

PLAN DESIGN AND BENEFITS- IL PPO \$2,500 90/70 (3/12)

| PLAN FEATURES   | NETWORK CARE   | OUT-OF-NETWORK CARE   |
|---|--|---|
| <b>Deductible</b> (per calendar year)   | \$2,500 Individual<br>\$7,500 Family   | \$5,000 Individual<br>\$15,000 Family                         |
| <p>Unless otherwise indicated, the Deductible must be met prior to benefits being payable.<br/>All covered expenses accumulate separately toward the network and out-of-network Deductible.</p> <p>Once the Family Deductible is met, all family members will be considered as having met their Deductible for the remainder of the calendar year. No one family member can contribute more than the Individual Deductible amount to the Family Deductible.</p>   |  |   |
| <b>Plan Coinsurance</b> (applies to all expenses unless otherwise stated)   | 90%  | 70%   |
| <b>Maximum Out-of-Pocket Limit</b> (per calendar year, includes deductible.)  | \$3,500 Individual<br>\$10,500 Family  | \$7,000 Individual<br>\$21,000 Family                         |
| <p>All covered expenses accumulate separately toward the network and out-of-network Maximum Out-of-Pocket Limit.</p> <p>Certain member cost sharing elements may not apply toward the Maximum Out-of-Pocket Limit: Copays (including those for prescription drugs), member cost sharing for durable medical equipment, amounts exceeding the recognized charge, and payment for failure to pre-certify for certain out-of-network services.</p> <p>Once the Family Maximum Out-of-Pocket Limit is met, all family members will be considered as having met their Maximum Out-of-Pocket Limit for the remainder of the calendar year. No one family member can contribute more than the Individual Maximum Out-of-Pocket Limit amount to the Family Maximum Out-of-Pocket Limit.</p> |  |   |
| <b>Health Incentive Credit Program</b>  | Incentive Rewards will be credited towards the deductible and Maximum Out-of-Pocket Limit.   |   |
| Wellness Programs through Simple Steps  | Simple Steps Health Assessment and one Online Wellness Program   |   |
| Reward  | \$50.00 per employee and/or spouse with a family limit of \$100.00 per year for completion of the Health Assessment and one Online Wellness Program. |   |
| <b>Lifetime Maximum</b>   | Unlimited  |   |
| <b>Payment for out-of-network Care</b>  | Not applicable   | Professional: 105% of Medicare<br>Facility: 140% of Medicare* |
| <b>Primary Care Physician Selection</b>   | Not applicable   | Not applicable  |
| <b>Certification Requirements -</b>   |  |   |
| <p>Certification for certain types of out-of-network care must be obtained to avoid a reduction in benefits paid for that care. Certification for Hospital Admissions, Treatment Facility Admissions, Convalescent Facility Admissions, Home Health Care, and Hospice Care is required. Benefits will be reduced by \$1000 or 50%, whichever is less per occurrence if Certification is not obtained.</p>   |  |   |
| <b>Referral Requirement</b>   | None   | None  |
| PHYSICIAN SERVICES  | NETWORK CARE   | OUT-OF-NETWORK CARE   |
| <b>Office Visits to Non-Specialist</b> (Includes services of an internist, general physician, family practitioner, or pediatrician for routine care as well as diagnosis and treatment of an illness or injury)   | \$30 copay, deductible waived  | 70%, after deductible   |
| <b>E-visit (register at <a href="http://www.relayhealth.com">www.relayhealth.com</a>)</b>   | \$10 copay, deductible waived  | 70%, after deductible   |
| <b>Walk-In-Clinics</b>  | \$30 copay, deductible waived  | 70%, after deductible   |
| <b>Specialist Office Visits</b>   | \$50 copay, deductible waived  | 70%, after deductible   |
| <b>Maternity OB Visits</b>  | 90%, after deductible  | 70% after deductible  |
| <b>Surgery (in office)</b>  | \$50 copay, deductible waived  | 70%, after deductible   |

