

2026 MEDICAL PLAN BENEFIT SUMMARIES (PPO and EPO PLANS)

| Covered Medical Benefits | PPO | | EPO |
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| | In Network | Out-of-Network | In Network Only |
| Annual Medical Deductible | \$250/\$500 | \$1,000/\$2,000 | \$250/\$500 |
| Coinsurance | 10% | 30% | 10% |
| Maximum Out-of-Pocket responsibility | \$2,500/\$5,000 | \$4,000/\$8,000 | \$6,600/\$13,200 |
| Abortions | | | |
| Maximum Per Calendar Year | 1 Elective Abortion | 1 Elective Abortion | 2 Elective Abortion |
| Paid by Plan | 90% after deductible Medically Necessary Abortions Have No Limit | 70% after deductible Medically Necessary Abortions Have No Limit | 90% after deductible Medically Necessary Abortions Have No Limit |
| Acupuncture Treatment | \$40 | 70% after deductible | \$35 |
| Ambulance Transportation | 90% after deductible (in or out-of-network) | 90% after deductible (in or out-of-network) | 90% after deductible (in or out-of-network) |
| Autism | | | |
| Autism Other Services | 90% after deductible | 70% after deductible | 90% after deductible |
| Paid by Plan | | | |
| ABA therapy | \$25 | 70% after deductible | \$20 |
| Co-pay per visit | | | |
| Cardiac Pulmonary Rehabilitation | \$40 | 70% after deductible | \$35 |
| Co-pay per visit | | | |
| Cardiac Rehabilitation (Phase 2) | \$40 | 70% after deductible | \$35 |
| Co-pay per visit | | | |
| Durable Medical Equipment | | | |
| Co-pay per calendar year | 90% after deductible | 70% after deductible | 90% after deductible |
| Emergency Services/Treatment | | | |
| Urgent Care | | | |
| Co-pay per visit | \$40 | 70% after deductible | \$20 |
| Walk-in Retail Health Clinics | | | |
| Co-pay per visit | \$25 | 70% after deductible | \$20 |
| Emergency Room Only (Facility) | | | |
| Co-pay per visit | \$100 (in or out-of-network) (deductible waived) | \$100 (in or out-of-network) (deductible waived) | \$50 (in or out-of-network) (deductible waived) |
| (waived if admitted Within 24 Hours) | | | |
| Emergency Physicians Only | 90% deductible waived (in or out-of-network) | 90% deductible waived (in or out-of-network) | 90% after deductible (in or out-of-network) |
| Paid by Plan | | | |
| Extended Care Facility, Such as Skilled Nursing, Convalescent or Subacute Facility: | | | |
| Co-pay per admission | \$500 30 days | 70% after deductible 30 days | 90% after deductible No Limit |
| Maximum Days Per Calendar Year | | | |

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| Hearing Services: | | | |
| Exams, Tests Paid by Plan | 90% after deductible | 70% after deductible | 90% after deductible |
| Hearing Aids Maximum Benefit Every 3 Years Paid by Plan | 1 Hearing Aid Per Hearing Impaired Ear Including Repair and Replacement 90% after deductible | 1 Hearing Aid Per Hearing Impaired Ear Including Repair and Replacement 70% after deductible | 1 Hearing Aid Per Hearing Impaired Ear Including Repair and Replacement 90% after deductible |
| Implantable Hearing Devices Paid by Plan | 90% after deductible | 70% after deductible | 90% after deductible |
| Home Health Care Benefits Co-pay per visit Paid by Plan | \$40 100% | 70% after deductible 70% | 90% after deductible |
| Hospice Care Benefits: | | | |
| Hospice Services | | | |
| Outpatient Services / Outpatient Physician Charges Co-pay per visit Paid by Plan | \$40 100% | 70% after deductible | 90% after deductible |
| Inpatient Services Only Co-pay per admission Paid by Plan | \$500 100% | 70% after deductible | 90% after deductible |
| Inpatient Physician Charges Services Only Paid by Plan | 90% after deductible | 70% after deductible | 90% after deductible |
| Bereavement Counseling: | | | |
| Outpatient Services / Outpatient Physician Charges Co-pay per visit Paid by Plan | \$40 100% | 70% after deductible | 90% after deductible |
| Inpatient Services Only Co-pay per admission Paid by Plan | \$500 100% | 70% after deductible | 90% after deductible |
| Inpatient Physician Charges Services Only Paid by Plan | 90% after deductible | 70% after deductible | 90% after deductible |
| Hospital Services | | | |
| Pre-Admission Testing Paid by Plan | 90% after deductible | 70% after deductible | 90% after deductible |
| Inpatient Services Only; Room and Board Subject to the Payment of Semi-Private Room Rate or Negotiated Room Rate Co-pay per admission | \$500 | 70% after deductible | \$250 |
| Inpatient Physician Charges Services Only Paid by Plan | 90% after deductible | 70% after deductible | 90% after deductible |

