

# Schedule of Benefits

**Employer:** The Vanguard Group, Inc.

**ASA:** 697478-A

**Issue Date:** January 20, 2018

**Effective Date:** January 1, 2018

**Schedule:** 2A

**Booklet Base:** 2

For: Choice POS II with Aetna HealthFund – \$1,250 Option

This is an ERISA plan, and you have certain rights under this plan. Please contact your Employer for additional information.

## Aetna HealthFund

### Plan Features

**Annual HealthFund Amount** \$300 Individual  
\$600 Family

### Wellness Incentive Amount(s)

Vanguard's wellness incentive program rewards you for taking steps to get healthy.

View CrewNet for more detail and for the requirements you must meet to earn reward dollars as well as the list of qualifying healthy activities.

### Schedule of Benefits

The HealthFund benefit will pay 100% of eligible HealthFund expenses (**network** and **out-of-network**). Once your maximum HealthFund benefit is paid, you will be responsible for covered expenses until the **deductible** is met. Once your **deductible** has been met, your health expense coverage will begin to pay for **covered expenses**.

**PLEASE NOTE: The CrewCare clinic is available at the Malvern, PA, Charlotte, NC and Scottsdale, AZ campuses. The CrewCare clinic can be accessed by active crew members. Your dependents are not eligible for services at the CrewCare clinic.**

### Aetna Choice POS II Medical Plan

PLAN FEATURES	CREWCARE CLINIC	NETWORK	OUT-OF-NETWORK
<b>Calendar Year Deductible*</b>			
Individual Deductible*	None	\$1,250	\$1,250
Family Deductible*	None	\$2,500	\$2,500

\*Unless otherwise indicated, any applicable **deductible** must be met before benefits are paid.

**Plan Maximum Out of Pocket Limit** includes plan **deductible**, **copayments** and **coinsurance**.

**Plan Maximum Out of Pocket Limit** excludes **precertification** penalties.

**Individual Maximum Out of Pocket Limit:**

- For CrewCare, **network** and **out of network** expenses combined: \$2,500.

**Family Maximum Out of Pocket Limit:**

- For CrewCare, **network** and **out of network** expenses combined: \$5,000.

<b><i>Lifetime Maximum Benefit per person</i></b>	Unlimited	Unlimited
---	-----------	-----------

*Coinsurance listed in the Schedule below reflects the Plan Coinsurance This is the amount the Plan pays. You are responsible to pay any deductibles and the remaining coinsurance. You are responsible for full payment of any non-covered expenses you incur.*

*All Covered Expenses Are Subject To The Calendar Year Deductible Unless Otherwise Noted In The Schedule Below.*

*Maximums for specific covered expenses, including visit, day and dollar maximums are combined maximums between network and out-of-network, unless specifically stated otherwise.*

<b>PLAN FEATURES</b>	<b>CREWCARE CLINIC</b>	<b>NETWORK</b>	<b>OUT OF NETWORK</b>
<b><i>Preventive Care</i></b>			
<b><i>Routine Physical Exams</i></b> Adults only. Includes coverage for immunizations	100% per exam  No <b>deductible</b> applies	100% per exam  No <b>deductible</b> applies	70% per exam after Calendar Year <b>deductible</b>
<b><i>Covered Persons through age 21: Maximum Age &amp; Visit Limits</i></b>	Subject to any age and visit limits provided for in the comprehensive guidelines supported by the American Academy of Pediatrics/Bright Futures Guidelines for Children and Adolescents.  <i>For details, contact your <b>physician</b> log onto the Aetna website <a href="http://www.aetna.com">www.aetna.com</a>, or call the number on the back of your ID card.</i>	Subject to any age and visit limits provided for in the comprehensive guidelines supported by the American Academy of Pediatrics/Bright Futures Guidelines for Children and Adolescents.  <i>For details, contact your <b>physician</b>, log onto the Aetna website <a href="http://www.aetna.com">www.aetna.com</a>, or call the number on the back of your ID card.</i>	Subject to any age and visit limits provided for in the comprehensive guidelines supported by the American Academy of Pediatrics/Bright Futures Guidelines for Children and Adolescents.  <i>For details, contact your <b>physician</b> log onto the Aetna website <a href="http://www.aetna.com">www.aetna.com</a>, or call the number on the back of your ID card.</i>