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| <b>PHYSICIAN SERVICES (CONTINUED)</b>  | <b>NETWORK CARE</b>   | <b>OUT-OF-NETWORK CARE</b> |
|--|---|----------------------------|
| <b>Allergy Testing and Treatment</b><br>(Including Allergy Injections with office visit billed)  | Member cost sharing is based on the type of service performed and the place rendered. | 70%, after deductible      |
| <b>Allergy Injections</b> (without office visit billed)  | \$5 copay, deductible waived  | 70%, after deductible      |
| <b>PREVENTIVE CARE</b>   | <b>NETWORK CARE</b>   | <b>OUT-OF-NETWORK CARE</b> |
| <b>Routine Adult Physical Exams/ Immunizations</b><br>1 exam every 12 months (includes immunizations); network and out-of-network combined   | \$0 copay, deductible waived  | 70%, after deductible      |
| <b>Well Child Exams/Immunizations</b><br>7 exams in first 12 months of life, 3 exams in the 13th-24th months of life, 3 exams in 25th to 36th months of life, 1 exam every 12 months of life thereafter up to age 18 (includes immunizations); network and out-of-network combined | \$0 copay, deductible waived  | 70%, after deductible      |
| <b>Routine Gynecological Care Exams</b><br>Includes Pap smear and related lab fees. One exam per calendar year; network and out-of-network combined  | \$0 copay, deductible waived  | 70%, after deductible      |
| <b>Routine Mammograms</b><br>One baseline mammogram for covered females age 35-39 and one per calendar year for covered females age 40 and above; network and out-of-network combined  | \$0 copay, deductible waived  | 70%, after deductible      |
| <b>Routine Digital Rectal Exam / Prostate-Specific Antigen Test</b> For covered males age 40 and over; network and out-of-network combined   | \$0 copay, deductible waived  | 70%, after deductible      |
| <b>Routine Colorectal Cancer Screening</b><br>For all members age 50 and over. Frequency schedule applies; network and out-of-network combined   | \$0 copay, deductible waived  | 70%, after deductible      |
| <b>Routine Eye Exams at Specialist</b><br>One routine exam per 24 months; network and out-of-network combined  | \$0 copay, deductible waived  | 70%, after deductible      |
| <b>Routine Hearing Exams</b>   | Not Covered   | Not Covered                |
| <b>DIAGNOSTIC PROCEDURES</b>   | <b>NETWORK CARE</b>   | <b>OUT-OF-NETWORK CARE</b> |
| <b>Outpatient Diagnostic Laboratory</b><br>If performed as a part of a physician's office visit and billed by the physician, expenses are covered subject to the applicable physician's office visit member cost sharing.  | \$30 copay, deductible waived   | 70%, after deductible      |

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| <b>DIAGNOSTIC PROCEDURES (CONTINUED)</b>  | <b>NETWORK CARE</b>                           | <b>OUT-OF-NETWORK CARE</b>                    |
|---|---|---|
| <b>Outpatient Diagnostic X-ray (except for Complex Imaging Services)</b><br>If performed as a part of a physician's office visit and billed by the physician, expenses are covered subject to the applicable physician's office visit member cost sharing.  | 90%, after deductible                         | 70%, after deductible                         |
| <b>Outpatient Diagnostic X-ray for Complex Imaging Services</b><br>Including, but not limited to, MRI, MRA, PET and CT Scans  | 90%, after deductible                         | 70%, after deductible                         |
| <b>EMERGENCY MEDICAL CARE</b>   | <b>NETWORK CARE</b>                           | <b>OUT-OF-NETWORK CARE</b>                    |
| <b>Urgent Care Provider</b>   | \$50 copay, deductible waived                 | 70%, after deductible                         |
| <b>Non-Urgent Use of Urgent Care Provider</b>   | 50% after deductible or \$1000 whichever less | 50% after deductible or \$1000 whichever less |
| <b>Emergency Room</b><br>Copay waived if admitted   | \$200 copay, deductible waived                | Paid as Network Care.                         |
| <b>Non-Emergency care in an Emergency Room</b>  | 50% after deductible or \$1000 whichever less | 50% after deductible or \$1000 whichever less |
| <b>Emergency Ambulance</b>  | 90%, after deductible                         | Paid as Network Care.                         |
| <b>Non-Emergency Ambulance</b>  | 90%, after deductible                         | 70%, after deductible                         |
| <b>HOSPITAL CARE</b>  | <b>NETWORK CARE</b>                           | <b>OUT-OF-NETWORK CARE</b>                    |
| <b>Inpatient Coverage</b><br>Including maternity (prenatal, delivery and postpartum) & transplants. If transplant is performed through an Institute of Excellence™ facility, benefits would be paid at the network level. If procedure is not performed through Institutes of Excellence™ facility, benefits would be paid at the out-of-network level. | 90%, after deductible                         | 70%, after deductible                         |
| <b>Outpatient Surgery</b><br>Provided in an outpatient hospital department or a freestanding surgical facility  | 90%, after deductible                         | 70%, after deductible                         |
| <b>Outpatient Hospital Services other than Surgery</b><br>Including, but not limited to, physical therapy, speech therapy, occupational therapy, spinal manipulation, dialysis, and radiation therapy.  | 90%, after deductible                         | 70%, after deductible                         |
| <b>MENTAL HEALTH SERVICES</b>   | <b>NETWORK CARE</b>                           | <b>OUT-OF-NETWORK CARE</b>                    |
| <b>Inpatient Mental Illness</b>   | 90%, after deductible                         | 70%, after deductible                         |
| <b>Outpatient Mental Illness</b>  | \$50 copay, deductible waived                 | 70%, after deductible                         |
| <b>ALCOHOL/DRUG ABUSE SERVICES</b>  | <b>NETWORK CARE</b>                           | <b>OUT-OF-NETWORK CARE</b>                    |
| <b>Inpatient Detoxification and Rehabilitation</b>  | 90%, after deductible                         | 70%, after deductible                         |
| <b>Outpatient Detoxification and Rehabilitation</b>   | \$50 copay, deductible waived                 | 70%, after deductible                         |
| <b>OTHER SERVICES AND PLAN DETAILS</b>  | <b>NETWORK CARE</b>                           | <b>OUT-OF-NETWORK CARE</b>                    |
| <b>Skilled Nursing Facility</b><br>Limited to 60 days per member per calendar year; network and out-of-network combined   | 90%, after deductible                         | 70%, after deductible                         |

