

**ARTICLE THREE**

**SCHEDULE OF BENEFITS  
Effective May 1, 2008**

All benefits below are subject to the Plan's terms and conditions, including Deductibles, Copercentages, In Network discounts and Reasonable and Customary charges. Benefit percentages payable by the Plan may change depending upon whether covered services are obtained from an In Network Provider. The list of In Network Providers may change from time to time. You may request a list of In Network Providers at any time. Therefore, it is important to verify that the Provider who is treating you is currently an In Network Provider. See Article Eight for more details.

**Note:** Precertification is required for all Hospital admissions. The penalty for non-compliance with precertification requirements is \$250 per occurrence.

**Note:** The Deductibles and Lifetime Maximums are combined for both In Network and Out of Network Providers. However, the Out of Pocket Limits are not combined for In Network and Out of Network Providers.

**GENERAL PROVISIONS**

	<b>SILVER BENEFIT</b>		<b>BRONZE BENEFIT</b>		<b>QHDHP BENEFIT**</b>		<b>OFFICE VISIT COPAY BENEFIT</b>	
<b>Individual Lifetime Plan Maximum</b>	<b>\$2,000,000</b>		<b>\$2,000,000</b>		<b>\$2,000,000</b>		<b>\$2,000,000</b>	
	<b>IN NETWORK</b>	<b>OUT of NETWORK</b>	<b>IN NETWORK</b>	<b>OUT of NETWORK</b>	<b>IN NETWORK</b>	<b>OUT of NETWORK</b>	<b>IN NETWORK</b>	<b>OUT of NETWORK</b>
<b>Plan Year Deductibles</b>								
Individual	\$400	\$800	\$1,000	\$2,000	\$2,500	\$5,000	\$300	\$600
Family	\$1,200	\$2,400	\$3,000	\$6,000	\$5,000	\$10,000	\$900	\$1,800
<b>Benefit Percentage Payable After Satisfaction of the Deductible</b> (unless specified otherwise)	80%	50%	80%	50%	80%	50%	80%	50%
<b>Plan Year Out Of Pocket Limits</b> (including Deductible)								
Individual	\$1,200	\$12,000	\$2,000	\$12,000	\$5,000	\$12,000	\$2,000	\$12,000
Family	\$3,600	\$36,000	\$6,000	\$36,000	\$10,000	\$36,000	\$6,000	\$36,000

**Note:** Expenses incurred for the following cannot be applied toward the Out of Pocket Limit: (1) The \$250 penalty for failure to Precertify; (2) Any charge excluded in Limitations and Exclusions on Covered Expenses of this Plan Document; (3) Copayments; and (4) Expenses for Substance Abuse.

\*\* **Qualified High Deductible Health Plan** means a "high deductible health plan" as defined in IRC § 223(c)(2), as may be amended from time to time.

	SILVER BENEFIT		BRONZE BENEFIT		QHDHP BENEFIT		OFFICE VISIT COPAY BENEFIT	
	IN NETWORK	OUT of NETWORK	IN NETWORK	OUT of NETWORK	IN NETWORK	OUT of NETWORK	IN NETWORK	OUT of NETWORK
	<i>Plan Pays</i>	<i>Plan Pays</i>	<i>Plan Pays</i>	<i>Plan Pays</i>	<i>Plan Pays</i>	<i>Plan Pays</i>	<i>Plan Pays</i>	<i>Plan Pays</i>
<b>Allergy Testing and Treatments</b>	80%	50%	80%	50%	80%	50%	80%	50%
<b>Ambulance Service</b>	80% to a maximum \$250 per trip		80% to a maximum \$250 per trip		80% to a maximum \$250 per trip		80% to a maximum \$250 per trip	
<b>Convalescent, Extended Care, Rehabilitation and Skilled Nursing Facilities</b> <i>Maximum Annual Benefit 120 days per Plan Year, unless precertified</i>	80%	50%	80%	50%	80%	50%	80%	50%
<b>Diagnostic Charges and Pre-Admission Testing</b> Lab charges for analysis performed by LabOne paid by Plan at 100%*†	80%	50%	80%	50%	80%	50%	80%	50%
<b>Home Health Care</b> <i>Maximum Annual Benefit 50 days per Plan Year</i>	80%	50%	80%	50%	80%	50%	80%	50%
<b>Hospice Care</b>	80%	50%	80%	50%	80%	50%	80%	50%
<b>Hospital Expenses</b>	80%	50%	80%	50%	80%	50%	80%	50%
Covered Room & Board charge	Semi-private rate	Semi-private rate	Semi-private rate	Semi-private rate	Semi-private rate	Semi-private rate	Semi-private rate	Semi-private rate
Special Care Unit	80%	50%	80%	50%	80%	50%	80%	50%
Miscellaneous Services	80%	50%	80%	50%	80%	50%	80%	50%
Emergency Room††	80%	50%	80%	50%	80%	50%	80%	50%

\* LabOne is a provider which offers laboratory services at a reduced cost to the Plan. The Plan does not require a Covered Person to use LabOne's services. However, when a Covered Person chooses to utilize the services of LabOne, by requesting it through his Physician or by using a contracted specimen collection facility, any deductible is waived and the plan pays 100% of the covered charge.