<i>Covered Persons ages 22 but less than 65:</i> Maximum Visits per Calendar Year	1 visit	1 visit	1 visit
<i>Covered Persons age 65 and over:</i> Maximum Visits per Calendar Year	1 visit	1 visit	1 visit
<b><i>Screening &amp; Counseling Services</i></b>	Not applicable.	100% per visit No deductible applies.	70% per visit after Calendar Year deductible
<b><i>Office Visits</i></b>			
<b><i>Obesity and/or Healthy Diet</i></b>			
<b><i>Misuse of Alcohol and/or Drugs &amp; Use of Tobacco Products</i></b>			
<b><i>Sexually Transmitted Infections</i></b>			
<b><i>Genetic Risk for Breast and Ovarian Cancer</i></b>			
<i>Obesity and/or Healthy Diet</i> Maximum Visits per Calendar Year <i>(This maximum applies only to Covered Persons ages 22 &amp; older.)</i>	Not applicable.	26 visits <i>(however, of these only 10 visits will be allowed under the Plan for healthy diet counseling provided in connection with Hyperlipidemia (high cholesterol) and other known risk factors for cardiovascular and diet-related chronic disease)*</i>	26 visits <i>(however, of these only 10 visits will be allowed under the Plan for healthy diet counseling provided in connection with Hyperlipidemia (high cholesterol) and other known risk factors for cardiovascular and diet-related chronic disease)*</i>
<b><i>*Note: In figuring the Maximum Visits, each session of up to 60 minutes is equal to one visit.</i></b>			
<b><i>*Note: In figuring the Maximum Visits, each session of up to 60 minutes is equal to one visit.</i></b>			
<i>Misuse of Alcohol and/or Drugs</i> Maximum Visits per Calendar Year	Not applicable.	5 visits*	5 visits*
<b><i>*Note: In figuring the Maximum Visits, each session of up to 60 minutes is equal to one visit.</i></b>			
<i>Use of Tobacco Products</i> Maximum Visits per Calendar Year	Not applicable.	8 visits*	8 visits*
<b><i>*Note: In figuring the Maximum Visits, each session of up to 60 minutes is equal to one visit.</i></b>			

*Sexually Transmitted Infections Benefit  
Maximums*

Maximum Visits per Calendar Year	Not applicable.	2 visits*	2 visits*
----------------------------------	-----------------	-----------	-----------

**\*Note: In figuring the Maximum Visits, each session of up to 30 minutes is equal to one visit.**

PLAN FEATURES	CREWCARE CLINIC	NETWORK	OUT-OF-NETWORK
<b><i>Well Woman Preventive Visits Office Visits</i></b>	100% per visit	100% per visit	70% per visit after Calendar Year
Subject to any age limits provided for in the comprehensive guidelines supported by the Health and Human Resources Administrations	No <b>deductible</b> applies.	No <b>deductible</b> applies.	<b>deductible</b>
<b><i>Well Woman Preventive Visits</i></b>			
Maximum Visits per Calendar Year	1 visit	1 visit	1 visit
<b><i>Routine Hearing Exam</i></b>	Not applicable.	100% per exam	70% per exam after Calendar Year
		No <b>deductible</b> applies.	<b>deductible</b>
Maximum exams per 24 month period	Not applicable.	1 exam	1 exam
Hearing Aid Maximum per 36 month period	Not applicable.	100% up to \$500	100% up to \$500
		No <b>deductible</b> applies.	No <b>deductible</b> applies.
<b><i>Routine Cancer Screening Outpatient</i></b>	Not applicable.	100% per visit	70% per visit after Calendar Year
		No Calendar Year <b>deductible</b> applies.	<b>deductible</b>
Maximums	Subject to any age; family history and frequency guidelines as set forth in the most current:	Subject to any age; family history and frequency guidelines as set forth in the most current:	Subject to any age; family history and frequency guidelines as set forth in the most current:

	<ul style="list-style-type: none"> <li>evidence-based items that have in effect a rating of A or B in the current recommendations of the United States Preventive Services Task Force; and</li> <li>the comprehensive guidelines supported by the Health Resources and Services Administration.</li> </ul> <p><i>For details, contact your <b>physician</b> or Member Services by logging onto the <b>Aetna</b> website <a href="http://www.aetna.com">www.aetna.com</a>, or calling the number on the back of your ID card.</i></p>	<ul style="list-style-type: none"> <li>evidence-based items that have in effect a rating of A or B in the current recommendations of the United States Preventive Services Task Force; and</li> <li>the comprehensive guidelines supported by the Health Resources and Services Administration.</li> </ul> <p><i>For details, contact your <b>physician</b> or Member Services by logging onto the <b>Aetna</b> website <a href="http://www.aetna.com">www.aetna.com</a>, or calling the number on the back of your ID card.</i></p>	<ul style="list-style-type: none"> <li>evidence-based items that have in effect a rating of A or B in the current recommendations of the United States Preventive Services Task Force; and</li> <li>the comprehensive guidelines supported by the Health Resources and Services Administration.</li> </ul> <p><i>For details, contact your <b>physician</b> or Member Services by logging onto the <b>Aetna</b> website <a href="http://www.aetna.com">www.aetna.com</a>, or calling the number on the back of your ID card.</i></p>
--	--	--	--

<b><i>Skin Cancer Screening</i></b> Preventive screening for malignant neoplasms of the skin	Not applicable.	100% per test  No <b>deductible</b> applies.	70% per test after Calendar Year <b>deductible</b>
---	-----------------	--	--