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| OTHER SERVICES AND PLAN DETAILS<br>(CONTINUED)  | NETWORK CARE  | OUT-OF-NETWORK CARE                       |
|---|---|---|
| <b>Home Health Care</b><br>Limited to 60 visits per member per calendar year; network and out-of-network combined; 1 visit equals a period of 4 hours or less.  | 90%, after deductible   | 70%, after deductible                     |
| <b>Infusion Therapy</b><br>Provided in the home or physician's office   | \$50 copay, deductible waived   | 70%, after deductible                     |
| <b>Infusion Therapy</b><br>Provided in an outpatient hospital department of freestanding facility   | 90%, after deductible   | 70%, after deductible                     |
| <b>Inpatient Hospice Care</b>   | 90%, after deductible   | 70%, after deductible                     |
| <b>Outpatient Hospice Care</b>  | \$0 copay, deductible waived  | 70%, after deductible                     |
| <b>Outpatient Speech Therapy</b><br>Limited to 20 visits per member per calendar year; network and out-of-network combined  | 90%, after deductible   | 70%, after deductible                     |
| <b>Outpatient Physical/Occupational Therapy</b><br>Limited to 40 visits per member per calendar year; network and out-of-network combined   | 90%, after deductible   | 70%, after deductible                     |
| <b>Chiropractic Services</b><br>Limited to 20 visits per member per calendar year; network and out-of-network combined  | 90%, after deductible   | 70%, after deductible                     |
| <b>Durable Medical Equipment</b><br>Maximum benefit of \$2,500 per member per calendar year; network and out-of-network combined  | 90%, after deductible   | 70%, after deductible                     |
| <b>Diabetic Supplies not obtainable at a pharmacy</b>   | Covered same as any other medical expense   | Covered same as any other medical expense |
| FAMILY PLANNING   | NETWORK CARE  | OUT-OF-NETWORK CARE                       |
| <b>Infertility Treatment</b><br>Covered only for the diagnosis and treatment of the underlying medical condition.   | Member cost sharing is based on the type of service performed and the place rendered. | 70%, after deductible                     |
| <b>Comprehensive Infertility Services</b><br>Services and supplies are only covered for groups with 26 or more eligible   | Member cost sharing is based on the type of service performed and the place rendered  | 70%, after deductible                     |
| <b>Advanced Reproductive Technology (ART)</b><br>ART coverage includes: In vitro fertilization (IVF), zygote intra-fallopian transfer (ZIFT), gamete intrafallopian transfer (GIFT), cryopreserved embryo transfers, intracytoplasmic sperm injection (ICSI) or ovum microsurgery. Services and supplies are only covered for groups with 26 or more eligible | Member cost sharing is based on the type of service performed and the place rendered  | 70%, after deductible                     |
| <b>Voluntary Sterilization</b><br>Including tubal ligation and vasectomy.   | 90%, after deductible   | 70%, after deductible                     |