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| Outpatient Services / Outpatient Physician Charges Paid by Plan | 90% after deductible | 70% after deductible | 90% after deductible |
| Outpatient Advanced Imaging Charges Paid by Plan | 90% after deductible | 70% after deductible | 90% after deductible |
| Outpatient Lab and X-ray Charges Paid by Plan | 90% after deductible | 70% after deductible | 90% after deductible |
| Outpatient Surgery / Surgeon Charges and Ambulatory Surgical Centers Facility Charges Only Co-pay per visit Paid by Plan | \$250 100% | 70% after deductible | 90% after deductible |
| Outpatient Surgeon and Ambulatory Surgical Centers Surgeon Charges Only Paid by Plan | 90% after deductible | 70% after deductible | 90% after deductible |
| Physician Clinic Visits in an Outpatient Hospital Setting - Physician Claim: Co-pay per visit - Primary Care Physician Co-pay per visit - Specialist | \$25 \$40 | 70% after deductible 70% after deductible | \$20 \$35 |
| Physician Clinic Visits in an Outpatient Hospital Setting - Facility Claim: Paid by Plan | 90% after deductible | 70% after deductible | 90% after deductible |
| Infertility Treatment Maximum Per Calendar Year Paid by Plan | 3 Cycles of IVF 90% after deductible | 3 Cycles of IVF 70% after deductible | 3 Cycles of IVF 90% after deductible |
| Manipulations Co-pay per visit | \$40 | 70% after deductible | \$35 |
| Mental Health, Substance Abuse Disorder and Chemical Dependency Benefits | | | |
| Inpatient Services Only Co-pay per admission | \$500 | 70% after deductible | \$250 |
| Inpatient Physician Charges Services Only Paid by Plan | 90% after deductible | 70% after deductible | 90% after deductible |
| Residential Services Only Co-pay per admission | \$500 | 70% after deductible | \$250 |
| Residential Physician Charges Services Only Paid by Plan | 90% after deductible | 70% after deductible | 90% after deductible |
| Outpatient or Partial Hospitalization Services and Physician Charges Paid by Plan | 90% after deductible | 70% after deductible | 90% after deductible |
| Office Visit Co-pay per visit | \$25 | 70% after deductible | \$20 |
| Nursery and Newborn Expenses Paid by Plan Co-pay will be waived for Newborn initial stay Days 0-5) | 90% after deductible | 70% after deductible | 90% after deductible |

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| Physician's Office Services Co-pay per visit - Primary Care Physician Co-pay per visit - Specialist | \$25 \$40 | 70% after deductible 70% after deductible | \$20 \$35 |
| Post Cochlear Aural Therapy Maximum Visits Per Calendar Year | 30 Visits | 30 Visits | 90 Visits |
| Post Cochlear Aural Outpatient Hospital Co-pay per visit Maximum Visits Per Calendar Year | \$40 30 visits | 70% after deductible 30 visits | \$20 PCP / \$35 Specialist 30 visits |
| Post Cochlear Aural Office Therapy Co-pay per visit - Primary Care Physician Co-pay per visit - Specialist Maximum Visits Per Calendar Year | \$25 \$40 30 visits | 30 visits 70% after deductible 30 visits | \$20 \$35 30 Visits |
| Preventive Care / Routine Care Benefits | | | |
| Preventive Care / Routine Physical Exams at Appropriate Ages Paid by Plan | 100% | 70% after deductible | 100% |
| Immunizations Paid by Plan | 100% | 70% after deductible | 100% |
| Foreign Travel Immunizations Paid by Plan | 100% | 70% after deductible | 100% |
| Preventive Care / Routine Diagnostic Tests, Lab and X-Rays at Appropriate Ages Paid by Plan | 100% | 70% after deductible | 100% |
| Preventive / Routine Mammograms and Breast Exams Maximum Exams Per Calendar Year Including 3-D Mammograms for Preventive Screening Paid by Plan | 1 Exam 100% | 1 Exam 70% after deductible | 1 Exam 100% |
| 3-D Mammograms for Preventive Screenings Included in Preventive / Routine Mammograms and Breast Exam Maximum Paid by Plan | 100% | | 100% |
| 3-D Mammograms for Diagnosis / Treatment of a Covered Medical Benefit Paid by Plan | 100% | 70% after deductible | 100% |
| Preventive / Routine Pelvic Exams and Pap Tests Maximum Exams Per Calendar Year Paid by Plan | 1 exam 100% | 1 exam 70% after deductible | 1 exam 100% |
| Preventive Routine PSA Tests and Prostate Exams Maximum Exams Per Calendar Year Paid by Plan | 1 Exam 100% | 1 Exam 70% after deductible | 1 Exam 100% |
| Preventive Routine Screenings / Services at Appropriate Age & Gender Paid by Plan | 100% | 70% after deductible | 100% |
| Preventive / Routine Autism Screening From Ages 0 to 21 Paid by Plan | 100% | 70% after deductible | 100% |
| Preventive Routine Colonoscopies, Sigmoidoscopies and Similar Routine Surgical Procedures Performed for Preventive Reasons Paid by Plan | 100% | 70% after deductible | 100% |