Maximum tests per Calendar Year	Not applicable.	1 test	1 test
---------------------------------	-----------------	--------	--------

<i>Lung Cancer Screening Maximum</i>	Not applicable.	One screening every 12 months*	One screening every 12 months*
<b>*Important Note: Lung cancer screenings in excess of the maximum as shown above are covered under the Outpatient Diagnostic and Preoperative Testing section of your Schedule of Benefits.</b>			

PLAN FEATURES	CREWCARE CLINIC	NETWORK	OUT OF NETWORK
<b><i>Prenatal Care Office Visits</i></b>	Not applicable.	100% per visit  No <b>deductible</b> applies.	70% per visit after Calendar Year <b>deductible</b>

Important Note: Refer to the Physician Services and Pregnancy Expenses sections of the Schedule of Benefits for more information on coverage levels for pregnancy expenses under this Plan, including other prenatal care, delivery and postnatal care office visits.

PLAN FEATURES	CREWCARE CLINIC	NETWORK	OUT-OF-NETWORK
Prenatal/Child Safety Classes per 24 month period (Available to covered employees and dependents)	Not applicable.	100% up to \$200  No <b>deductible</b> applies.	100% up to \$200  No <b>deductible</b> applies.
<b><i>Comprehensive Lactation Support and Counseling Services</i></b>			
<b><i>Lactation Counseling Services - Facility or Office Visits</i></b>	Not applicable.	100% per visit  No <b>deductible</b> applies.	70% per visit after Calendar Year  <b>deductible</b>
Lactation Counseling Services Maximum Visits either in a group or individual setting	Not applicable.	6* visits per Calendar Year	Not applicable.
<b>*Important Note:</b> Visits in excess of the Lactation Counseling Maximum as shown above, are covered under the <i>Physician Services</i> office visit section of the <i>Schedule of Benefits</i> .			
<b>Breast Pumps &amp; Supplies</b>	Not applicable.	100% per item  No <b>deductible</b> applies.	100% per item  No <b>deductible</b> applies.
Important Note: Refer to the <i>Comprehensive Lactation Support and Counseling Services</i> section of the Booklet-Certificate for limitations on breast pumps and supplies.			
<b><i>Family Planning Services</i></b>			
Female Contraceptive Counseling Services -Office Visits.	Not applicable.	100% per visit.  No <b>deductible</b> applies.	70% per visit after Calendar Year  <b>deductible.</b>
Contraceptive Counseling Services - Maximum Visits either in a group or individual setting	Not applicable.	2* visits per 12 months	Not applicable.
<b>*Important Note:</b> Visits in excess of the Contraceptive Counseling Services Maximum as shown above, are covered under the <i>Physician Services</i> office visit section of the <i>Schedule of Benefits</i> .			
<b><i>Family Planning Services - Other</i></b>			
Voluntary Sterilization for Males			
Outpatient	\$10 visit <b>copay</b> then the plan pays 100%  No <b>deductible</b> applies.	90% per visit after Calendar Year  <b>deductible.</b>	70% per visit after Calendar Year  <b>deductible.</b>
Voluntary Termination of Pregnancy			
Outpatient	\$10 visit <b>copay</b> then the plan pays 100%	90% per visit after Calendar Year  <b>deductible.</b>	70% per visit after Calendar Year  <b>deductible.</b>

	No <b>deductible</b> applies.		
--	-------------------------------	--	--

<b>Family Planning Services - Female Inpatient</b>	<b>Voluntary Sterilization</b> Not applicable.	100% per visit.  No <b>deductible</b> applies.	70% per visit after Calendar Year <b>deductible.</b>
<b>Outpatient</b>	Not applicable.	100% per visit.  No <b>deductible</b> applies.	70% per visit after Calendar Year <b>deductible.</b>

PLAN FEATURES	CREWCARE CLINIC	NETWORK	OUT OF NETWORK
<b>Family Planning Services - Female Contraceptives</b> <b>Female Contraceptive Devices</b> (associated office visit is payable in accordance with the type of expense incurred and the place where service is provided)	Not applicable.	100% per prescription or refill  No calendar year deductible applies.	70% per prescription or refill after calendar year deductible.

