit of the lesser of 1) 10% of the Principal Sum; or 2) \$50,000 is payable.
- ▼ **Severe Burn Benefit** – If an Insured Person suffers an Injury that is a Severe Burn, the Company will pay a benefit as described below. The benefit payable is based on the Maximum Percentage of Principal Sum shown below with respect to the Specified Body Area shown below:

Maximum Specified Body Area	Maximum % of Principal Sum
Face, neck and head	99%
Hand and forearm below elbow joint (right)	22.5%
Hand and forearm below elbow joint (left)	22.5%
Upper arm below shoulder joint to elbow joint (right)	13.5%
Upper arm below shoulder joint to elbow joint (left)	13.5%
Torso below neck to shoulder joints and hip joints (front)	36%
Torso below neck to shoulder joints and hip joints (back)	36%
Thigh below hip joint to knee joint (right)	9%
Thigh below hip joint to knee joint (left)	9%
Foot and lower leg below knee joint (right)	27%
Foot and lower leg below knee joint (left)	27%

- If only one of the Specified Body Areas is severely burned and 100% of the Specified Body Area is Severely burned, 100% of the Maximum Percentage of Principal Sum is payable for that Specified Body Area. If less

than 100% of the surface of the Specified Body Area is Severely Burned, the same lesser proportion of the Maximum Percentage of Principal Sum is payable for that Specified Body Area.

- If more than one Specified Body Area is severely burned, the maximum amount payable is the lesser of the maximum amount for each Specified Body area or 100% of the Insured Person's Principal Sum.

- ▼ **Tuition Benefit (Not applicable to Class(es) V & VI)** – If the Insured suffers a covered accidental death such that an Accidental Death benefit is payable under the Policy, an additional benefit is payable so the Insured's eligible child or spouse can continue or commence their education in an institution of higher learning that is equal to the least of: 1) the actual tuition (exclusive of room and board); 2) 10% of the Insured's Principal Sum as applicable; or 3) \$15,000. The benefit is payable for up to four consecutive years.

- To be eligible for this Benefit the child(ren) must be enrolled as a full time student in an institution of higher learning within 365 days after the date of the Insured's death and the Spouse must be enrolled in an institution of higher learning or professional or trade training program within 30 months after the date of the Insured's death.
- If there is no Child under age 26 eligible for the benefit within 365 days after the date of the Insured's death, the Company will pay a one-time lump sum benefit of \$5,000 to the Insured's designated beneficiary.
- If there is no Spouse eligible for the benefit within 30 months after the date of the Insured's death, the Company will pay a one-time lump sum benefit of \$5,000 to the Insured's designated beneficiary.

- ▼ **Weekly Accident Indemnity Benefit (Not applicable to Class(es) V & VI)** – If, as a result of an Injury, the Insured Person is rendered Totally Disabled within 30 days of the accident that caused the Injury, the Company will pay a benefit after 30 day(s) of Total Disability due to that Injury in any one Period of Disability, retroactive to the first day of Total Disability in that Period of Disability.

- The maximum amount of benefit per week is the lesser of: (1) \$250; or (2) 66 2/3% of Weekly Earnings inclusive of any applicable Other Income Benefits. The amount of the weekly benefit payable is accrued and payable on a monthly basis so long as the Insured Person remains Totally Disabled due to that Injury in that Period of Disability, up to a maximum of 52 weeks for all Periods of Disability resulting from all Injuries caused by the same accident.
- Only one benefit is provided for any one day of Total Disability, regardless of the number of Injuries causing the Total Disability.
- No benefits are payable if the Insured Person had no earnings at the time of the accident causing the Injury from an occupation, job or work being performed at

that time or if Other Income Benefits would exceed the maximum Weekly earning percentage reflected above.

- ▼ **Aggregate Limit** – The Aggregate Limit of Indemnity Per Accident is \$15,000,000, and \$3,000,000 per aircraft Accident for Policyholder Aircraft or unless otherwise specified by the Policy.

- The Aggregate Limit means the maximum amount payable under the Policy and may be reduced if more than one Insured Person suffers a loss as a result of the same accident and if the amounts are payable for those losses under one or more of the following Benefits provided by the Policy: Accidental Death, Accidental Dismemberment and Paralysis Benefit, Coma Benefit.
- The maximum amount payable for all such losses for all Insured Persons under all those Benefits combined will not exceed the amount shown above as the Aggregate Limit.
- If the combined maximum amount otherwise payable for all Insured Persons must be reduced to comply with this provision, the reduction will be taken by applying the same percentage of reduction to the individual maximum amount otherwise payable for each Insured Person for all such losses under all those Benefits combined.