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| Preventive / Routine Hearing Exams Paid by Plan | 100% | 70% after deductible | 100% |
| Preventive / Routine Counseling for Alcohol or Substance Abuse Disorder, Tobacco / Nicotine Use, Obesity, Diet and Nutrition Paid by Plan | 100% | 70% after deductible | 100% |
| In Addition, the Following Preventive / Routine Services Are Covered for Women Screening for Gestational Diabetes Papillomavirus DNA Testing* Counseling for Sexually Transmitted Infections (provided annually)* Counseling for Human Immune Deficiency Virus (provided annually)* Breastfeeding Support, Supplies and Counseling Counseling for Interpersonal and Domestic Violence for Women* Paid by Plan * These services may also apply to men | 100% | 70% after deductible | 100% |
| Private Duty Nursing Services Maximum Benefit Per Calendar Year Paid by Plan After Maximum is Satisfied Maximum Benefit Per Calendar Year Paid by Plan | Not Covered Not Covered Not Covered Not Covered | Not Covered Not Covered Not Covered Not Covered | 72 Hours 90% after deductible 504 Hours 90% after deductible |
| Sweat Equity Reimbursement Benefits For Subscriber Maximum Benefit Per 6-month period For Subscriber's Dependents (from age 13) Maximum Benefit Per 6-month period | \$200 (in or out-of-network) \$100 (in or out-of-network) | \$200 (in or out-of-network) \$100 (in or out-of-network) | \$200 (in or out-of-network) \$100 (in or out-of-network) |
| Teladoc Services General Medicine Co-pay Per Occurrence | \$10 (in or out-of-network) | \$10 (in or out-of-network) | \$10 (in or out-of-network) |
| Telehealth Co-pay Per Occurrence | \$10 | 70% after deductible | \$10 |
| Temporomandibular Joint Disorder (TMJ) Benefits Paid by Plan | 90% after deductible | 70% after deductible | 90% after deductible |
| Therapy Services Maximum Visits Per Calendar Year Occupational / Physical / Speech Outpatient Hospital Therapy Co-pay Per Visit Occupational / Physical / Speech Outpatient Office Therapy Co-pay per visit - Primary Care Physician Co-pay per visit - Specialist | 90 Visits \$40 \$25 \$40 | 90 Visits 70% after deductible 70% after deductible 70% after deductible | 90 Visits \$20 PCP / \$35 Specialist \$25 \$35 |
| Vision Care Benefits Vision Therapy Benefits Maximum Exams Per Calendar Year Maximum Visits Per Calendar Year Paid by Plan Corneal Topographic Procedures Maximum Benefit Per Calendar Year Paid by Plan | 1 Diagnostic Exam 2 Therapeutic Follow-Up Visits 90% after deductible 2 Studies Per Eye 90% after deductible | 1 Diagnostic Exam 2 Therapeutic Follow-Up Visits 70% after deductible 2 Studies Per Eye 70% after deductible | 1 Diagnostic Exam 2 Therapeutic Follow-Up Visits 90% after deductible 2 Studies Per Eye 90% after deductible |

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| Wigs (Cranial Prostheses), Toupees, or Hairpieces Related to Cancer Treatment and Alopecia Areata Paid by Plan | 90% deductible waived (in or out-of-network) | 90% deductible waived (in or out-of-network) | 90% after deductible |
| All Other Covered Expenses Paid by Plan | 90% after deductible | 70% after deductible | 90% after deductible |
| Transplant Services - Designated Transplant Facility | | | |
| Transplant Services Paid by Plan | 90% after deductible | Not Applicable | 90% after deductible |
| Travel and Housing Maximum Benefit Per Treatment Paid by Plan | \$10,000 90% after deductible | Not Applicable | \$10,000 90% after deductible |
| Prescription Drug Benefits Annual Pharmacy Deductible | \$100 | Not Applicable | \$0 |
| Participating Retail Pharmacy (30 Day Supply) | | | |
| Tier 1 (Generic & Some Brand-Name) | \$15 | Not Covered | \$15 |
| Tier 2 (Preferred Brand-Name & Some Generic) | \$30 | Not Covered | \$30 |
| Tier 3 (Non-Preferred Brand-Name & Non-Preferred Generic) | \$60 | Not Covered | \$35 |
| Optum Home Delivery (90 Day Supply) | | | |
| Tier 1 (Generic & Some Brand-Name) | \$37.50 | Not Covered | \$37.50 |
| Tier 2 (Preferred Brand-Name & Some Generic) | \$75 | Not Covered | \$52.50 |
| Tier 3 (Non-Preferred Brand-Name & Non-Preferred Generic) | \$150 | Not Covered | \$52.50 |
| Specialty Medications (30 Day Supply) | | | |
| Tier 1 (Generic & Some Brand-Name) | \$15 | Not Covered | \$15 |
| Tier 2 (Preferred Brand-Name & Some Generic) | \$30 | Not Covered | \$30 |
| Tier 3 (Non-Preferred Brand-Name & Non-Preferred Generic) | \$60 | Not Covered | \$35 |