PLAN FEATURES	CREWCARE CLINIC	NETWORK	OUT-OF-NETWORK
<b>Physician Services</b>			
<b>Office Visits to Primary Care Physician</b> Office visits (non-surgical) to non-specialist	\$10 visit <b>copay</b> then the plan pays 100%  No <b>deductible</b> applies.	90% per visit after Calendar Year <b>deductible.</b>	70% per visit after Calendar Year <b>deductible</b>

PLAN FEATURES	CREWCARE CLINIC	NETWORK	OUT-OF-NETWORK
<b>Specialist Office Visits</b> <i>All specialists except those specifically listed in this schedule.</i>	\$10 visit <b>copay</b> then the plan pays 100%  No <b>deductible</b> applies.	90% per visit after Calendar Year <b>deductible</b>	70% per visit after Calendar Year <b>deductible</b>

<b>Physician Office Visits-Surgery</b>	\$10 visit <b>copay</b> then the plan pays 100%  No <b>deductible</b> applies.	90% per visit after Calendar Year <b>deductible</b>	70% per visit after Calendar Year <b>deductible</b>
--	--	---	---

PLAN FEATURES	CREWCARE CLINIC	NETWORK	OUT OF NETWORK
<i>Walk-In Clinics Non-Emergency Visit</i>	\$10 visit <b>copay</b> then the plan pays 100%  No <b>deductible</b> applies.	90% after Calendar Year <b>deductible</b>	70% per visit after Calendar Year <b>deductible</b>
<i>Physician Services for Inpatient Facility and Hospital Visits</i>	\$10 visit <b>copay</b> then the plan pays 100%  No <b>deductible</b> applies.	90% per visit after Calendar Year <b>deductible</b>	70% per visit after Calendar Year <b>deductible</b>
<i>Administration of Anesthesia</i>	\$10 visit <b>copay</b> then the plan pays 100%  No <b>deductible</b> applies.	90% per admission after Calendar Year <b>deductible</b>	70% per admission after Calendar Year <b>deductible</b>
<i>Allergy Testing and Treatment</i>	\$10 visit <b>copay</b> then the plan pays 100%  No <b>deductible</b> applies.	90% per visit after Calendar Year <b>deductible</b>	70% per visit after Calendar Year <b>deductible</b>
<i>Allergy Injections</i>	\$10 visit <b>copay</b> then the plan pays 100%  No <b>deductible</b> applies.	100% per visit  No <b>deductible</b> applies	70% per visit after Calendar Year <b>deductible</b>
<i>Immunizations when not part of the physical exam</i>	100% per visit  No <b>deductible</b> applies.	100% per visit  No <b>deductible</b> applies.	70% per visit after Calendar Year <b>deductible</b>
PLAN FEATURES	CREWCARE CLINIC	NETWORK	OUT-OF-NETWORK
<i>Emergency Medical Services</i>			
<i>Hospital Emergency Facility</i>	Not applicable.	90% per visit after Calendar Year Deductible	90% per visit after Calendar Year Deductible  See Important Note Below
<b>Important Note:</b> Please note that as these providers are not <b>network providers</b> and do not have a contract with			



Aetna, the provider may not accept payment of your cost share (your **deductible** and **coinsurance**), as payment in full. You may receive a bill for the difference between the amount billed by the provider and the amount paid by this Plan. If the Emergency Room Facility or **physician** bills you for an amount above your cost share, you are not responsible for paying that amount. Please send us the bill at the address listed on the back of your member ID card and we will resolve any payment dispute with the provider over that amount. Make sure your member ID number is on the bill.

<b>Non-Emergency Care in a Hospital Emergency Room</b>	Not applicable.	Not Covered	Not Covered
--	-----------------	-------------	-------------

**Urgent Care Services**

<b>Urgent Medical Care</b> <i>(at a non-hospital free standing facility)</i>	Not applicable.	90% per visit after Calendar Year <b>deductible</b>	70% per visit after Calendar Year <b>deductible</b>
---	-----------------	---	---

<b>Urgent Medical Care</b> <i>(from other than a non-hospital free standing facility)</i>	Not applicable.	Refer to <i>Emergency Medical Services</i> and <i>Physician Services</i> above.	Refer to <i>Emergency Medical Services</i> and <i>Physician Services</i> above.
--	-----------------	---	---

<b>Non-Urgent Use of Urgent Care Provider</b> <i>(at a non-hospital free standing facility)</i>	Not applicable.	Not Covered	Not Covered
--	-----------------	-------------	-------------

PLAN FEATURES	CREWCARE CLINIC	NETWORK	OUT-OF-NETWORK
<b>Outpatient Diagnostic and Preoperative Testing</b>			

<b>Complex Imaging Services</b>			
<b>Complex Imaging</b>	Not applicable.	90% per procedure after Calendar Year <b>deductible</b>	70% per procedure after Calendar Year <b>deductible</b>

PLAN FEATURES	CREWCARE CLINIC	NETWORK	OUT OF NETWORK
<b>Diagnostic Laboratory Testing</b>			
Performed at a Hospital Outpatient Facility or CrewCare Clinic	\$10 <b>copay</b> per visit then the plan pays 100% No <b>deductible</b> applies	90% per procedure after Calendar Year <b>deductible</b>	70% per procedure after Calendar Year <b>deductible</b>

<b>Diagnostic X-Rays</b>			
Diagnostic X-Rays (except Complex Imaging Services)	Not applicable.	90% per procedure after Calendar Year <b>deductible</b>	70% per procedure after Calendar Year <b>deductible</b>