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| PHARMACY-PRESCRIPTION DRUG BENEFITS   | PARTICIPATING PHARMACIES  | NON-PARTICIPATING PHARMACIES   |
|---|---|--|
| <b>Retail</b><br>Up to a 30-day supply  | \$10 copay for generic drugs, \$40 copay for brand name formulary drugs, and \$65 copay for brand name non-formulary drugs  | 70% of submitted cost after \$10 copay for generic drugs, 70% of submitted cost after \$40 copay for brand name formulary drugs, and 70% of submitted cost after \$65 copay for brand name non-formulary drugs |
| <b>Mail Order Delivery</b><br>31-90 day supply  | \$20 copay for generic drugs, \$80 copay for brand name formulary drugs, and \$130 copay for brand name non-formulary drugs | Not Covered  |
| <b>Specialty CareRx<sup>SM</sup> Drugs</b>  | \$100 copay for formulary and non-formulary drugs   | Not Covered  |
| <b>Specialty CareRx</b> - First Prescription for a specialty drug must be filled at a participating retail pharmacy or Aetna Specialty Pharmacy®. Subsequent fills must be through Aetna Specialty Pharmacy®. |   |  |

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| <b>Mandatory Generic with DAW override (MG w/DAW Override)</b> - The member pays the applicable copay only, if the physician requires brand. If the member requests brand when a generic is available, the member pays the applicable copay plus the difference between the generic price and the brand price. |
| Plan includes: contraceptive drugs and devices obtainable from a pharmacy and diabetic supplies obtainable from a pharmacy.<br>Plan excludes: lifestyle/performance drugs  |
| Precertification included and 90 day Transition of Care (TOC) for Precertification included  |

\*We cover the cost of services based on whether doctors are "in network" or "out-of-network." We want to help you understand how much Aetna pays for your out-of-network care. At the same time, we want to make it clear how much more you will need to pay for this "out-of-network" care.

You may choose a provider (doctor or hospital) in our network. You may choose to visit an out-of-network provider. If you choose a doctor who is out-of-network, your Aetna health plan may pay some of that doctor's bill. Most of the time, you will pay a lot more money out of your own pocket if you choose to use an out-of-network doctor or hospital.

When you choose out-of-network care, Aetna limits the amount it will pay. This limit is called the "recognized" or "allowed" amount. When you choose out-of-network care, Aetna "recognizes" an amount based on what Medicare pays for these services. The government sets the Medicare rate.

Your doctor sets his or her own rate to charge you. It may be higher -- sometimes much higher -- than what your Aetna plan "recognizes." Your doctor may bill you for the dollar amount that Aetna doesn't "recognize." You must also pay any copayments, coinsurance and deductibles under your plan. No dollar amount above the "recognized charge" counts toward your deductible or out-of-pocket maximums. To learn more about how we pay out-of-network benefits visit Aetna.com. Type "how Aetna pays" in the search box.

You can avoid these extra costs by getting your care from Aetna's broad network of health care providers. Go to [www.aetna.com](http://www.aetna.com) and click on "Find a Doctor" on the left side of the page. If you are already a member, sign on to your Aetna Navigator member site.

This applies when you choose to get care out-of-network. When you have no choice (for example: emergency room visit after a car accident, or for other emergency services), we will pay the bill as if you got care in network. You pay cost sharing and deductibles for your in-network level of benefits. Contact Aetna if your provider asks you to pay more. You are not responsible for any outstanding balance billed by your providers for emergency services beyond your cost sharing and deductibles.

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**What's Not Covered**

This plan does not cover all health care expenses and includes exclusions and limitations. Members should refer to their plan documents to determine which health care services are covered and to what extent. The following is a partial list of services and supplies that are generally not covered. However, your plan documents may contain exceptions to this list based on state mandates or the plan design or rider(s) purchased.

- All medical or hospital services not specifically covered in, or which are limited or excluded in the plan documents;
- Charges related to any eye surgery mainly to correct refractive errors;
- Cosmetic surgery, including breast reduction;
- Custodial care;
- Dental care and X-rays;
- Donor egg retrieval\*;
- Experimental and investigational procedures;
- Hearing aids;
- Immunizations for travel or work;
- Infertility services including, but not limited to, artificial insemination and advanced reproductive technologies such as IVF, ZIFT, GIFT, ICSI and other related services unless specifically listed as covered in your plan documents\*
- Medical expenses for a pre-existing condition are not covered (full postponement rule) for the first 365 days after the insured's enrollment date. Lookback period for determining a pre-existing condition (conditions for which diagnosis, care or treatment was recommended or received) is 180 days prior to the enrollment date. The pre-existing condition limitation period will be reduced by the number of days of prior creditable coverage the member has as of the enrollment date.
- Nonmedically necessary services or supplies;
- Orthotics;
- Over-the-counter medications and supplies;
- Reversal of sterilization;
- Services for the treatment of sexual dysfunction or inadequacies, including therapy, supplies, counseling and prescription drugs;
- Special duty nursing; and
- Weight control services including surgical procedures, medical treatments, weight control/loss programs, dietary regimens and supplements, appetite suppressants and other medications; food or food supplements, 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.

