

PHP Schedule of Benefits for

Legacy 3500 HSA P7

Benefit Overview

Single Coverage	In-Network	Out-of-Network*
Deductible**	\$3,500 per Member	\$7,000 per Member
Coinsurance	20% up to \$1,500 per Member	50% up to \$3,000 per Member
Total Out-of-Pocket Limit	\$5,000 per Member	\$10,000 per Member

Family Coverage	In-Network	Out-of-Network*
Deductible**	\$3,500 per Member or \$7,000 per Family	\$7,000 per Member or \$14,000 per Family
Coinsurance	20% up to \$1,500 per Member or \$3,000 per Family	50% up to \$3,000 per Member or \$6,000 per Family
Total Out-of-Pocket Limit	\$5,000 per Member or \$10,000 per Family	\$10,000 per Member or \$20,000 per Family

Deductibles and Out-of-Pocket Limits are based on a Calendar Year benefit period, unless otherwise indicated herein.

****Because the Plan is intended to be a qualified high deductible health plan, deductible may automatically adjust when the IRS implements cost of living changes each year. A new schedule may not be provided.**

In-Network: The In-Network Deductible and In-Network Total Out-of-Pocket Limit apply to all In-Network Covered Health Services unless otherwise stated. The In-Network Deductible and Coinsurance count toward the In-Network Total Out-of-Pocket Limit. If a Provider, a facility, or anyone else reduces or waives the required cost sharing (Deductible, Copays, Coinsurance) for a particular claim, we reserve the right to adjust the amount charged, the amount eligible under the terms of the policy, your Deductible and/or Out-of-Pocket Limit, to accurately reflect the amount actually charged for that claim.

This Plan is embedded: PHP will pay for a Member's In-Network Covered Health Services once the In-Network "per Member" Deductible is met by that Member. When the In-Network "per family" Deductible is met, PHP will pay for In-Network Covered Health Services for all Covered family Members.

Coinsurance for a Member's In-Network Covered Health Services is not required for the rest of the Calendar Year once the In-Network "per Member" Total Out-of-Pocket Limit is met by that Member. When the In-Network "per family" Total Out-of-Pocket Limit is met, Coinsurance for In-Network Covered Health Services is not required for the rest of the Calendar Year for all Covered family Members.

Out-of-Network: The Out-of-Network Deductible and Out-of-Network Total Out-of-Pocket Limit apply to all Out-of-Network Covered Health Services unless otherwise stated. The Out-of-Network Deductible and Coinsurance count toward the Out-of-Network Total Out-of-Pocket Limit. If a Provider, a facility, or anyone else reduces or waives the required cost sharing (Deductible, Copays, Coinsurance) for a particular claim, we reserve the right to adjust the amount charged, the amount eligible under the terms of the policy, your Deductible and/or Out-of-Pocket Limit, to accurately reflect the amount actually charged for that claim.

This Plan is embedded: PHP will pay for a Member's Out-of-Network Covered Health Services once the

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Out-of-Network “per Member” Deductible is met by that Member. When the Out-of-Network “per family” Deductible is met, PHP will pay for Out-of-Network Covered Health Services for all Covered family Members.

Coinsurance for a Member’s Out-of-Network Covered Health Services is not required for the rest of the Calendar Year once the Out-of-Network “per Member” Total Out-of-Pocket Limit is met by that Member. When the Out-of-Network “per family” Total Out-of-Pocket Limit is met, Coinsurance for Out-of-Network Covered Health Services is not required for the rest of the Calendar Year for all Covered family Members.

Expenses you incur on non-Covered Services do not count toward the applicable In-Network or Out-of-Network Deductible or toward the applicable In-Network or Out-of-Network Total Out-of-Pocket Limit.

This schedule is a summary of the benefits available to you. It also may help you understand how much you may have to pay for a particular service. Before getting any Health Services, you should review your Certificate of Coverage and contact us to check your Coverage.

Medical Benefits

	In-Network You Pay	Out-of-Network* You Pay
Doctor’s Office Visit Illness, Injury or Sickness. Emergency services in a Doctor’s office. Prior Authorization required for specific surgeries and specific drugs. Additional Copays, Deductible or Coinsurance may apply when you receive other services during a Doctor’s office visit. Office Visit Charge for Par Doctor of primary care practice areas of family practice, pediatrics, internal medicine, obstetrics and gynecology. Office Visit Charge for Par Doctor of specialty care. Other Services	20% after Deductible. The Total Out-of-Pocket Limit applies. 20% after Deductible. The Total Out-of-Pocket Limit applies. 20% after Deductible. The Total Out-of-Pocket Limit applies.	50% after Deductible. The Total Out-of-Pocket Limit applies. 50% after Deductible. The Total Out-of-Pocket Limit applies. 50% after Deductible. The Total Out-of-Pocket Limit applies.
Other Practitioner Visits Chiropractor services are limited to 12 visits combined In-Network and Out-of-Network per Calendar Year across outpatient and other professional visits.	20% after Deductible. The Total Out-of-Pocket Limit applies.	50% after Deductible. The Total Out-of-Pocket Limit applies.
LabCorp Routine Labs Routine lab services, such as but not limited to: pregnancy test; blood test; or urine test performed at a freestanding LabCorp facility. Urine drug screenings are limited to a total of 24 screenings per Calendar Year.	No Charge Deductible waived	50% after Deductible. The Total Out-of-Pocket Limit applies.
Diagnostic Routine radiology services, such as but not limited to: chest x-ray or MRI. Routine lab services, such as but not limited to: pregnancy test; blood test; or urine test performed at a facility other than LabCorp or in a Hospital (inpatient or outpatient) setting. Urine drug screenings are limited to a total of 24 screenings per Calendar Year. Prior Authorization required for specific radiology services.	20% after Deductible. The Total Out-of-Pocket Limit applies.	50% after Deductible. The Total Out-of-Pocket Limit applies.