PLAN FEATURES	CREWCARE CLINIC	NETWORK	OUT-OF-NETWORK
<b><i>Outpatient Surgery</i></b>			
<b><i>Performed in a Physician's Office</i></b>	Not applicable.	90% per visit/surgical procedure after Calendar Year <b>deductible</b>	70% per visit/surgical procedure after Calendar Year <b>deductible</b>
<b><i>Performed at a Hospital Outpatient Facility</i></b>	Not applicable.	90% per visit/surgical procedure after Calendar Year <b>deductible</b>	70% per visit/surgical procedure after Calendar Year <b>deductible</b>
<b><i>Performed at any other Facility</i></b>	Not applicable.	90% per visit/surgical procedure after Calendar Year <b>deductible</b>	70% per visit/surgical procedure after Calendar Year <b>deductible</b>

PLAN FEATURES	CREWCARE CLINIC	NETWORK	OUT-OF-NETWORK
<b><i>Inpatient Facility Expenses</i></b>			
<b><i>Birth Center</i></b>	Not applicable.	90% per admission after Calendar Year <b>deductible</b>	70% per admission after Calendar Year <b>deductible</b>

<b><i>Hospital Facility Expenses</i></b> Room and Board (including maternity)	Not applicable.	90% per admission after Calendar Year <b>deductible</b>	70% per admission after Calendar Year <b>deductible</b>
Other than Room and Board	Not applicable.	90% per admission after Calendar Year <b>deductible</b>	70% per admission after Calendar Year <b>deductible</b>

<b><i>Skilled Nursing Inpatient Facility</i></b>	Not applicable.	90% per admission after Calendar Year <b>deductible</b>	70% per admission after Calendar Year <b>deductible</b>
--	-----------------	---	---

Maximum Days per Calendar Year	Not applicable.	240 days	240 days
--------------------------------	-----------------	----------	----------

PLAN FEATURES	CREWCARE CLINIC	NETWORK	OUT-OF-NETWORK
<b><i>Specialty Benefits</i></b>			
<b><i>Home Health Care(Outpatient)</i></b>	Not applicable.	90% per admission after Calendar Year <b>deductible</b>	70% per admission after Calendar Year <b>deductible</b>

Maximum Visits per Calendar Year	Not applicable.	200 visits*	200 visits*
*Visits also include 1 post natal visit and 1 visit following the release of an inpatient admission for mastectomy patients within 48 hours.			

<b>Skilled Nursing Care (Outpatient)</b>	Not applicable.	90% per visit after the Calendar Year <b>deductible</b>	70% per visit after the Calendar Year <b>deductible</b>
--	-----------------	---	---

<b>Private Duty Nursing (Outpatient)</b>	Not applicable.	90% per admission after Calendar Year <b>deductible</b>	70% per admission after Calendar Year <b>deductible</b>
--	-----------------	---	---

Maximum Visit Limit per Calendar Year	Not applicable.	Unlimited	Unlimited
---------------------------------------	-----------------	-----------	-----------

**Hospice Benefits**

<b>Hospice Care –Facility Expenses</b> (Room & Board)	Not applicable.	90% per admission after Calendar Year <b>deductible</b>	70% per admission after Calendar Year <b>deductible</b>
<b>Hospice Care – Other Expenses during a stay</b>	Not applicable.	90% per admission after Calendar Year <b>deductible</b>	70% per admission after Calendar Year <b>deductible</b>

<b>Hospice Outpatient Visits</b>	Not applicable.	90% per admission after Calendar Year <b>deductible</b>	70% per admission after Calendar Year <b>deductible</b>
----------------------------------	-----------------	---	---

Maximum Benefit per lifetime (Respite Care is included however, up to a maximum of 7 days in a 6 month period.)	Not applicable.	Unlimited	Unlimited
---	-----------------	-----------	-----------

**PLAN FEATURES      CREWCARE CLINIC      NETWORK      OUT-OF-NETWORK**

**Infertility Treatment**

<b>Basic Infertility Expenses</b> Coverage is for the diagnosis and treatment of the underlying medical condition causing the infertility only.			
Office Visits	Not applicable.	90% per visit after Calendar Year <b>deductible</b>	70% per visit after Calendar Year <b>deductible</b>

Other than Office Visits	Not applicable.	90% after Calendar Year <b>deductible</b>	70% after Calendar Year <b>deductible</b>
--------------------------	-----------------	---	---

PLAN FEATURES	CREWCARE CLINIC	NETWORK	OUT OF NETWORK
<b><i>Comprehensive Infertility Expenses and Advanced Reproductive Technology (ART) Expenses</i></b>			
Office Visits	Not applicable.	90% per visit after Calendar Year <b>deductible</b>	70% per visit after Calendar Year <b>deductible</b>
Other than Office Visits	Not applicable.	90% after Calendar Year <b>deductible</b>	70% after Calendar Year <b>deductible</b>