- ▼ **Limitation on Multiple Benefits** – If an Insured Person suffers one or more losses from the same accident for which amounts are payable under more than one of the following benefits provided by the Policy, the maximum amount payable under all of the benefits combined will not exceed the amount payable for one of those losses, the largest: Accidental Death Benefit, Accidental Dismemberment and Paralysis Benefit, Coma Benefit.

General Exclusions

Unless otherwise provided by the Policy, no coverage shall be provided under the Policy and no payment shall be made for any loss resulting in whole or in part from, or contributed to by, or as a natural and probable consequence of any of the following excluded risks even if the proximate or precipitating cause of the loss is an accidental bodily Injury:

1. Suicide or any attempt at suicide or intentionally self-inflicted Injury or any attempt at intentionally self-inflicted Injury or auto-eroticism.
2. Travel or flight in or on (including getting in or out of, or on or off of) any vehicle used for aerial navigation, whether as a Passenger, pilot, operator or crew member, unless specifically provided by the Policy.
3. Declared or undeclared war, or any act of declared or undeclared war unless specifically provided by the Policy.
4. Sickness, disease, mental incapacity or bodily infirmity whether the loss results directly or indirectly from any of these.
5. Infections of any kind regardless of how contracted, except

bacterial infections that are directly caused by botulism, ptomaine poisoning or an accidental cut or wound independent and in the absence of any underlying sickness, disease or condition including but not limited to diabetes.

6. Full-time active duty in the armed forces, National Guard or organized reserve corps of any country or international authority. (Unearned premium for any period for which the Insured Person is not covered due to his or her active duty status will be refunded.) (Loss caused while on short-term National Guard or reserve duty for regularly scheduled training purposes is not excluded.)
7. The Insured Person's commission of or attempt to commit a felony.
8. The medical or surgical treatment of sickness, disease, mental incapacity or bodily infirmity whether the loss results directly or indirectly from the treatment.
9. Stroke or cerebrovascular accident or event; cardiovascular accident or event; myocardial infarction or heart attack; coronary thrombosis; aneurysm.

Definitions

Company: National Union Fire Insurance Company of Pittsburgh, Pa.

Domestic Partner means a person who has entered into a Domestic Partnership.

Domestic Partnership means an arrangement whereby two persons of the same or opposite sex have established a domestic or civil union relationship pursuant to any controlling legal authority or, in the absence of such authority, an arrangement whereby two persons:

- ▶ Who are not related to each other to a degree of closeness that would prohibit a legal marriage; and
- ▶ Who are both at least the age of consent in the state in which they reside; and
- ▶ Who are not married to anyone else, nor have any other Domestic Partner, Civil Union Partner or Registered Domestic Partner, and
- ▶ Who meet any additional requirements that the Policyholder may impose, **and**
- ▶ Who have entered into domestic partner relationship. The Company may require proof of the Domestic Partner relationship in the form of a signed and completed Affidavit of Domestic Partnership.

Insured Dependent Child(ren): The Insured's unmarried children, including natural children from the moment of birth, step or foster children, or adopted children from the moment of placement in the home of the Insured, under age 26 and primarily dependent on the Insured for support and maintenance, 1) for whom premium has been paid; and 2) while covered under the Policy. Any unmarried dependent children of the Insured covered under the Policy before reaching the age limit specified above, who are incapable of self-sustaining employment by reason of mental or physical incapacity, and who are primarily dependent on the Insured for support and maintenance, may continue to

be eligible under the Policy beyond that age limit for as long as the Policy is in force, but only if they remain continuously covered under the Policy.

Injury means bodily injury: (1) which is sustained as a direct result of an unintended, unanticipated accident that is external to the body and that occurs while the injured person's coverage under the Policy is in force; (2) which occurs under the circumstances described; and (3) which directly (independent of sickness, disease, mental incapacity, bodily infirmity or any other cause) causes a covered loss.