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Preventive Care Services rated 'A' or 'B' by the U.S. Preventive Services Task Force. Immunizations recommended by the Advisory Committee on Immunization Practices of the Centers for Disease Control and Prevention. Preventive care and screenings for women and children as recommended by the Health Resources and Services Administration. Visit www.phpni.com or call PHP Customer Service for a list of preventive services.	No Charge Deductible waived	50% after Deductible. The Total Out-of-Pocket Limit applies.
Outpatient Prior Authorization required for specific surgeries and specific drugs.	20% after Deductible. The Total Out-of-Pocket Limit applies.	50% after Deductible. The Total Out-of-Pocket Limit applies.
Inpatient Prior Authorization required.	20% after Deductible. The Total Out-of-Pocket Limit applies.	50% after Deductible. The Total Out-of-Pocket Limit applies.
Emergency Health Services - Outpatient	For Emergency Health Services, 20% after Deductible. The Total Out-of-Pocket Limit applies. Services received may not be covered unless diagnosis is emergent in nature.	Emergency Services are Covered as an In-Network Benefit. Services received may not be covered unless diagnosis is emergent in nature.
Urgent Care Center Urgent Care services received within the Service Area must be received at a Par Provider to be Covered as In-Network Benefits.	20% after Deductible. The Total Out-of-Pocket Limit applies.	50% after Deductible. The Total Out-of-Pocket Limit applies.
Ambulance	20% after Deductible. The Total Out-of-Pocket Limit applies. Ambulance is always paid at the in-network benefit however, non-contracted providers may bill you for charges that exceed our payment amount.	Covered as an In-Network Benefit.
Home Health Care 100 visits combined In-Network and Out-of-Network Calendar Year limit. Prior Authorization required.	20% after Deductible. The Total Out-of-Pocket Limit applies.	50% after Deductible. The Total Out-of-Pocket Limit applies.
Hospice Care and Services 180 consecutive days per lifetime. Prior Authorization required.	20% after Deductible. The Total Out-of-Pocket Limit applies.	Not Covered
Inpatient Transitional Care Unit 30 day combined In-Network and Out-of-Network Calendar Year limit. Prior Authorization required.	20% after Deductible. The Total Out-of-Pocket Limit applies.	50% after Deductible. The Total Out-of-Pocket Limit applies.
Durable Medical Equipment, Prosthetics, Orthotic Appliances and Ostomy Supplies Prior Authorization required for specific DME, prosthetics and Orthotic Appliances.	20% after Deductible. The Total Out-of-Pocket Limit applies.	50% after Deductible. The Total Out-of-Pocket Limit applies.
Outpatient Therapy Services - Rehabilitation Services Combined In-Network and Out-of-Network limit per Calendar Year: - Physical therapy: 40 visits - Occupational therapy: 40 visits - Speech therapy: 40 visits - Cardiac Rehabilitation: 36 visits - Pulmonary Rehabilitation: 20 visits	20% after Deductible. The Total Out-of-Pocket Limit applies.	50% after Deductible. The Total Out-of-Pocket Limit applies.

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Outpatient Therapy Services - Habilitation Services Combined In-Network and Out-of-Network limit per Calendar Year: - Physical therapy: 40 visits - Occupational therapy: 40 visits - Speech therapy: 40 visits	20% after Deductible. The Total Out-of-Pocket Limit applies.	50% after Deductible. The Total Out-of-Pocket Limit applies.
Inpatient Therapy Services (Rehabilitation/Habilitation Services) 60 day combined In-Network and Out-of-Network Calendar Year limit. Prior Authorization required.	20% after Deductible. The Total Out-of-Pocket Limit applies.	50% after Deductible. The Total Out-of-Pocket Limit applies.
Transplant Procedure Services Transplant services must be performed at a Designated Transplant Center of Excellence. Prior Authorization required.	Benefits and cost share are based on the setting in which Covered Services are received as outlined on this Schedule of Benefits.	Not Covered
Temporomandibular or Craniomandibular Joint Disorder and Craniomandibular Jaw Disorder Services Limited to one treatment per side of head per lifetime. Prior Authorization required.	20% after Deductible. The Total Out-of-Pocket Limit applies.	Covered as an In-Network Benefit.
Maternity Services Inpatient Delivery does not require Prior Authorization unless it exceeds normal delivery times of 48 hours or 96 hours for C-section.	Benefits and cost share are based on the setting in which Covered Services are received as outlined on this Schedule of Benefits.	50% after Deductible. The Total Out-of-Pocket Limit applies.
Diabetes Services	20% after Deductible. The Total Out-of-Pocket Limit applies.	50% after Deductible. The Total Out-of-Pocket Limit applies.
Cancer Chemotherapy Treatment	20% after Deductible. The Total Out-of-Pocket Limit applies.	50% after Deductible. The Total Out-of-Pocket Limit applies.