Artificial Insemination Maximum Benefit*	Not applicable.	6 courses of treatment per lifetime*	6 courses of treatment per lifetime*
Ovulation Induction Maximum Benefit*	Not applicable.	6 courses of treatment per lifetime*	6 courses of treatment per lifetime*
Maximum per lifetime*	Not applicable.	\$15,000*	\$15,000*
*Does not apply toward the plan out-of-pocket limit			

PLAN FEATURES	CREWCARE CLINIC	NETWORK	OUT-OF-NETWORK
<b><i>Inpatient Treatment of Mental Disorders</i></b>			
<b><i>Mental Disorder</i></b>	Not applicable.	90% per admission after the Calendar Year <b>deductible</b>	70% per admission after the Calendar Year <b>deductible</b>

<b><i>Outpatient Treatment of Mental Disorders</i></b>			
<b><i>Mental Disorder</i></b>	Not applicable.	90% per visit after Calendar Year <b>deductible</b>	70% per procedure after Calendar Year <b>deductible</b>

PLAN FEATURES	CREWCARE CLINIC	NETWORK	OUT-OF-NETWORK
<b><i>Inpatient Treatment of Substance Abuse</i></b>			
<b><i>Inpatient Treatment</i></b>	Not applicable.	90% per admission after the Calendar Year <b>deductible</b>	70% per admission after the Calendar Year <b>deductible</b>

PLAN FEATURES	CREWCARE CLINIC	NETWORK	OUT OF NETWORK
<b><i>Outpatient Treatment of Substance Abuse</i></b>			
<i>Outpatient Treatment</i>	Not applicable.	90% per visit after Calendar Year deductible	70% per procedure after Calendar Year deductible

<b><i>Obesity Treatment Surgical and Non Surgical</i></b>				
PLAN FEATURES	CREWCARE CLINIC	NETWORK (IOE Facility)	NETWORK (Non-IOE Facility)	OUT-OF-NETWORK
<i>Outpatient Obesity Treatment (non surgical)</i>	Not applicable.	90% per admission after Calendar Year deductible	70% per admission after Calendar Year deductible	70% per admission after Calendar Year deductible

<i>Inpatient Morbid Obesity Surgery (includes Surgical procedure and Acute Hospital Services)</i>	Not applicable.	90% per admission after Calendar Year deductible	70% per admission after Calendar Year deductible	70% per admission after Calendar Year deductible
<i>Outpatient Morbid Obesity Surgery</i>	Not applicable.	90% per admission after Calendar Year deductible	70% per admission after Calendar Year deductible	70% per admission after Calendar Year deductible

PLAN FEATURES	CREWCARE CLINIC	NETWORK	OUT-OF-NETWORK
<b><i>Transgender (Sex Change) Surgery</i></b>			
<i>Facility Expenses</i>	Not applicable.	90% per admission after Calendar Year deductible	70% per admission after Calendar Year deductible
<i>Physician Services</i>	Not applicable.	90% per admission after Calendar Year deductible	70% per admission after Calendar Year deductible

<b><i>Transplant Services Facility and Non-Facility Expenses</i></b>				
PLAN FEATURES	CREWCARE CLINIC	NETWORK (IOE Facility)	NETWORK (Non-IOE Facility)	OUT-OF-NETWORK
<i>Facility Expenses</i>	Not applicable.	90% per admission after Calendar Year deductible	70% per admission after Calendar Year deductible	70% per admission after Calendar Year deductible
<i>Physician Services (including office visits)</i>	Not applicable.	90% per admission after Calendar Year deductible	70% per admission after Calendar Year deductible	70% per admission after Calendar Year deductible

PLAN FEATURES	CREWCARE CLINIC	NETWORK	OUT-OF-NETWORK
<b><i>Other Covered Health Expenses</i></b>			
<b><i>Acupuncture</i></b>	Not applicable.	90% per visit after Calendar Year <b>deductible</b>	70% per visit after Calendar Year <b>deductible</b>
<i>(See Booklet for more information regarding types of treatments that are covered.)</i>			

<b><i>Ground, Air or Water Ambulance</i></b>	Not applicable.	90% after Calendar Year <b>deductible</b>	90% after Calendar Year <b>deductible</b>
--	-----------------	---	---

PLAN FEATURES	CREWCARE CLINIC	NETWORK	OUT-OF-NETWORK
<b><i>Autism Spectrum Disorders</i></b>	Not applicable.	90% after Calendar Year <b>deductible</b>	70% after Calendar Year <b>deductible</b>
Maximum benefit per Calendar Year*	Not applicable.	\$36,000	\$36,000
*The maximum benefit for Autism Spectrum Disorders does not apply to Applied Behavioral Analysis.			