Insured: A person: 1) who is a member of an eligible class of persons as described in the Eligible Persons and Principal Sums section of this document 2) for whom premium has been paid; and 3) while covered under the Policy. However, an Insured does not include any person covered under the Policy solely as an Insured Dependent.

Insured Person: An Insured or an Insured Dependent.

Insured Dependent means an Insured Spouse, or an Insured Dependent Child.

Policyholder means Baylor Scott & White Health and all Subsidiaries and/or Entities that now exist or may hereafter be constituted.

Insured Person: An Insured or an Insured Dependent.

Insured Dependent means an Insured Spouse, or an Insured Dependent Child.

Policyholder means Baylor Scott & White Health and all Subsidiaries and/or Entities that now exist or may hereafter be constituted

Sojourn and Personal Deviation, Sojourn or Personal Deviation means non-business travel or activities undertaken while on the Business of the Policyholder but unrelated to furthering the business of the Policyholder. If they involve one or more stops en route and/or an extension of time spent at the destination(s) with respect to the circumstances described herein, do not last longer than a total of 14 days.

Trip: A trip taken by an Insured which begins when the Insured leaves his or her residence or place of regular employment for the purpose of going on the trip (whichever occurs last), and is deemed to end when the Insured returns from the trip to his or her residence or place of regular employment (whichever occurs first). However, the trip is deemed to exclude any period of time during which the Insured is on an authorized leave of absence or vacation or travel to and from the Insured's place of regular employment. "Trip" does not include the Insured's trip to a location that extends for more than 365 days. Such a trip will be deemed to change the Insured's residence or place of regular employment to the new location.

While on the Business of the Policyholder: While on assignment by, or at the direction of, the Policyholder for the purpose of furthering the business of the Policyholder. Does not include any period of time: 1) while the Insured is working at his or her regular place of employment; 2) during the course of everyday travel to and from work; or 3) during an authorized leave-of-absence or vacation. If an Insured's assignment to a location exceeds 365 days, such assignment will be deemed to change his or her residence and regular place of employment

to the new location.

Travel Assistance Services

A full spectrum of travel, medical, security, and assistance services are offered to help travelers cope with emergencies and simplify the travel experience. These services are provided by Travel Guard®.

Highlights

- ▶ 24/7 assistance services while traveling virtually anywhere in the world.
- ▶ A members-only website and mobile app, which offers up-to-date travel destination information, advisories, and alerts.
- ▶ Global service centers, which respond to emergency medical, travel and security needs 24/7/365, are located in key regions around the globe.
- ▶ An extensive network with access to over 650,000 medical providers worldwide.
- ▶ Direct payment of expenses when using a local provider; eliminates an employees' out-of-pocket costs while traveling.
- ▶ An in-house security operation that includes a global network of more than 400 security professionals who are ready to assist on the spot.
- ▶ Secure evacuation assistance.
- ▶ 24/7 access to online Travel Security Awareness Training.

To access your assistance website, visit www.aig.com/us/travelguardassistance and download the Travel Assistance mobile app to your Apple or Android smartphone. Register with your Policy number (using numerals only).

Expenses incurred from third-party vendors for services not part of a filed insurance plan are the responsibility of the traveler.

Contact Information

For travel emergencies or for more information about your coverage, see the contact information below and the policy information in the table below.

Phone

Within the U.S. (Toll-Free): 1-877-244-6871

Outside the U.S. (Collect/Reverse Charge): +1-715-346-0859

Email

assistance@aig.com

Address

Business Travel & Accident
National Union Fire Insurance Company of Pittsburgh, Pa.
Policy #: GTP 0009163244

AIG A&H Claims Department
P.O. Box 25987
Shawnee Mission, KS 66225

Plan Option	Official Plan Name	Type of Plan	Plan Funding	Paid Through Welfare Trust	Plan ID Number	COBRA Admin.	Employer ID Number
Business Travel & Accident	Baylor Scott & White Health Medical and Welfare Benefits Plan	Health & Welfare Benefit Plan	Fully Insured	No	508	N/A	46-3131350



Baylor Scott & White Health is legally required to provide you with an SPD that describes your benefits in everyday language. From time to time, Baylor Scott & White Health may update this SPD by giving you a “Summary of Material Modifications” (SMM). This SPD replaces any previously published SPDs. For complete information, each benefit section must be read along with the *A Guide to Your Benefits* and *Administrative and General Information* sections.