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Outpatient Prescription Drug Benefits

To the extent a Provider, drug manufacturer, Pharmacy, or third-party (other than family) waives, discounts, reduces or pays (directly or indirectly) the required cost sharing (Deductible, Copay, or Coinsurance) for a particular claim, the applicable cost sharing met by the Member on the claim will be reduced to reflect the amount of such waiver, discount, reduction or third-party payment. Certain Prescription Drugs require the use of an alternate Prescription Drug before they are Covered. The alternate Prescription Drug must have been used within a specified number of days. This process is called Step Therapy.

	In-Network You Pay	Out-of-Network* You Pay
Retail Prescription Drugs (Up to a 30 Day Supply) Per Prescription or refill (except when manufacturer's packaging further limits the supply). Includes diabetic supplies and a one unit limit for inhaler aid devices such as but not limited to: Aerochambers, Inspirease and Breathancer. (Member is required to pay the price difference between Brand Name and Generic Drug, in addition to the Deductible/Coinsurance, if the Brand Name Drug is ordered or requested and generic is available.)	20% per Prescription Drug after Deductible. The Total Out-of-Pocket Limit applies.	Not Covered
Retail Prescription Drugs (Up to a 90 Day Supply) Per Prescription or refill (except when manufacturer's packaging further limits the supply). Includes diabetic supplies. (Member is required to pay the price difference between Brand Name and Generic Drug, in addition to the Deductible/Coinsurance, if the Brand Name Drug is ordered or requested and generic is available.) Not all retail prescription drugs are available with a 90 day supply.	20% per Prescription Drug after Deductible. The Total Out-of-Pocket Limit applies.	Not Covered
Specialty Drugs (Up to a 30 Day Supply for Self-Administered Specialty Drugs) Except when manufacturer's packaging further limits the supply. Out-of-Network – Only Office Administered Specialty Drugs are Covered. Prior Authorization required for specific Specialty Drugs.	Tier 1 – Preferred Specialty Drugs - 20% per Self-Administered and Office Administered Specialty Drugs after Deductible. The Total Out-of-Pocket Limit applies. Tier 2 – Specialty Drugs - 20% per Self-Administered and Office Administered Specialty Drugs after Deductible. The Total Out-of-Pocket Limit applies.	50% per Office Administered Specialty Drug only after Deductible. The Total Out-of-Pocket Limit applies.
Mail Order Prescription Drugs (Up to a 90 Day Supply) Per Prescription or refill (except when manufacturer's packaging further limits the supply). Includes diabetic supplies. (Member is required to pay the price difference between Brand Name and Generic Drug, in addition to the Deductible/Coinsurance, if the Brand Name Drug is ordered or requested and generic is available.)	20% per Prescription Drug after Deductible. The Total Out-of-Pocket Limit applies.	Not Covered
Mail Order Inhaler Aid Devices; Nail Fungus Drugs; Specialty Drugs	Not Covered	Not Covered

Behavioral Health and Mental Health and Substance Use Disorder Benefits

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	In-Network You Pay	Out-of-Network* You Pay
Outpatient Services Individual or interactive diagnostic interview exams or testing; crisis intervention; therapeutic services; individual and/or group outpatient evaluations.	20% after Deductible. The Total Out-of-Pocket Limit applies.	50% after Deductible. The Total Out-of-Pocket Limit applies.
Intensive Outpatient Partial Hospitalization Prior Authorization required.	20% after Deductible. The Total Out-of-Pocket Limit applies.	50% after Deductible. The Total Out-of-Pocket Limit applies.
Inpatient Prior Authorization required.	20% after Deductible. The Total Out-of-Pocket Limit applies.	50% after Deductible. The Total Out-of-Pocket Limit applies.

*** All services listed under Out-of-Network are subject to Reasonable and Customary Charges, except for Out-of-Network Emergency benefits.**

The information contained in this Schedule of Benefits is not intended to provide a full description of eligible benefits, requirements and limitations. The full description, requirements and limitations are reflected in the Certificate of Coverage. A copy of the Certificate of Coverage and any Amendments will be provided to you upon enrollment or upon request. If you have questions, please refer to your Certificate of Coverage or contact our Customer Service Department at (260) 432-6690, extension 11; 1-800-982-6257, extension 11; or custsvc@phpni.com (e-mail). To the extent that this Schedule of Benefits, description of eligible benefits, requirements, and limitations conflict with those in your Certificate of Coverage as amended from time to time, the terms of your Certificate of Coverage shall govern.