<b><i>Clinical Trial Therapies</i></b> (Experimental or Investigational Treatment)	Payable in accordance with the type of expense incurred and the place where service is provided.	Payable in accordance with the type of expense incurred and the place where service is provided.	Payable in accordance with the type of expense incurred and the place where service is provided.
<b><i>Routine Patient Costs</i></b>	Payable in accordance with the type of expense incurred and the place where service is provided.	Payable in accordance with the type of expense incurred and the place where service is provided.	Payable in accordance with the type of expense incurred and the place where service is provided.

PLAN FEATURES	CREWCARE CLINIC	NETWORK	OUT-OF-NETWORK
<b><i>Oral and Maxillofacial Treatment (Mouth, Jaws and Teeth)</i></b>			
<b><i>Office Visit (including oral surgery performed in an office)</i></b>	Not applicable.	90% per visit after Calendar Year <b>deductible</b>	70% per visit after Calendar Year <b>deductible</b>
<b><i>All Other Covered Expenses (See Booklet for more</i></b>			

<i>information regarding types of treatments that are covered.)</i>	Not applicable.	90% after Calendar Year <b>deductible</b>	70% after Calendar Year <b>deductible</b>
---	-----------------	---	---

<i>Durable Medical and Surgical Equipment</i>	\$10 per item <b>copay</b> then the plan pays 100%	90% per item after the Calendar Year <b>deductible</b>	70% per item after the Calendar Year <b>deductible</b>
	No <b>deductible</b> applies.		

PLAN FEATURES	CREWCARE CLINIC	NETWORK	OUT-OF-NETWORK
<i>Prosthetic Devices</i>	\$10 per item <b>copay</b> then the plan pays 100%	90% per item after the Calendar Year <b>deductible</b>	70% per item after Calendar Year <b>deductible</b>
	No <b>deductible</b> applies.		

PLAN FEATURES	CREWCARE CLINIC	NETWORK	OUT-OF-NETWORK
<i>Outpatient Therapies</i>			
<i>Chemotherapy</i>	Not applicable	90% per visit after Calendar Year <b>deductible</b>	70% per visit after Calendar Year <b>deductible</b>

<i>Infusion Therapy</i>	Not applicable	90% per visit after Calendar Year <b>deductible</b>	70% per visit after Calendar Year <b>deductible</b>
-------------------------	----------------	---	---

<i>Radiation Therapy</i>	Not applicable	90% per visit after Calendar Year <b>deductible</b>	70% per visit after Calendar Year <b>deductible</b>
--------------------------	----------------	---	---



PLAN FEATURES	CREWCARE CLINIC	NETWORK	OUT-OF-NETWORK
<b>Short Term Outpatient Rehabilitation Therapies</b>			
<b>Outpatient Physical Therapy</b>	\$10 per visit <b>copay</b> then the plan pays 100%	90% per visit after Calendar Year <b>deductible</b>	70% per visit after Calendar Year <b>deductible</b>
	No <b>deductible</b> applies.		
<b>Outpatient Occupational and Speech Therapy combined</b>	Not applicable.	90% per visit after Calendar Year <b>deductible</b>	70% per visit after Calendar Year <b>deductible</b>
Combined Physical, Occupational and Speech Therapy Maximum visits per Calendar Year	60 visits	60 visits	60 visits

PLAN FEATURES	CREWCARE CLINIC	NETWORK	OUT-OF-NETWORK
<b>Spinal Manipulation</b>			
	\$10 per visit <b>copay</b> then the plan pays 100%	90% per visit after Calendar Year <b>deductible</b>	70% per visit after Calendar Year <b>deductible</b>
	No <b>deductible</b> applies.		
Spinal Manipulation Maximum visits per Calendar Year	30 visits	30 visits	30 visits

## Expense Provisions

**The following provisions apply to your health expense plan.**

This section describes cost sharing features, benefit maximums and other important provisions that apply to your Plan. The specific cost sharing features and the applicable dollar amounts or benefit percentages are contained in the attached health expense sections of this *Schedule of Benefits*.

This *Schedule of Benefits* replaces any *Schedule of Benefits* previously in effect under your plan of health benefits.

**KEEP THIS SCHEDULE OF BENEFITS WITH YOUR BOOKLET.**

## Deductible Provisions

### Network Calendar Year Deductible

This is an amount of **network covered expenses** incurred each Calendar Year for which no benefits will be paid. The **network** Calendar Year **deductible** applies separately to you and each of your covered dependents. After **covered expenses** reach the **network** Calendar Year **deductible**, the plan will begin to pay benefits for **covered expenses** for the rest of the Calendar Year.

### Out-of-Network Calendar Year Deductible

This is an amount of **out-of-network covered expenses** incurred each Calendar Year for which no benefits will be paid. The **out-of-network** Calendar Year **deductible** applies separately to you and each of your covered dependents. After **covered expenses** reach the **out-of-network** Calendar Year **deductible**, the plan will begin to pay benefits for **covered expenses** for the rest of the Calendar Year.

**Covered expenses** applied to the **out-of-network deductible** will be applied to satisfy the **network deductible** and **covered expenses** applied to the **network deductible** will be applied to satisfy the **out-of-network deductible**.