\*This exclusion only applies to groups with 25 or fewer eligibles and includes injectable infertility drugs. Services and supplies are covered for groups with 26 or more eligibles.

**Pre-existing Conditions Exclusion Provision**

For members age 19 or over this plan imposes a pre-existing conditions exclusion, which may be waived in some circumstances (that is, creditable coverage) and may not be applicable to you. A pre-existing condition exclusion means that if you have a medical condition before coming to our plan, you might have to wait a certain period of time before the plan will provide coverage for that condition. This exclusion applies only to conditions for which medical advice, diagnosis or treatment was recommended or received or for which the individual took prescribed drugs within 6 months.

Generally, this period ends the day before your coverage becomes effective. However, if you were in a waiting period for coverage, 6 months period ends on the day before the waiting period begins. The exclusion period, if applicable, may last up to 12 months from your first day of coverage, or, if you were in a waiting period, from the first day of your waiting period.

If you had less than 12 months of creditable coverage immediately before the date you enrolled, your plan's pre-existing conditions exclusion period will be reduced by the amount (that is, number of days) of that prior coverage.

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If you had no prior creditable coverage within the 90 days prior to your enrollment date (either because you had no prior coverage or because there was more than a 90 days gap from the date your prior coverage terminated to your enrollment date), we will apply your plan's pre-existing conditions exclusion.

In order to reduce or possibly eliminate your exclusion period based on your creditable coverage, you should provide us a copy of any Certificates of Creditable Coverage you have. Please contact your Aetna Member Services representative at 1-888-802-3862 if you need assistance in obtaining a Certificate of Creditable Coverage from your prior carrier or if you have any questions on the information noted above.

The pre-existing condition exclusion does not apply to pregnancy nor to a child under the age of 19. Note: For late enrollees, coverage will be delayed until the plan's next open enrollment; the pre-existing exclusion will be applied from the individual's effective date of coverage.

This material is for informational purposes only and is not an offer or invitation to contract. An application must be completed to obtain coverage. Plan features and availability may vary by location and group size. Not all health services are covered. See plan documents for a complete description of benefits, exclusions, limitations and conditions of coverage. Plan features are subject to change. With the exception of Aetna Rx Home Delivery, Providers are independent contractors and are not agents of Aetna. Provider participation may change without notice. Aetna does not provide care or guarantee access to health services.

Certain services require precertification, or prior approval of coverage. Failure to precertify for these services may lead to substantially reduced benefits or denial of coverage. Some of the benefits requiring precertification may include, but are not limited to, inpatient hospital, inpatient mental health, inpatient skilled nursing, outpatient surgery, substance abuse (detoxification, inpatient and outpatient rehabilitation). When the Member's network provider is coordinating care, the network provider will obtain the precertification. Precertification requirements may vary.

If your plan covers outpatient prescription drugs, your plan may include a drug formulary (network drug list). A formulary is a list of prescription drugs generally covered under your prescription drug benefits plan on a network basis subject to applicable limitations and conditions. Your pharmacy benefit is generally not limited to the drugs listed on the formulary. The medications listed on the formulary are subject to change in accordance with applicable state law. For information regarding how medications are reviewed and selected for the formulary, formulary information, and information about other pharmacy programs such as precertification and step-therapy, please refer to Aetna's website at Aetna.com, or the Aetna Medication Formulary Guide. Aetna receives rebates from drug manufacturers that may be taken into account in determining Aetna's network Drug List. Rebates do not reduce the amount a member pays the pharmacy for covered prescriptions. In addition, in circumstances where your prescription plan utilizes copayments or coinsurance calculated on a percentage basis or a deductible, use of formulary drugs may not necessarily result in lower costs for the member. Members should consult with their treating physicians regarding questions about specific medications. Refer to your plan documents or contact Member Services for information regarding the terms and limitations of coverage.

Aetna Rx Home Delivery refers to Aetna Rx Home Delivery, LLC, a subsidiary of Aetna, Inc., that is a licensed pharmacy providing mail-order pharmacy services. Aetna's negotiated charge with Aetna Rx Home Delivery may be higher than Aetna Rx Home Delivery's cost of purchasing drugs and providing mail-order pharmacy services.

In case of emergency, call 911 or your local emergency hotline, or go directly to an emergency care facility.

Plans are provided by Aetna Life Insurance Company.

For more information about Aetna plans, refer to [www.aetna.com](http://www.aetna.com).

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