NOTE: Specimen collection charges are subject to the Plan's normal Deductibles and Co-payments.

† LabOne Select applies to the Qualified High Deductible Health Plan. Benefits are payable on the same basis as any other provider, but charges are deeply discounted.

††Emergency Services rendered by Out of Network Providers will be paid at the In Network level when the services were performed outside the Covered Person's control or election.

	SILVER BENEFIT		BRONZE BENEFIT		QHDHP BENEFIT		OFFICE VISIT COPAY BENEFIT	
	IN NETWORK	OUT of NETWORK	IN NETWORK	OUT of NETWORK	IN NETWORK	OUT of NETWORK	IN NETWORK	OUT of NETWORK
	<i>Plan Pays</i>	<i>Plan Pays</i>	<i>Plan Pays</i>	<i>Plan Pays</i>	<i>Plan Pays</i>	<i>Plan Pays</i>	<i>Plan Pays</i>	<i>Plan Pays</i>
<b>Hospital Expenses (continued)</b>								
Maternity Care <i>Limit 2 ultrasounds, sonograms, etc.</i>	80%	50%	80%	50%	80%	50%	80%	50%
Well Newborn Care	80%	50%	80%	50%	80%	50%	80%	50%
<b>Mental and Nervous Disorder</b>								
Inpatient Care <i>Maximum Annual Benefit 30 days per Plan Year</i>	80%	50%	80%	50%	80%	50%	80%	50%
Outpatient Care <i>Maximum Annual Benefit 60 visits per Plan Year</i>	80%	50%	80%	50%	80%	50%	80%	50%
<b>Occupational/Physical/Speech Pathology Therapy</b>								
<b>Outpatient</b>  <i>Maximum Annual Benefit 60 visits per Plan Year (for each type of therapy)</i>	80%	50%	80%	50%	80%	50%	80%	50%
<b>Office Visits</b> <i>(Includes office visits during which routine diagnostic procedures are performed)</i>	80%	50%	80%	50%	80%	50%	100% after \$30 Copay**	50%
<b>Outpatient Surgical Services</b>	80%	50%	80%	50%	80%	50%	80%	50%
<b>Second Surgical Opinion</b>	100%	50%	100%	50%	100%	50%	100%	50%
<b>Spinal Manipulation Treatment</b>  <i>Maximum Annual Benefit Lesser of 30 visits or \$500 per Plan Year</i>	80%	50%	80%	50%	80%	50%	80%	50%

\*\* Office Visit copayments do not apply to the annual deductibles or out of pocket maximums

	SILVER BENEFIT		BRONZE BENEFIT		QHDHP BENEFIT		OFFICE VISIT COPAY BENEFIT	
	IN NETWORK	OUT of NETWORK	IN NETWORK	OUT of NETWORK	IN NETWORK	OUT of NETWORK	IN NETWORK	OUT of NETWORK
	<i>Plan Pays</i>	<i>Plan Pays</i>	<i>Plan Pays</i>	<i>Plan Pays</i>	<i>Plan Pays</i>	<i>Plan Pays</i>	<i>Plan Pays</i>	<i>Plan Pays</i>
<b>Substance Abuse</b>								
<b>Note:</b> Lifetime Maximum Benefit for Substance Abuse (combined In Network and Out of Network) \$25,000								
Inpatient Care <i>Maximum Annual Benefit Lesser of 30 days, unless precertified</i>	80%	50%	80%	50%	80%	50%	80%	50%
Outpatient Care <i>Maximum Annual Benefit 60 visits per Plan Year</i>	80%	50%	80%	50%	80%	50%	80%	50%
<b>Preventive Care Benefits</b>								
<b>Note:</b> Not Subject to Deductible. Benefit equals 100% of charge up to specified limits								
<b>Annual Physical Examination (age 5+)</b>	\$400 Maximum Benefit	No Benefit	\$400 Maximum Benefit	No Benefit	\$400 Maximum Benefit	No Benefit	\$400 Maximum Benefit	No Benefit
<b>Colonoscopy - \$2,000 Maximum Covered Charge</b>								
Age < 50	None	No Benefit	None	No Benefit	None	No Benefit	None	No Benefit
Age 50 +	One test per Plan Year	No Benefit	One test per Plan Year	No Benefit	One test per Plan Year	No Benefit	One test per Plan Year	No Benefit
<b>Hemocult - \$32 per a test Maximum Covered Charge</b>								
	One test per Plan Year	No Benefit	One test per Plan Year	No Benefit	One test per Plan Year	No Benefit	One test per Plan Year	No Benefit
<b>Immunizations</b>								
Children to age 19 subject to Physician recommendation	100%	No Benefit	100%	No Benefit	100%	No Benefit	100%	No Benefit
Adults - Age 19 + subject to Physician recommendation	100%	No Benefit	100%	No Benefit	100%	No Benefit	100%	No Benefit