### Network Family Deductible Limit

When you incur **network covered expenses** that apply toward the **network** Calendar Year **deductibles** for you and each of your covered dependents these expenses will also count toward the **network** Calendar Year family **deductible** limit. Your **network** family **deductible** limit will be considered to be met for the rest of the Calendar Year once the combined **covered expenses** reach the **network** family **deductible** limit in a Calendar Year.

### Out-of-Network Family Deductible Limit

When you incur **out-of-network covered expenses** that apply toward the **out-of-network** Calendar Year **deductibles** for you and each of your covered dependents these expenses will also count toward the **out-of-network** Calendar Year family **deductible** limit. Your **out-of-network** family **deductible** limit will be considered to be met for the rest of the Calendar Year once the combined **covered expenses** reach the **out-of-network** family **deductible** limit in a Calendar Year.

**Covered expenses** applied to the **out-of-network deductible** will be applied to satisfy the **network deductible** and **covered expenses** applied to the **network deductible** will be applied to satisfy the **out-of-network deductible**.

## Copayments and Benefit Deductible Provisions

### Copayment, Copay

This is a specified dollar amount or percentage of the **negotiated charge** required to be paid by you at the time you receive a covered service from a **network provider**. It represents a portion of the applicable expense.

## Payment Provisions

### Coinsurance

This is the percentage of your **covered expenses** that the plan pays and the percentage of **covered expenses** that you pay. The percentage that the plan pays is referred to as the "Plan Coinsurance". You will be responsible for the rest of the costs. The coinsurance may vary by the type of expense. Refer to your *Schedule of Benefits* for coinsurance amounts for each covered benefit.

### Maximum Out-of-Pocket Limit

The **Maximum Out-of-Pocket Limit** is the maximum amount you are responsible to pay for **covered expenses** during the Calendar Year. Once you satisfy the **Maximum Out-of-Pocket Limit**, the plan will pay 100% of the **covered expenses** that apply toward the limit for the rest of the Calendar Year. The **Maximum Out-of-Pocket Limit** applies to both network and out-of-network benefits.

This plan has an Individual **Maximum Out-of-Pocket Limit**. This means once the amount of eligible expenses you

or your covered dependent have paid during the Calendar Year meets the individual **Maximum Out-of-Pocket Limit**, the plan will pay 100% of **covered expenses** for the remainder of the Calendar Year for that person.

There is also a Family **Maximum Out-of-Pocket Limit**. This means once the amount of eligible expenses you or your covered dependent have paid during the Calendar Year meets the Family **Maximum Out-of-Pocket Limit** amount in the *Schedule of Benefits*, the plan will pay 100% of **covered expenses** for the remainder of the Calendar Year for all covered family members.

The **Maximum Out-of-Pocket Limit** applies to both network and out-of-network benefits. **Covered expenses** applied to the out-of-network **Maximum Out-of-Pocket Limit** will be applied to satisfy the in-network **Maximum Out-of-Pocket Limit** and **covered expenses** applied to the in-network **Maximum Out-of-Pocket Limit** will be applied to satisfy the out-of-network **Maximum Out-of-Pocket Limit**.

### **Expenses That Do Not Apply to Your Out-of-Pocket Limit**

Certain covered expenses do not apply toward your plan **out-of-pocket** limit. These include:

- Charges over the **recognized charge**;
- Non-covered expenses;
- Expenses for non-emergency use of the emergency room;
- Expenses incurred for non-urgent use of an **urgent care provider**;
- Certain other **covered expenses** (see list in the *Schedule of Benefits*), and
- Expenses that are not paid, or **precertification** benefit reductions because a required **precertification** for the service(s) or supply was not obtained from **Aetna**.

### **Maximum Benefit Provisions**

#### **Calendar Year Maximum Benefit**

The most the plan will pay for covered expenses incurred by any one covered person in a Calendar Year is called the Calendar Year maximum benefit.

The Calendar Year maximum benefit applies to CrewCare, **network care** and **out-of-network care** expenses combined.

#### **Lifetime Maximum Benefit**

The most the plan will pay for covered expenses incurred by any one covered person during their lifetime is called the Lifetime Maximum Benefit.

The Lifetime Maximum Benefit applies to **network** and **out-of-network** expenses combined.

### **Precertification Benefit Reduction**

The Booklet contains a complete description of the **precertification** program. Refer to the “Understanding Precertification” section for a list of services and supplies that require **precertification**.

Failure to precertify your **covered expenses** when required will result in a benefits reduction as follows:

- A reduced coinsurance of 50% will apply separately to the eligible expenses incurred for each type or service.

## **General**

This Schedule of Benefits replaces any similar Schedule of Benefits previously in effect under your plan of benefits. Requests for coverage other than that to which you are entitled in accordance with this Schedule of Benefits cannot be accepted. This Schedule is part of your Booklet and should be kept with your Booklet.