	SILVER BENEFIT		BRONZE BENEFIT		QHDHP BENEFIT		OFFICE VISIT COPAY BENEFIT	
	IN NETWORK	OUT of NETWORK	IN NETWORK	OUT of NETWORK	IN NETWORK	OUT of NETWORK	IN NETWORK	OUT of NETWORK
	<i>Plan Pays</i>	<i>Plan Pays</i>	<i>Plan Pays</i>	<i>Plan Pays</i>	<i>Plan Pays</i>	<i>Plan Pays</i>	<i>Plan Pays</i>	<i>Plan Pays</i>
<b>Mammography</b> - \$136 per mammogram Maximum Covered Charge								
Age < 30	No Benefit	No Benefit	No Benefit	No Benefit	No Benefit	No Benefit	No Benefit	No Benefit
Age 30-39	One baseline mammogram.	No Benefit	One baseline mammogram.	No Benefit	One baseline mammogram.	No Benefit	One baseline mammogram.	No Benefit
Age 40-49	One every other Plan Year.	No Benefit	One every other Plan Year.	No Benefit	One every other Plan Year.	No Benefit	One every other Plan Year.	No Benefit
Age 50 +	One per Plan Year	No Benefit	One per Plan Year	No Benefit	One per Plan Year	No Benefit	One per Plan Year	No Benefit
<b>Pap Smear Cytology</b> <i>One test per Plan Year.</i>	100%	No Benefit	100%	No Benefit	100%	No Benefit	100%	No Benefit
<b>PSA Blood Test</b> - \$144 per test Maximum Covered Charge								
Age < 50	No Benefit	No Benefit	No Benefit	No Benefit	No Benefit	No Benefit	No Benefit	No Benefit
Age 50+	One test per Plan Year	No Benefit	One test per Plan Year	No Benefit	One test per Plan Year	No Benefit	One test per Plan Year	No Benefit
<b>Well Child Care – through age 4</b>	80%	50%	80%	50%	80%	50%	100% after \$30 Copay	50%
<b>Note:</b> All percentages noted above are subject to Deductibles and Reasonable and Customary fees, unless otherwise noted. Allowable charges for In Network plans will conform to the pricing/fee arrangements contracted with them.								
<b>Note:</b> Covered Services obtained from an Out of Network Provider will be covered at In Network percentages and rates if the Covered Person was referred to an Out of Network Provider by the treating In Network Provider, subject to receipt of a letter of Medical Necessity by the referring Physician. Covered Services will also be considered at In Network levels if an accident, Injury or Illness occurs and immediate services are required inside or outside the Network covered area.								
<b>Note:</b> Out of Network Providers of ancillary services, (assistant surgeons, lab, radiology, anesthesia, Durable Medical Equipment, and emergency room Physicians) will be paid at the In Network level when rendered at a Network facility, or the services were performed outside the Covered Person’s control or election.								

**PRESCRIPTION DRUG CARD**

The prescription drug card benefits under this Plan are provided through Express Scripts Drug Card Network, which is separate and distinct from the medical PPO Network. For more specific details regarding covered and/or excluded Prescription Drugs, see Article Five.

**This drug card allows the Covered Persons to receive discounts at In Network pharmacies. Prescription Drug copayments are payable at the time a prescription is filled.**

	SILVER BENEFIT		BRONZE BENEFIT		QHDHP BENEFIT		OFFICE VISIT COPAY BENEFIT	
	IN NETWORK	OUT of NETWORK	IN NETWORK	OUT of NETWORK	IN NETWORK	OUT of NETWORK	IN NETWORK	OUT of NETWORK
	<i>Plan Pays</i>	<i>Plan Pays</i>	<i>Plan Pays</i>	<i>Plan Pays</i>	<i>Plan Pays</i>	<i>Plan Pays</i>	<i>Plan Pays</i>	<i>Plan Pays</i>
<b>Generic Drugs</b>	\$20 Copayment, then 100%	No Benefit	\$20 Copayment, then 100%	No Benefit	\$20 Copayment after deductible is met	No Benefit	\$20 Copayment, then 100%	No Benefit
<b>Brand-Name Drugs</b>								
Preferred	\$35 Copayment, then 100%	No Benefit	\$35 Copayment, then 100%	No Benefit	\$35 Copayment after deductible is met	No Benefit	\$35 Copayment, then 100%	No Benefit
Non-Preferred	\$50 Copayment, then 100%	No Benefit	\$50 Copayment, then 100%	No Benefit	\$50 Copayment after deductible is met	No Benefit	\$50 Copayment, then 100%	No Benefit
<b>Mail Order</b>	Twice the Copayment for a 90 day supply	No Benefit	Twice the Copayment for a 90 day supply	No Benefit	Twice the Copayment for a 90 day supply	No Benefit	Twice the Copayment for a 90 day supply	No Benefit

**Covered drugs not obtained with the Prescription Drug Card will not be reimbursed by Prescription Drug Card or by Plan. Prescription Drug benefits will be paid in accordance with the provisions of the Prescription Drug card contract.**

Coverage, limitations, and exclusions for Prescription Drugs will be determined through the Prescription Drug Card program elected by the TICUA Benefit Consortium and will not be subject to any limitations and exclusions under the major medical plan. The Prescription Drug Card Program is a separate benefit from the major medical plan